



CANDIDATE PACK FOR CHIEF EXECUTIVE

SURVIVING
ECONOMIC
A B U S E



WELCOME

Thank you for your interest in becoming the next Chief Executive of Surviving Economic Abuse (SEA).

Based on recent research SEA conducted in November, nearly one million women in the UK have been trapped with a dangerous abusive partner, which represents a quarter of the women affected by economic abuse in the last year. We undertake research that supports our policy development, influencing and campaigning to effect real systems change for victim-survivors of economic abuse. We work with victim-survivors who are Experts by Experience to inform our work and have an established partnership with Money Advice Plus who run the Financial Support Line for victim-survivors of economic abuse. Our close partnerships with the women's and financial services sector enable us to support change on the issues that directly impact the lives of victim-survivors.

Founded in 2017 by Dr Nicola Sharp-Jeffs who led SEA from its inception and stepped down earlier this year, we are seeking to appoint an exceptional individual to lead and grow the charity's income, profile and build on the significant platform she created. This is an exciting opportunity to shape our next phase of growth and lead on the development and implementation of our next survivor-centred strategy.

We need someone who shares our commitment to driving positive change and with strong organisational and financial management skills to work with the Board and senior leadership team to ensure we continue to centre survivors in everything we do. You will be an excellent communicator with strong interpersonal skills and high emotional intelligence with the ability to build partnerships and work collaboratively with a range of stakeholders including the domestic abuse, financial services, government, statutory and charity sectors.

You will be an established leader with a naturally inclusive leadership approach and role model SEA's values and behaviours and – if not already – led by a strong feminist ethos.

If this sounds like you, and you bring the ambition and drive to lead us forward, we hope you will read on to find out more.

Fiona Cannon
Chair



ABOUT US

We work to save lives and stop economic abuse forever.

To achieve this, we must ensure that the policies and practices of financial services firms, domestic abuse support services, public services and government reflect the needs of all victim-survivors of economic abuse.

In our 2022-2025 strategy, we committed to continuing [our survivor-led approach](#) in all we do and broadening our understanding of the needs of survivors.

Our primary focus is on influencing the women's and financial services sectors, to create a model for improved support for victim-survivors of economic abuse, calling on government to facilitate these changes and work with them to improve their systems and practice.

Our vision is a world in which all women and girls achieve economic equality and can live their lives free of abuse and exploitation

Our mission is to raise awareness of economic abuse and transform responses to it.

To find out more about our story and journey since we were founded in 2017, please visit <https://survivingeconomicabuse.org/about-us/our-story/>

Read more about our work in our [2022-25 strategy 'Making Waves'](#).

OUR WORK

We work [in partnership](#) with the frontline organisations that directly support victim-survivors. We support them to identify and respond to economic abuse. Although we don't provide direct support to victim-survivors, we are an associate member of Women's Aid and endorse its aims.

We focus on making change by working in four key areas:

- Public understanding and behaviour change: We work to raise public awareness of economic abuse and to begin tackling public behaviour changes.
- Professional response and systems change: We work with women's sector professionals to help them understand and respond to economic abuse and with the financial services sector to drive improvements across the sector that support victim-survivors of economic abuse.
- Legal, regulatory and public policy change: We work with decision-makers for changes in legislation, policy and regulation in the financial services and women's sectors, and influence government policies and practices.
- Survivors, partnerships, evidence and equality: We work closely with survivors and conduct high-quality research to ensure all our projects and partnerships reflect their needs and promote equality.

HOW WE WORK

To drive change for victim-survivors of economic abuse, we are committed to understanding the problems they face. Two core principles are at the heart of our work:

We are survivor-centred

Being led by survivors is central to our work. We work alongside a group of women – [the Experts by Experience Group \(EEG\)](#) – who share their knowledge and experiences to shape our work. The EEG is for women aged 18 and over who are no longer in a relationship with the abuser. We recognise the need to create accessible spaces that victim-survivors feel able to participate in. The EEG is inclusive of transwomen, and we provide both single-sex and trans-inclusive spaces for EEG members.

We are evidence-based

We [conduct research](#) with victim-survivors and learn from the growing wider [evidence base](#) on economic abuse. We analyse the issues victim-survivors and professionals share through Money Advice Plus [Financial Support](#) Line and [evaluate our projects](#) to help the development of frontline services.

JOB DESCRIPTION

Job title:	Chief Executive
Reports to:	Board of Trustees
Direct reports:	Senior Leadership Team (five Heads of Team)

PURPOSE

To provide the strategic, financial, and operational leadership for SEA working closely with the Board of Trustees and Senior Leadership Team (SLT), whilst ensuring the charity has a diverse team and is survivor centred in all it does.

MAIN RESPONSIBILITIES

Strategic leadership

- Work with the Board of Trustees to develop an ambitious survivor-centred strategy for SEA in accordance with the vision, mission, strategic priorities, and values of the charity.
- Work with the SLT develop clear performance measures which can guide the charity in achieving its strategic objectives.
- Lead the SLT in the implementation of the strategy, including reviewing progress and monitoring key indicators of the charity's impact.
- Together with the SLT, maintain awareness of risks and changes in the external environment that affect the charity.
- Adopt a feminist ethos, modelling SEA's values and behaviours.
- Develop and maintain effective relationships with significant decision-makers and stakeholders to advance the charity's aims, ensuring that SEA is presented in an appropriate and professional manner, including fostering excellent relationships with key government and political stakeholders and strengthening our already strong relationships across the political spectrum.
- Represent the charity externally and be a public ambassador for its work.

Financial leadership

- Ensure financial sustainability through working with the Board and SLT to develop a business development and income generation strategy which has diverse funding streams in support of the overarching strategy.
- Develop and build relationships with partners, supporters, funders, and donors to maximise opportunities for income generation.
- Work with the SLT to develop annual budgets for approval by the Board of Trustees.
- Have strategic oversight of the financial management of the charity, working with the Head of Operations to ensure robust and compliance led financial accountability- including operating within the annual budget, monitoring the charity's financial health, and ensuring that potential risks are identified and managed.

Operational leadership

- Lead the SLT in the development and delivery of operational strategies and plans in support of the strategy.
- Work with SLT to define and secure the resources needed to operate effectively.
- Ensure that the charity has the appropriate policies, procedures, systems, and processes in place and that they are being implemented effectively.
- Motivate and engage team members, Experts by Experience, and Advisors & Ambassadors.

Working with the Board of Trustees

- Build an effective working relationship with the Chair of the Trustee Board.
- Ensure that the charity is well administered and work with the Board of Trustees to meet its legal, statutory, and regulatory responsibilities.
- Ensure appropriate presentation and reporting on the progress of the charity and on all matters relevant to the discharge of its responsibilities.
- With the SLT, develop policies and proposals for Board discussion and decision.
- Ensure information that will assist the Board of Trustees in carrying out its responsibilities is provided in a timely and appropriate manner.
- As appropriate, monitor and advise on the composition of the Board of Trustees, its sub-committees, the Ambassador & Advisory Group and the process of self-assessment and development.



PERSON SPECIFICATION

KNOWLEDGE AND EXPERIENCE

- Track record in organisational management and proven understanding of financial management.
- Experience of working in (or with) the charity sector at a senior level.
- Successful experience of income generation and developing and executing successful strategies for growth.
- Experience of representing an organisation with funders.
- Knowledge of the violence against women and girls' and/or financial services sector.
- Understanding of economic abuse.

SKILLS AND ABILITIES

- Evidence of ability to develop excellent relationships and communicate with a range of stakeholders including Experts by Experience, senior leaders, funders, politicians and influencers.
- Ability to lead and motivate a team in a fully remote environment.
- Entrepreneurial with the judgement and ability to seize appropriate opportunities.
- Effective prioritisation, problem solving and organisational skills, with the ability to operate under pressure.

PERSONAL ATTRIBUTES AND BEHAVIOURS

- Commitment to SEA's feminist ethos, embodying the values, and behaviours of SEA.



TERMS OF APPOINTMENT

SALARY

Grade E: £80k + dependent on experience

LOCATION

Home-based, with regular travel. Must be able to access London frequently (weekly) and travel UK-wide occasionally (once every 1–2 months).

HOURS

35 hours per week

PENSION

3% Employer pension contribution

ANNUAL LEAVE

25 days, plus 5 wellbeing days, plus statutory Bank Holidays

ADDITIONAL BENEFITS

Employee Assistance Programme
Reflective Practice
Counselling Service
Flexible working
Enhanced sick pay, family leave and carer's leave



HOW TO APPLY

We hope you will consider making an application. If you have questions about the appointment, please send your questions to kieran.hughes@starfishsearch.com and we will be happy to respond to you. To make an application, please go to <https://starfishsearch.com/jobs/surviving-economic-abuse-chief-executive/> and click on the apply now button, with your CV and the following prepared:

- Why do you want to work for SEA?
- Outline 3 challenges you think you might face in this role, and how would you go about overcoming them?
- Using examples, and based on the essential skills and experience outlined in the job description, tell us why would you be brilliant as SEA's leader?

*Please limit your answer to each question to 450 words.

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 17th January 2025

Preliminary interviews online: End of w/c 3rd February and early w/c 10th February 2025

Final Panel interviews in person: w/c 24th February 2025

