



CANDIDATE PACK FOR CHIEF EXECUTIVE

BEYOND THE
STREETS



WELCOME

Thank you for your interest in joining us as our next inspirational CEO to continue the impact and growth of Beyond the Streets and to positively change the lives of the women we serve.



We have been working alongside and on behalf of women who sell sex for over 20 years. The important work we do sees that women are energised by their future and not defined by their past. Together and in partnership with others, we work with women who have been involved in the UK sex industry to see that they and other women are safe from coercion, violence, and abuse. We also work to ensure that women are not compelled to sell sex and, in collaboration with those who have lived experience, we create routes out of prostitution. We continue to challenge the stigma that surrounds the sale of sex, to eliminate “survival sex” and more broadly to end violence against women and girls.

This is an exciting time to join Beyond the Streets as we enter a new era and look to deepen and grow the impact of our work. We are ambitious for the women we serve and are looking for a new CEO to take what we have built and already achieved and lead us onto further sustainable growth and impact.

A visible and engaging senior leader, our new CEO will have maturity of judgement and the ability to foster excellent stakeholder relations to raise the profile and impact of Beyond the Streets. She will inspire and influence at all levels, with the vision, energy and presence to represent the full breadth of work we do across the violence against women and girls sector. She will have a flexible and innovative approach, with the ability to identify new opportunities and will have the strategic leadership skills to move the organisation forward, able to motivate and inspire our talented and committed team.

If you believe you have the skills and experience and would like to make a meaningful difference to the future of the women we serve, we would be very pleased to receive your application.

Carol Rider
Chair



ABOUT US

Beyond the Streets is a UK charity that sees the possibility of life beyond sexual exploitation. We have been working alongside and on behalf of women who sell sex for over 20 years. We began with a small number of grassroots projects and became increasingly aware of the urgent need for holistic, national and specialist support for women involved in the UK sex industry.

THE TEAM

Beyond The Streets currently has a great team of 19 who work across direct support, research & impact, training, grants, and corporate services.

OUR VISION

Our vision is to see a world where people are free from sexual exploitation, and where those who sell sex have the option to pursue genuine alternatives, free from constraints such as poverty, drug dependency, and abuses of vulnerability.

To achieve this vision we are:

- **Working with women** – providing person-centred and trauma informed support directly for women in east London and across the UK.
- **Increasing impact** – through training, research, collaboration, and shared learning, rooted in lived experience, we are working to ensure that:
 - women involved in the UK sex industry are able to access specialist trauma-informed support services regardless of geography.
 - women are able to access non-specialist support services without encountering stigma and judgmental behaviour.
 - the national and local policy approach ensures that fewer women are routed into the sex industry as a result of poverty, gender inequality or coercion.
 - the national and local policy approach ensures that it is easier for women to exit experiences of sexual exploitation/prostitution and thrive.

Beyond the Streets is a charity inspired by Christian values. This belief inspires us to work with acceptance, value and mutual respect for all and we look to work in partnership with all those who want to work alongside women to see freedom from abuse and exploitation.

OUR VALUES

We know that to reduce harm and sustainably exit selling sex, people need to be respected and empowered to identify their own needs and devise their own strategies. We know that partnering and journeying with women is the most effective approach and this is the practice model we use today.

Our Christian values determine how we treat others: with respect, dignity, love, and a non-judgemental attitude. As a charity we are seeking to enable those exploited by prostitution to find routes out and look to work with those of all faiths or none to achieve this.

Co-operating

Working with individuals and other agencies in a spirit of cooperation not competition.

Learning

Positively embracing learning, change and development, we embrace new theories, models, and ideas on how to partner with people affected by prostitution. We do not perpetuate the dynamic of 'victim' and 'rescuer'.

Empowering

We believe that those affected by selling sex should not be treated as passive victims. They should be treated as individuals who can take control of their own life but may want some support, guidance, and information to do this.

Holistic

We work holistically and aim to help the whole person; physical, mental, spiritual, and social needs are all important.

Non-Discriminatory

We actively promote a non-judgmental approach; we treat everyone with respect, value, and dignity regardless of race, age, gender, sexual orientation, background, ability, culture, or religious beliefs.

OUR MANIFESTO

Designed to educate, agitate, organise. This is so much more than what we do – it's the way that we do it, the feel of our services, the ambition we do it with – our hope for women globally. We proudly share it with you:

- We see the possibility of life Beyond sexual exploitation.
- We work tirelessly to stop the abuse.
- We work to see women safe from coercion, violence, and exploitation.
- We see women's lives limited by the labels placed upon them – Prostitute. Sex Worker. Client. Case. We work with her to write a different story. We see a woman. A daughter. A friend. A family member.
- We want to see women not defined by their past but energised by their future.
- Our work maps out possibilities with her and joins her on her journey as she walks towards the goals she sets.
- We champion belief in change and a better future.
- We celebrate women overcoming adversity and overcoming the barriers which would hold them back.
- We recognise that we cannot do this alone.
- We know that sexual exploitation happens in every community and so it takes the involvement of entire communities to tackle it together.
- We work with others, hosting a national network of affiliated projects who share our commitment to the cause.
- We know we are stronger together.
- We want to ensure her story is heard.
- We recognise her as the expert of her own experience, and we make space in a noisy arena for her experience to be heard.
- She knows she is not alone or misrepresented.
- We know that those most in need don't get the treatment they deserve.
- We work with those on the frontline – Police, Social Workers, Health Professionals – to improve women's experience of seeking support.
- We think every woman deserves to be met with a compassionate response.
- We know that the injustice we respond to is not isolated, but part of a much bigger picture – a local expression of the global injustice of violence against women that preys on the vulnerability of women in every community.
- We will not stop fighting against sexual exploitation. We fight on, until every individual is free to thrive, free from sexual exploitation.

JOB DESCRIPTION

Job title:	Chief Executive
Reports to:	Chair of the Board of Trustees
Direct Reports:	Services Manager Research & Impact Manager Operations & IT Manager Grants Manager

OVERALL PURPOSE

- Provide high calibre leadership, vision, and direction to further develop Beyond the Streets' position, profile and reputation in the violence against women and girls' sector.
- Ensure the organisation meets its mission and objectives as directed by the Board of Trustees through innovation and effective leadership and management.

MAIN RESPONSIBILITIES

- Advance the vision and strategy working in partnership with the Board of Trustees and management team
- Broaden the role and profile of Beyond the Streets to better support the women we serve and to influence partners and institutions with the objective of enabling women who sell sex to pursue genuine alternatives and be supported in doing so
- Represent Beyond the Streets in media and on public platforms championing our work and agenda
- Build on the success and achievements to determine the best in our service provision for the women we serve and our affiliates for our continued development and growth
- Ensure that our impact work continues to develop and demonstrably show how we are bringing about change
- Provide effective leadership to the team and maintain our core values and ethos, developing our people to deliver against our strategic objectives and creating an inclusive, supportive, and caring culture
- Maintain and further develop strong networks and relationships with funders, affiliates, delivery partners and Government
- Funding development, financial and resource strategy and management, including oversight of procurement funding bids
- Develop additional funding sources to diversify our income and support innovation for services and systems change
- Safeguarding
- Promote trauma informed practice
- Leading and managing the organisation: operations and impact; KPIs and performance, budgets, funding, HR, risk, regulation, governance, and procurement.

MAIN RESPONSIBILITIES

- Support the Chair and Trustee Board as appropriate so that the strategy and projects are effectively implemented, and all legal and statutory requirements are met.

No job description can cover every aspect of the post and the post holder is expected to carry out additional duties and responsibilities according to the needs of the organisation. Demonstrating agility and flexibility as a leader is a key requirement for this role.

PERSON SPECIFICATION

KNOWLEDGE AND EXPERIENCE

- Strong leadership experience as a CEO, deputy CEO or leader of a senior team, with knowledge of the challenges of leadership in the Charity sector
- Experience of leading an organisation or team through a period of transformation and change
- Excellent prioritisation skills and ability to lead teams compassionately and effectively even when under pressure
- Demonstrable experience of working in the Violence Against Women and Girls sector
- Demonstrable understanding of trauma-informed practice and vicarious trauma
- Significant experience of measuring and demonstrating impact
- Successful strategic planning and business development experience
- Experience in risk management and commitment to safeguarding
- A proven track record of fundraising and income generation
- Strong budget management and financial reporting skills with proven leadership over financial strategy and the budgetary process
- Knowledge and understanding of the principles of good governance with experience of working effectively with Chairs and Boards of Trustees
- A confident public speaker with experience of advocacy and raising the profile of an organisation to a wide variety of stakeholders.
- Ability and experience of working across systems and building strong and effective relationships with affiliates.

VALUES AND BEHAVIOURS

- Strong alignment to our manifesto and led by the needs of the women we serve
- Commitment to lived experience involvement and voice
- Principle of empowerment, not rescue of the women we serve
- A compassionate and caring leader with the ability to build trust
- Ability to advocate and embed collaboration
- Kindness and respect
- Supportive of the Christian faith and the role faith can play in an individual's life, practical service and societal change
- Fostering of inclusive, equitable and respectful culture among staff, with women we support and within wider partnerships.



TERMS OF APPOINTMENT

SALARY:

c£70,000 per annum on a full-time permanent contract

LOCATION:

Hybrid working, with a requirement to be visible in the Southampton or Tower Hamlets offices circa 3 – 4 days per week.

PENSION:

5% employer contribution (with statutory 3% employee contribution)

ANNUAL LEAVE:

25 days plus public holidays

Due to the nature of this role, we will be considering female applicants only in accordance with the provisions of the Occupational Requirement (Equality Act 2010, pursuant to Schedule 9 Part 1).

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 Hilary.Clifford@starfishsearch.com and we will be happy to arrange a call. To make an application, please go to <https://starfishsearch.com/jobs/beyond-the-streets-ce/> 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 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	Monday 23rd October 2023
Preliminary interviews	w/c 6th November 2023
Final Panel interviews	w/c 27th November 2023 and w/c 4th December 2023