



Candidate Pack

Chief Executive Officer



Welcome

Dear Colleague,

Chance UK is an award-winning children's charity that provides a range of solutions-focused services to grow children's strengths, build their self-esteem and respond to each child's individual needs. We are best known for our early intervention mentoring and family support service but also support growing numbers of children through community groups and school workshops.

Our vision is for every child in the UK to feel happy about themselves, realise their potential and be confident in their ability to build a bright future.

Having undergone a period of transformation including having a new operating model in place, now is an exciting time to join as our new chief executive as we seek to grow the charity's reach and impact even further. We are looking for an empathetic, passionate and ambitious leader with experience of leading through change and growth to help us achieve our mission to help more children across the UK.

You will bring a track record in securing diverse income streams and will be able to build on your already strong relationships with funders and partners as well as spot and develop opportunities for growth. We're looking for a strategic thinker with operational leadership experience who is confident in leading and empowering a highly dedicated team of staff and mentors and is able to credibly represent Chance UK externally and help raise our profile further.

You must understand and be able to demonstrate a commitment to the value of early intervention and the benefit of Chance UK in delivering excellent outcomes for children. Chance UK value and respect the diversity of all and welcome applications from candidates from under-represented communities.

If you have the ambition and experience we need to help lead us through the next phase of our development, I'd love to hear from you.

Sarah Parker
Chair, Board of Trustees



About us

Chance UK is an award-winning early intervention children's charity founded in 1995. Our vision is for every child in the UK to feel happy about themselves, realise their potential, and be confident in their ability to build a brighter future.

The Charity provides a range of solutions focused support for children aged 5-13 and their parents and carers. We pride ourselves on developing evidence-based services, which put children at the heart of our work, and our services are designed to build social and emotional skills and resilience.

Our best-known service is our intensive mentoring which matches children with mentors to work one to one for up to a year developing self-regulation, self-esteem and resilience. Alongside our mentoring offer, we also offer group-based services which include 12-week groups developing skills via fun activities and classroom-based workshops for children to support with managing change or other universal skills.

We work with parents and carers recognising that they play a critically important role in the lives of their children – and parenting can have a significant impact on short- and longer-term outcomes for children. Chance UK supports parents and carers of children accessing our services to develop their parenting skills and confidence, reducing stress and isolation.

Why We Exist

There are many different things that can be traumatic for children – from experiencing physical, emotional and sexual abuse or neglect, exposure to substance misuse, significant mental health challenges or domestic abuse or a key figure in their life being in prison. Children can experience trauma from ongoing stress such as significant bullying, or one-off events outside of anyone's control such as a car accident, a natural disaster or bereavement.

Trauma can affect how a child's brain develops, and this can have a life-long impact for them physically, mentally and socially. One of the areas that can be affected is the development of social and emotional skills, skills that are vital to their confidence and self-esteem, their ability to manage and express emotion, and to create and maintain healthy relationships.

Our early intervention and child-centred approach is proven to build children's resilience, improve self-esteem and increase their pro-social behaviours, give them the tools they need to address life's challenges and fulfil their potential. Our work is vital, not only for the children and families we support, but for ensuring the wellbeing of society as a whole.

Our Vision, Mission, and Values

Our Vision

For every child in the UK to feel happy about themselves, realise their potential and be confident in their ability to build a bright future.

Our Mission

To support children to develop the emotional and social skills they need to thrive in a changing world.

Our Values

We are passionate: championing early support that is transformative for children and families

We are inclusive: embracing the diversity of everyone that we work with

We are child-centred: listening to children's best hopes to bring out the best in them and provide a unique experience

We are solution focused: enabling children and their families to use their strengths to achieve their own goals

We are collaborative: working in partnership with other services to maximise our impact and embed sustainable changes

We are forward thinking: creatively looking at ways of adapting and growing our programmes, whilst continuing to deliver best practice

Diversity and Inclusion

Chance UK strives through its policies to achieve equality of opportunity, and value difference and inclusiveness in employment, involvement of volunteers and service delivery, and the fair treatment of all job applicants, employees, workers, volunteers and service users. A diverse workforce benefits and adds value to the services we provide.

Our Approach

We believe that with the right support at the right time, every child can flourish. To do so, we work in partnership with the child, and those around them – their family, school and community.

Our approach is based on the following principles:

Child-centred – we put the child at the centre of all we do

Inclusive – we recognise and celebrate each child and family member as individuals

Holistic – we work to understand who a child really is, their unique life experiences and what their physical, mental, emotional and social needs are

Trauma-informed – we work with compassion and sensitivity, respecting that many children have experienced trauma in their lives and this may manifest itself in different ways

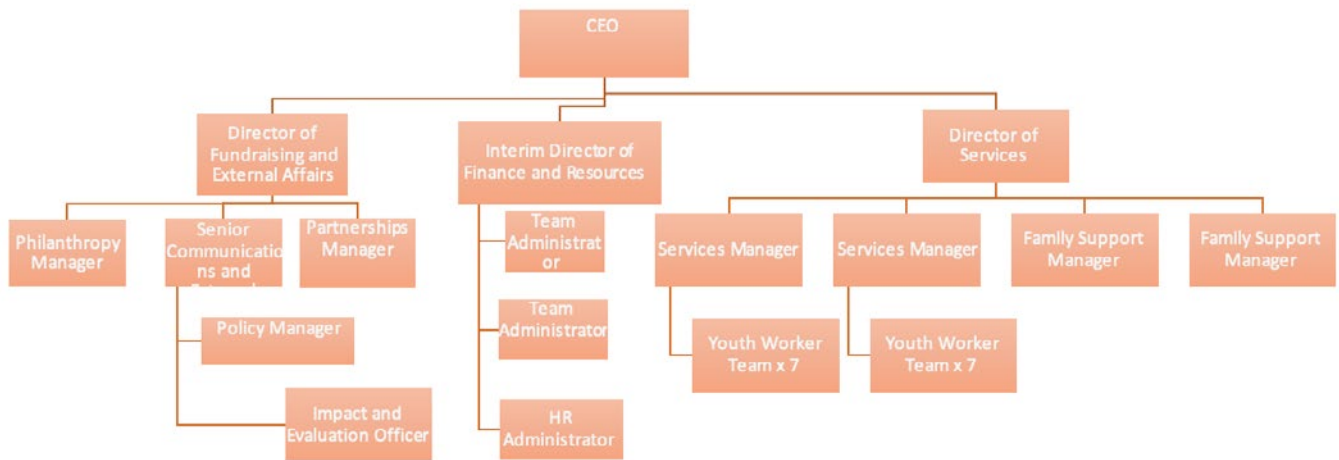
Solution-focused – we support children and their families to identify their strengths and use these to build towards their goals

Practical – we teach and practice practical skills and techniques that can be used every day to build resilience

Empowering – we enable children to understand themselves better and to own their own future

Our expert teams work with children and their families to build trusted relationships where challenges can be explored and foundations for a positive future can be laid.

Executive Board Structure



Job Description

Job title: Chief Executive

Reports to: Board of Trustees

Direct reports: Director of Services, Director of Fundraising and External Affairs, Director of Finance and Resources

Role purpose

- Provide inspirational leadership, promoting the value of early intervention and the benefit of Chance UK in delivering excellent outcomes for children.
- To develop Chance UK to meet the needs of more children, to strengthen its evidence base and to ensure a sustainable future.
- To develop and direct a passionate team of highly motivated staff and volunteers

Main responsibilities

- Provide excellent leadership to Chance UK, ensuring all staff and volunteers are inspired, motivated, valued and are performing to their full potential
- Represent the interests of Chance UK externally, developing the charity's brand and profile and ensure Chance UK is viewed as a thought leader, participating in and influencing national debate
- Ensure strong and positive relationships with key external stakeholders to ensure that the organisation grows our reputation for excellence and that opportunities are maximised
- Articulate clearly the value and impact of Chance UK to a diverse range of audiences, partners, collaborators and stakeholders
- Work with the Senior Leadership Team to ensure they are supported and empowered
- Ensure that Chance UK has in place effective policies and procedures to manage human resources, associates, finance, information, communication, premises and other resources, and that these meet relevant legislative requirements and agreed quality standards
- Work with the Board to develop and define Chance UK's strategic plan, business plans, budgets and performance targets, based on reviewing current model and new opportunities
- Ensure long term sustainability by reviewing income opportunities and securing income from a blend of sources, including statutory funders major donors, trusts and foundations and corporate partnerships
- Be responsible to the Board for Chance UK's overall financial and organisational health, ensuring that income is maximised and expenditure is controlled in line with budgets
- Hold ultimate responsibility for ensuring that all programmes are developed, delivered and marketed in accordance with the needs of children and young people
- Ensure that Chance UK offers an excellent, safe, personalised and sustainable programme to achieve our mission
- Ensure that Chance UK can evidence and report on the impact of its services
- Work with the Chair of the Board to ensure the full engagement of Trustees in delivering high standards of governance so that the Board fulfils constitutional and legislative requirements
- Provide appropriate and accurate management information and other guidance to the Board of Trustees to ensure they have a clear and accurate understanding of the health and performance of the organisation so they can make informed decisions
- Monitor and advise on the composition of the Board, its committees and the process of self-assessment and development

Person Specification

Knowledge and Experience

- Significant strategic leadership experience developing people, services and organisations and translating strategy into operational delivery
- Strong track record of securing growth, both in terms of diverse income streams and reach and of developing propositions to drive strategic growth
- Experience of working at a senior management level (essential), or Chief Executive level (desirable), and of reporting to a governing board
- Confident public speaker with experience of successful campaigning and raising the profile of an organisation to a wide variety of stakeholders
- Experience of financial planning and budgeting within a mixed income stream environment

Skills and Abilities

- Ability to use data to inform decision making and take measured risks
- Strong financial and commercial acumen
- Excellent verbal, presentational, written and digital communication skills
- Ambitious with an ability to spot and maximise opportunities

Styles and Behaviours

- Dynamic and results oriented leadership style
- An empathy with the needs of vulnerable children and a commitment to early intervention
- Commitment to continuous professional development, coproduction with young people and parent carers, valuing diversity and inclusive approaches.



Terms of appointment

Contract

This is a full time, permanent contract. Agile working with presence in the office on a regular basis e.g. one week a month or one day a week, to be shared across the senior leadership team.

Salary

The salary for this role is £75,000-£85,000 per annum on a full-time permanent basis.

Location

Finsbury Park, London

Additional benefits

We value our team through offering a range of benefits, including:

- 25 days holiday, plus bank holidays and an additional 4 days leave over Christmas
- Matched pension contributions up to 5%, entitlement from the start of your employment
- Enhanced maternity/paternity and shared parental leave
- Flexible working
- Enhanced Sick Pay
- Access to employee assistance programme

Please note that Chance UK is committed to safeguarding and promoting the welfare of children and young people and therefore our recruitment process for this post will include an enhanced DBS check.



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 Chris Milo at chris.milo@starfishsearch.com and we will be happy to arrange a call. To make an application, please go to <https://starfishsearch.com/jobs/chanceuk-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.

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We would also be grateful if you would also 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 2nd June 2023
Preliminary interviews:	Monday 12th to Wednesday 14th June 2023
Final Panel interviews:	Tuesday 27th and Friday 30th June 2023

