



#StaffAwards23



CANDIDATE PACK FOR CHIEF EXECUTIVE OFFICER

WELCOME

Thank you for your interest in becoming the new Chief Executive of Maudsley Charity.

This is an incredibly exciting time to join us. Underpinned by the development of our Change Model, we have recently agreed a strategic plan for 2024-29 that will get us closer to ensuring everyone with a mental illness has the right care and support for them. It includes ambitions to commit c.£44m over five years and continues to place us as the largest specialist mental health funder in the UK charity sector.

We operate across southeast London yet our local funding and learning can play an important contribution on a national stage, and so we need our chief executive to be credible with local and potential national partners in mental health.

We're looking for a leader who possesses a high degree of curiosity and interest in the work we are engaged in and understands the unique context in which we operate. We need an empathetic leader with high emotional intelligence and the insight to understand the challenges experienced by our NHS partner, South London and Maudsley NHS Foundation Trust, whilst maintaining the role of the Charity as distinct and independent.

We are an inclusive and ambitious charity with an engaged board and a growing team all focused on driving meaningful change in mental health care. We are looking for an outstanding communicator who is comfortable negotiating with key stakeholders, as well as being able to bring an authentic and empowering leadership. They will have a track record of fostering growth and achieving success through a team driven approach. You will also be able to demonstrate you can balance the strategic elements of the role whilst being willing to take a hands-on approach when necessary.

We have a strong commitment to DEI in why, how, and what we fund, and regardless of your background, you must have a genuine understanding of how factors such as racism and poverty impact mental health as well as being able to demonstrate personal commitment to addressing inequity and discrimination.

Our mission is to be a catalyst for change and equity within the NHS and wider mental healthcare system in southeast London and beyond. If this excites you and you are highly motivated to help support us through the next stage of our development and impact, we'd love to hear from you.

Best wishes,

Frances Corner OBE
Chair



ABOUT US

We are a mental health funder based in southeast London. We fund ideas, collaborations and teams that give people most affected by mental illness the best chance to recover and fulfil their potential.

We are a small but growing team (23 staff) with bold ambitions around:

- How we can achieve maximum impact on the improvement of mental health services.
- How we can address issues of discrimination and exclusion in what we fund and how we work.
- How we can generate additional funds to extend our work and build communities of support.

WHY WE'RE HERE

The consequences of mental ill-health are far-reaching, affecting employment, relationships, finances and even life expectancy.

We are located in an area with an exceedingly diverse population and some of the highest levels of serious mental illness in Europe. By investing in the understanding of what works here, we can contribute to improved mental health for everyone.

Our Vision

A world where everyone who experiences mental illness, without exception, has access to the right care and support for themselves.

Mission

To be a catalyst for change and equity within the NHS and wider mental healthcare system in southeast London and beyond.

We target most of our resources towards people who are the most in need of, but least likely to receive, mental health care in the way and at the time that they should, and in areas with greatest potential for impact.

The changes we want to see

- Greater equity in care and support.
- Better quality treatment is widely available.
- Care and support are shaped by diverse expertise and experience.
- Intervention happens as early as possible.
- More people live well with their illness.

PARTNERSHIPS

We work primarily with South London and Maudsley NHS Foundation Trust (South London and Maudsley) and the Institute of Psychiatry, Psychology and Neuroscience (IoPPN), King's College London, as well as a range of voluntary and community organisations, to drive both system and service improvement and support for people who experience mental illness.

While we operate mainly within the four boroughs served by South London and Maudsley (Croydon, Lambeth, Lewisham, and Southwark), the work we fund has the potential for impact at a national level through the sharing of the learning and outcomes with the wider mental health community.

WHERE WE'VE COME FROM

We can trace our history back to 1247 and the foundation of Bethlem Royal Hospital, the oldest mental health institution in the world. In 2018 we became an independent charity. Before that we were formally part of South London and Maudsley NHS Foundation Trust. Our Board now comprises eight independent trustees and three trustees nominated by the Trust.

OUR GRANT MAKING

Our grant making is funded primarily from our endowment (currently valued at £160m) but donations, largely from philanthropists, also play an important part. Grants range from multi-million pound clinical and research initiatives intended to drive change across the UK, to small-scale projects which make immediate improvements in service user experience. Our work supports NHS quality improvement projects, applied research, programmes that cross boundaries between NHS and the voluntary sector, arts funding, and community organisation-based support projects and capital schemes.

Thematic funding

We have pledged over £20 million over the next 5 years across two thematic programmes.

- **Living Well with Psychosis:** The programme launched in 2022 and is focused on improving outcomes for those affected by psychosis. It supports a range of approaches to improving services and supporting the communities in South London and Maudsley boroughs, and beyond.
- **Building Brighter Futures:** The programme launched in 2024 and funds a range of early intervention/secondary prevention projects for children and young people who have complex lives or high levels of risk around mental illness. Partnership working and the involvement of young people is central to the design and delivery of this work.

South London and Maudsley funding

We also have a programme of funding which is exclusively available to South London and Maudsley, and they acknowledge our strong historical and ongoing ties and commitment to supporting the Trust to provide the best possible care. Within this allocation is a mix of small and large grants which support the work and wellbeing of NHS teams and improve service user experience and outcomes of care. It also supports ongoing long-term programmes such as volunteering at South London and Maudsley.

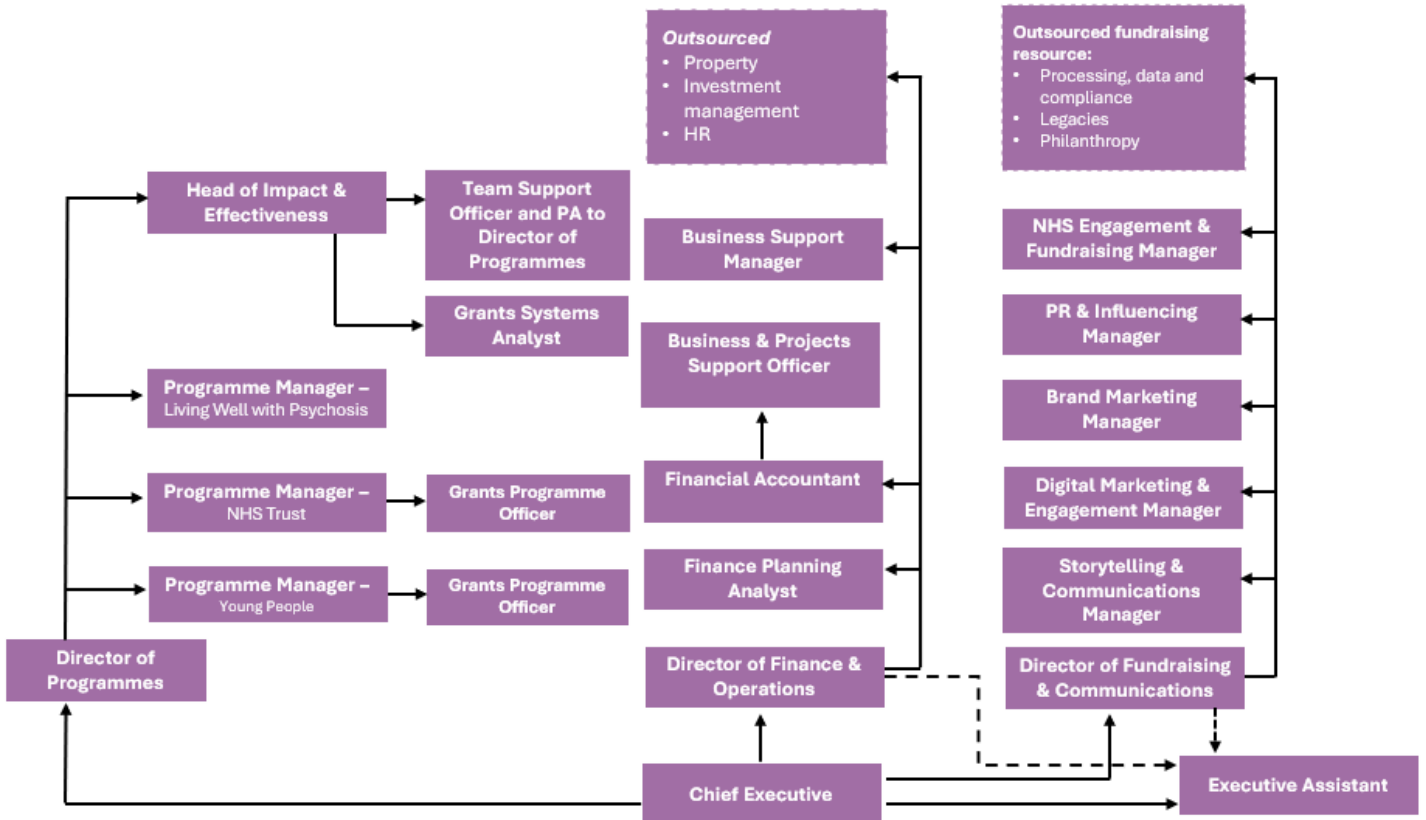
Pears Maudsley Centre/Kings Maudsley Partnership

The Charity has for the last seven years been involved in generating funds for, and supporting as a strategic partner, the creation of a new centre for child and young people's mental health. Opening in 2025, this will be a world-first integrated centre for care and research. Supporting the work of the centre and the associated partnership will continue to be a priority for the Charity, especially over the next five years.

ORTUS

The Charity owns, runs and is based in the Ortus building. This purpose-built learning and events centre provides a space to learn, meet and reflect and has a range of bookable spaces, a lively café and an art exhibition. It is well used by NHS teams, university staff, students, and people from the local community. As the charity team has grown, we have been agile in accommodating staff in the available space. Our team values our ability to use the building, and the opportunities it presents with connection to those who work in and around mental health. It is managed and catered by a commercial partner. It is governed by Maudsley Charity Trading (MCT), a charitable trading company. The CEO is a director of MCT.

OUR ORGANISATION



Fundraising for Pears Maudslay Centre for Children & Young People
 Is managed within King's College London, as part of the Kings Health Partners partnership, reporting into our CEO

Many people work flexible hours, including Directors. Some of these roles are part-time.



JOB DESCRIPTION

Job title:	Chief Executive Officer
Reports to:	Board of Trustees
Direct reports:	Director of Finance and Operations, Director of Programmes, Director of Fundraising and Communications, Executive Assistant

OVERALL PURPOSE

The role of CEO is to lead and develop an organisation which can flourish and maximise its impact for people who experience mental illness.

The CEO has responsibility, working with the Board of Trustees and Senior Leadership Team (SLT), for creating the vision, mission and overall direction of the Charity and for implementation of strategic and operational goals.

They will drive the work of the Charity to extend its impact locally and nationally, will increase its profile and will develop relationships and formal partnerships with external organisations, donors and key stakeholders.

Internally they are responsible for leading, managing, guiding and evaluating the SLT and for supporting and soliciting advice from the Board of Trustees to ensure good governance.

MAIN RESPONSIBILITIES:

Responsibilities

1. Vision, mission and strategic goals

- Support the organisation in delivering against its recently established vision, mission and strategic goals. Work with the Board to review, refine and develop strategy.
- Working with the relevant internal leads, ensure goals are translated into an operational plan, programme framework, financial plans, and fundraising and communication strategies for approval by the Board.
- Evaluate and report to the Board on the progress of the Charity in achieving its objectives.

2. Leadership and Management

- Provide guidance and support to Trustees, working with the Director of Finance & Operations to develop policies and control frameworks that ensure effective governance is implemented and maintained across the Charity.
- Lead, manage, and motivate the Senior Leadership Team.
- Ensure that the values of the Charity, and its commitment to diversity, equity and inclusion, are well embedded and visible in practice and behaviour both internally and externally and demonstrate these values personally.
- Build a positive culture of collaboration and continuous improvement across the Charity, creating a supportive environment that encourages high performance and recognizes the importance of both outcomes and team development, and supporting the team to achieve this.
- Maintain an organisational climate that attracts, retains and motivates skilled, culturally aligned, results orientated people.

3. Relationships/Stakeholder

- Act as an external advocate for the Charity and its mission, representing the Charity locally and nationally, helping to position the Charity in the sector, increase its public profile and that of the work we fund.
- Work effectively with the Chair of the Board and all trustees – ensuring they feel connected to, and informed about, the work of the Charity while respecting their role in oversight and scrutiny.
- Build relationships with senior stakeholders in South London and Maudsley NHS Foundation Trust, the Institute of Psychiatry, Psychology and Neuroscience (KCL) and the community organisations, which the Charity supports.
- Ensure that the Charity’s work is informed by wider developments in mental health and in grant-giving, working with the Director of Programmes to engage with evidence and with peers in other grant funding and mental health organisations.
- Build positive relationships with donors and potential funders, being the main point of contact where appropriate.
- Actively identify and encourage new opportunities for collaboration with internal and external partners. Participate in events, networks and groups that will enhance the Charity’s reputation and potential for success.
- Sit on the strategic board of the Kings Maudsley Partnership for children’s mental health, representing the Charity’s as an investor into the Pears Maudsley Centre.
- Represent and promote the goals of the Charity in written communications and through participation in events.

4. Delivery of programme

- Lead or sponsor specific projects or programmes as required.
- Review and authorise grants as set out in the Scheme of Delegation and within the documented processes and systems.

5. Maudsley Charity Trading

- Act as a Director of the company managing the Ortus learning and events centre.



PERSON SPECIFICATION

KNOWLEDGE AND EXPERIENCE

- Track record of working as part of a senior team and with a Board of Trustees or relevant similar body (previous experience as a CEO is not essential) with insights into HR, fundraising and communications functions and how they operate
- Considerable leadership experience working alongside multi-functional teams to achieve shared goals
- Knowledge of mental health and/or health services gained in a relevant NHS, policy, third sector or research environment
- Experience of working collaboratively with, and influencing, senior stakeholders across a broad stakeholder map including donors and fundraisers, ideally with some knowledge of good grant giving practice and endowments and investments
- Budget management experience and comfortable working with financial information
- Knowledge of charities and charity governance in the UK (could be gained in a non-executive capacity).

SKILLS AND ABILITIES

- Demonstrates emotional and intellectual intelligence – ability to listen and inspire others and in particular to engage with people who have lived experience of mental illness and their families
- Able to understand how the Maudsley Charity exists within the South London healthcare context
- Collaborative leader with the capacity to inspire and motivate others; able to give clear, effective, sensitive and consistent leadership
- Excellent written and verbal communication skills, including the ability to communicate complex relationships, situations or ideas clearly
- Strong financial acumen, budget management and operational planning skills
- Ability to foster strong and effective partnerships across a broad stakeholder map
- Strategic thinker able to balance the strategic with the operational necessary in a small organisation
- Able to represent the Charity in public and build strong external partnerships
- Demonstrable ability to embed the principles of equity, diversity and inclusion within an organisation.



TERMS OF APPOINTMENT

SALARY

c. £125,000

PENSION

6% employer contribution, min 3% employee contribution.

HOURS/ LOCATION

This is a full-time role, 37.5 hours per week. All Maudsley Charity contracts set a balance of 50/50 office and home working. This role will be expected to work no less than two days per week in the Charity's office based at the Ortus Centre in Camberwell, southeast London.

ANNUAL LEAVE

25 days rising to 26 days after 3 years' service and 27 days after 5 years. Staff are typically provided with three days additional to this allowance between Christmas and New Year.

OTHER BENEFITS:

Hybrid working, 2-3 days spent with the team in our building each week and 2-3 days at home/offsite working. It's important for us to come together often, whether that's to collaborate, be social, or get a change of scenery.

Pension scheme with up to 6% employer contribution, subject to a minimum 3% employee contribution.

Enhanced occupational maternity, paternity, adoption, and shared parental leave pay.

A cycle-to-work scheme.

Interest-free season ticket loans after probation.

Group Life Assurance - providing employees with a tax-free lump sum of four times your basic salary in the event of your death, for your dependants.

Group Income Protection Scheme - protecting you if you are sick long-term, by paying 75% of your basic salary with a deferred period of 13 weeks.

Comprehensive package of online and face-to-face training for staff.

Employee Assistance Programme (EAP) – supporting staff to stay well.

20% discount on all food and drinks at the ORTUS café.

Opportunity to work with diverse colleagues at the Charity and with our partners.

Opportunities to work collaboratively across the organisation to build a culture where we can all thrive, including joining working groups like our Diversity, Equity and Inclusion group and our Ways of Working group.

GENERAL RESPONSIBILITIES AS PART OF THE MAUDSLEY CHARITY TEAM

- To build, manage and maintain strong team relationships and maximise communication within the team.
- To represent the Charity in a professional and positive manner.
- To provide outstanding customer service.
- To maintain a good working knowledge of Maudsley Charity strategic goals & objectives.
- To share ideas and make suggestions to improve the organisation.
- To follow all Maudsley policies and procedures, especially those regarding equal opportunities & diversity, dignity & respect, and health & safety.
- To undertake any other duties, in keeping in the role, which reasonably be required in furtherance of the objectives of Maudsley Charity.

OUR VALUES:

Passion & Purpose

We are passionate about improving mental health and motivated by our ability to make a difference for those most impacted by mental illness.

Integrity

We will act with integrity. We will be objective and consistent in how we allocate funding and support. We will counter direct and indirect discrimination.

Knowledge

We value diversity of experience, expertise, and perspective. We will build into our organisation, and every aspect of our work, a range of voices, including those of people who experience mental illness.

Improvement

We care about maintaining high standards and improvement. We will be open about where we could do better, learn from our successes and failures and expect those we work with to do the same.

Appreciation

We value relationships and show appreciation for support we get in whatever form that takes. We know that we influence change through the expertise and commitment of others.



HOW TO APPLY AND THE APPLICATION PROCESS

The Charity is serious about building a diverse team. We've increased the time and budget we spend on recruitment to ensure we place more adverts in more places to reach more people, and we've looked at each stage of the recruitment process to remove biases.

BEFORE YOU APPLY

Join our 'Ask Us Anything' webinar

1st November 2024 at 11:30am

Email: MaudsleyCharityCEO@starfishsearch.com to confirm your place

Full instructions on how to join the webinar, including necessary links to join will be shared closer to the date.

During the Webinar, your camera will need to be turned off and your display name removed to remain fully anonymous.

You won't see or hear other candidates, you yourself will be anonymous. You really can ask us anything-about the role, the process, our work, culture, team, flexible working policy...or just listen to what others ask.

YOUR APPLICATION

We are committed to offering interviews to candidates who meet the role requirements and have lived experience of mental illness or a disability.

To support an equitable application process, we will be replacing the usual supporting statement with a set of questions to be answered. Submit your answers in written format or in a voice memo. We'll transcribe any recordings on your behalf.

THE INTERVIEW

We'll ask you if you have any needs for the interview and put any reasonable adjustments in place.

We'll pay for your travel expenses within the UK if you need us to.

The interview will be face-to-face at our office in Demark Hill, Southeast London.

We'll ask values and competency-based questions in the interview. This is to ensure we focus decisions on your potential performance in the role.

We'll only share scores and discuss candidates as a panel when all candidates have been seen; to remove any influence panel members might have over each other.

THE INTERVIEW PANEL



Frances Corner
Chair of Trustees



Catherine Lee CBE
Trustee



David Bradley
Trustee



Peter Baffoe
Trustee



Nigel Keen
Vice Chair

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 rebecca.oconnor@starfishsearch.com and we will be happy to arrange a call. To make an application, please go to <https://starfishsearch.com/jobs/maudsley-charity-ceo> and click on the apply now button, with the following prepared:

- Your CV (no more than three sides).
- Answers to the following questions:
 1. Tell us about a time when you've shown leadership to guide an organisation following a time of growth or change. We're really interested to hear how you made the change sustainable and aligned with the organisation's culture and values.
 2. What have you, personally, done to help to make sure that the principles of anti-racism, justice, equity, diversity, and inclusion have been embedded and lived at a place (or places) you've worked? What learnings will you bring to inform your approach at Maudsley Charity?
 3. Maudsley Charity are looking to extend their impact and have national reach. What experience can you draw on that will help them achieve this aim and what would you say are the two most important factors in making this happen?

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 8th November 2024
Preliminary interviews online:	End w/c 18th and early w/c 25th November
Ask us Anything webinar with Maudsley: Email: MaudsleyCharityCEO@starfishsearch.com for joining instructions.	1st November 2024
Final Panel interviews in person:	Friday 13th December 2024

Maudsley Charity is an equal opportunities employer, and makes no discrimination on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief and sex. Specifically, we will also oppose unfair discrimination of those with mental health issues.

THE MAUDSLEY CHARITY DIVERSITY, EQUITY AND INCLUSION COMMITMENTS

The Charity will:

- Highlight that discrimination or unequal treatment on the grounds of mental health or other protected characteristics can undermine mental wellbeing and work to address inequalities and discrimination.
- Create a zero-tolerance working environment in respect of discrimination, harassment, bullying or victimisation, collectively called unacceptable behaviour so that everyone can work without fear of the unacceptable behaviours. A Dignity & Respect policy is in place to support this and address issues.
- Implement a Recruitment Policy to ensure that all appointments are made in accordance with the objectives of this policy.
- Monitor recruitment, service provision and grant-giving and take positive action based upon such information.
- Provide training and development opportunities that enable equality of opportunity, and which promote an awareness of diversity and inclusion.
- Ensure that Maudsley Charity premises and resources are made as accessible as possible to staff, users and all those who visit us, under the Disability Discrimination Act.
- Make reasonable adjustments for disabled people wherever possible.

