



CANDIDATE PACK

CHIEF EXECUTIVE OFFICER

WELCOME

Dear Colleague,

Thank you for your interest in becoming the next chief executive of Aurora Nexus.

Based in the heart of Deptford, we provide high quality services that empower people with learning disabilities and autism to maximise their independence. We currently operate across four London boroughs and are set to grow further. Formed after a merger in 2021 our mission to deliver services that support people with learning disabilities or autism to lead fulfilling lives, be effectively engaged in the local community, feel safe and involved, remains at the heart of everything we do.

This is a very challenging time for the sector but an exciting time for us as the merger has created a platform to build a three-year strategy that will enable us to broaden, both geographically and in terms of the offering to those we support. We are therefore looking for an experienced strategic leader who brings experience of leading an organisation through change and growth or transformation. A strong people person, you must be able to demonstrate a deep understanding of the people, communities and families we support. We are looking for an experienced organisational leader who possesses strong financial acumen and who brings significant experience of generating income from a wide range of sources which can include from tenders, health commissioners and local authorities.

Our ideal candidate may not come from the care sector; however, you must demonstrate empathy for and understanding of the needs of the people we support and have the ability and experience to deliver on our vision.

We want to better reflect the communities we serve, and equality, diversity and inclusion are at the heart of Aurora Nexus, for the people we support, our staff and from a culture perspective and we actively welcome applications from underserved communities.

This is an exciting time to join Aurora Nexus. If you are driven and highly committed to supporting people and empathetic to our communities' needs, we'd love to hear from you.

John Anderson
Chair



ABOUT US

Nexus was formed by the merger of Lewisham Nexus Services and Aurora Options in 2021. Both organisations had been working in Southeast London for over 25 years, both having excellent track records of delivering truly person-centred support to both the people that use services and their staff. The organisation delivers support to people through supported living services, all rated as Outstanding by CQC and small registered care homes which are rated as good by CQC.

The majority of our services comprise supported living services in South East London, we also have two small registered care homes, outreach support and day opportunities provision. Our services are small, a few that are made up of individual flats where up to 7 people live. All of our building-based services (including our registered care homes) are shared services for no more than 6 people. The support we deliver ranges from a few hours up to 2-1 services 24/7.

Diversity is integral to Aurora Nexus, we are proud of our diverse teams and embrace the wide backgrounds of the people we support, although we recognise that there is more work to do in this area. We have a settled and engaged workforce and continue to manage recruitment, retention and staff development actively.

Part of the success of the organisation's recruitment and retention, we believe, is down to the involvement of people with learning disabilities, and their involvement is integral to our organisation in other ways. We have an advisory board that is made up of people who use our services, in order to ensure that decisions and direction are informed by the people we support. We also have a quality checkers team and an environment team. We employ a number of people with learning disabilities across the organisation.

The new organisation has an income of £8million and employs just over 200 staff.

OUR VISION

A world where people with learning disabilities or autism are equal in society and lead a good life.

OUR MISSION

To deliver services that support people with learning disabilities or autism to lead fulfilling lives, be effectively engaged in the local community, feeling safe and involved.

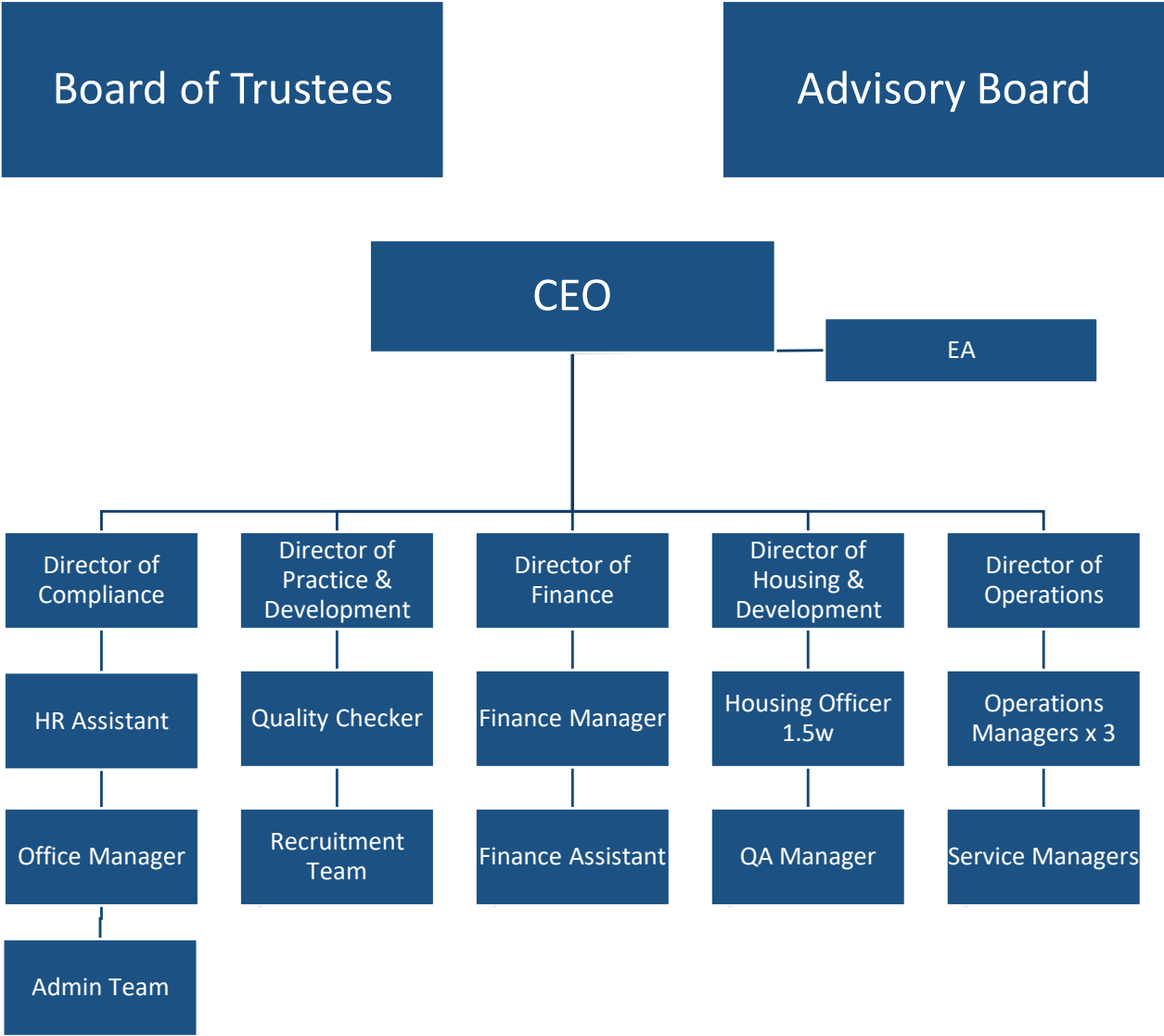
OUR VALUES

Our Values are core ethics or principles that we will abide by, no matter what. They will inspire our best efforts and constrain actions. Over time they will improve our ethical character

WE ARE

- **Proactive and innovative** in everything we do.
- **Honest** – We will acknowledge our errors and mistakes and foster an open and transparent culture, to learn from them and improve our future performance.
- **Professional** - We will strive to be professional in everything we do.
- **Brave** – We will support people to be brave and to take risks, we will be courageous in everything we do, and we will do the right thing even when it isn't the easy thing.

ORGANIZATION CHART



JOB DESCRIPTION

Job title: Chief Executive

Reports to: Chair of Trustees and Board

Direct reports: Senior Leadership Team

Our Chief Executive ensures that the people we support are involved and kept at the heart of all we do and decisions that we make. They will set and maintain the culture of the organisation to ensure we 'get it right' and to safeguard and care for the people we support.

They will have overall responsibility for leading the organisation to deliver the agreed Strategy and achieve its vision; working with the Chair, Board and Leadership Team to set the strategic direction and define and deliver clear financially sustainable plans to achieve agreed objectives across the organisation. Ensuring a three-year strategic plan is in place to achieve the agreed objectives of Aurora Nexus. To provide and recommend an annual plan to the Chair and Board incorporating the aims and objectives of the three-year strategic plan.

Our Chief Executive will explore and identify business opportunities and new areas of development to ensure that Aurora Nexus remains modern and relevant.

They will act as the lead ambassador for all aspects of the organisation's external activity, looking to shape and influence public policy in all aspects of the lives of people with a learning disability and/or autism.

CORE DUTIES AND RESPONSIBILITIES

- To work with the Chair and the Board to ensure that the organisation's Vision, Mission and Values are clear and that putting those who Aurora Nexus supports at the centre of everything the organisation does remains at the heart of all the organisation's activities.
- Understand the needs of all parts of the organisation through first-hand knowledge gained by regular contact with the people we support, their families, staff and regular visits to services.
- Provide strong leadership to the Senior Leadership Team (SLT) and ensure that they are capable and empowered to deliver their objectives within the broader strategic framework of the organisation.
- Deal effectively with demanding situations, effectively managing continuity, change and transition.
- Act as a role model for the organisation: to be an initiator, setting high working standards and pursuing goals with a high level of personal integrity, drive and energy.
- Ensure that partnership working with colleagues and the people Aurora Nexus supports and their families is embedded within the organisation's culture.
- In partnership with the Board and the Leadership Team, to create an organisational strategy that responds robustly to identify challenges and create solutions.
- Ensure that Aurora Nexus' resources, budgets and organisational structures align with the strategic objectives and plans.
- Ensure the strategy is clearly translated into financially sustainable business operational plans for the organisation.
- In partnership with the Board, define and implement timely adjustments when conditions demand change.
- Ensure the organisation's activities comply with requirements from regulators.
- Ensure the organisation's operational and support services are efficient, compliant and operate in-line with expected standards.
- Ensure that robust safeguarding policies and procedures are in place.
- Ensure the setting and communication of clear plans and budgets which are in alignment with one another.

PERSON SPECIFICATION

KNOWLEDGE AND EXPERIENCE

- Sound experience of Governance. Candidates from the charities sector will demonstrate knowledge of and compliance with the Charities Act. Working within the corporate guidelines that the organisation adheres to and being proactive in how these are managed. Candidates from outside the charities sector will show an understanding of the parameters the organisation works within (specifically Adult Social Care) and an understanding of the statutory framework we work to.
- Desirable to have current and demonstrable knowledge of current, relevant legislation.
- Experience in presenting and promoting an organisation, for example in selling services business to business.
- Ensuring delivery of excellence to the end user, customer and or client.
- Ensuring operational effectiveness, efficiency and economy.
- Demonstrable experience of working collectively with a Board of Directors and others.
- Able to demonstrate judgement and diligence, encouraging and responding positively to scrutiny.
- Previous strategic level experience of tendering for and delivery of commissioned services (or equivalent) and good financial understanding and control in relation to this.
- Having held a previous role at a smaller, similar organisation would be advantageous; as would experience of a larger role in the charities or corporate sector or having worked as a director in a similar size or larger organisation caring for a different client group for example, Social Care, a health group or Commissioning.

SKILLS AND ABILITIES

- Interprets financial data and metrics to make sound decisions and drive improvement.
- Thinks ahead and sets clear business targets and expectations. Creates plans that provide clarity with realistic and achievable deadlines. Monitors progress of these plans whilst analysing the approach.
- Understands the importance of working with all our stakeholders and fostering good working relationships.
- Able to work in an innovative and forward-thinking manner, recognising and embracing innovation.
- Will challenge the status quo and seek to do better in everything that we do.
- Brings the full team together and ensures continuous staff training and development to meet the needs of the organisation and, more importantly, the people we support.
- Ability to engage an organisation in a common vision and goal.

STYLES AND BEHAVIOURS

- An understanding of the communities and families we support is key to success in this role.
- Accountable and performance driven, taking personal responsibility and holding self and others accountable for delivering plans and projects.
- Being open minded and external facing to maximise opportunities for people with learning disabilities and autism, and the organisation as a whole.
- Putting the people we support at the heart of all they do and decisions to be taken.
- Ensuring Aurora Nexus advocates for our people and ensures everyone lives in a safe and happy environment.
- Encouraging support from within the community.

TERMS OF APPOINTMENT

SALARY

The salary for this role circa £95,000 per annum.

CONTRACT

This is a permanent, full time contract.

There is a requirement to take part in the second tier On Call rota.

LOCATION

Aurora Nexus' head office (Deptford, London) with travel to other locations from where business is conducted, or services delivered. There may be a requirement to travel overnight away from home.

PENSION

Workplace pension

ANNUAL LEAVE

25 days plus bank holidays



HOW TO APPLY

We hope you will consider making an application. If you have questions about the appointment and would find it helpful to have an informal conversation, please contact Juliet.brown@starfishsearch.com or Rebecca.oconnor@starfishsearch.com and we will be happy to arrange a call. To make an application, please go to <https://starfishsearch.com/jobs/aurora-nexus-ceo/> and click on the apply now button, with the following prepared:

- Your CV (no more than three sides).
- A supporting statement (no more than two sides) that sets out why you think this role is the right move for you and how you meet the knowledge and experience criteria..

We would also be grateful if you would complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

Closing date	Friday 28th July
Preliminary interviews with Starfish online	w/c 7th August and w/c 14th August
Final Panel interviews in person	Friday 8th September

