

LUCY FAITHFULL FOUNDATION

Chief Executive



WELCOME

Thank you for your interest in becoming our new Chief Executive.

This is a pivotal moment for our organisation. As our outgoing Chief Executive, Deborah Denis, concludes her tenure, she leaves behind a stronger, more confident, and more ambitious Foundation. Under her leadership, we have expanded our reach, deepened our expertise, and strengthened our impact across every area of our work to protect children and prevent child sexual abuse. We are immensely grateful for the foundations she has laid, and we are ready to build on them with a leader who brings passion, purpose and ambition to our mission.

Today, the Lucy Faithfull Foundation is a thriving, forward-looking organisation with a clear mission, a talented and committed team, and a growing national and international reputation for excellence. We have had a strong growth trajectory over the last five years, enabling us to support over 16,500 people annually. We have launched innovative services for young people, expanded our Stop It Now! helpline, advanced our research and evidence base, and forged strong partnerships that are helping to drive real and lasting change in child protection.



We are proud of what has been achieved – but we know there is much more to do.

We are seeking a Chief Executive who can lead us into the next chapter: someone who combines strategic vision with operational clarity; who can inspire and support our people, as well as our stakeholders; who brings deep commitment to safeguarding children; and who is ready to guide the organisation through both opportunity and challenge with confidence, compassion, and integrity.

You will be joining an organisation with a strong culture of purpose, collaboration, and care. You will work alongside a skilled Senior Leadership Team and a highly engaged Board of Trustees, all committed to supporting the next phase of growth and innovation. Most importantly, you will help shape the future of an organisation whose work transforms lives, supports families, and protects children.

If you share our values and believe you can lead an organisation that plays a unique and essential role within the child protection landscape, we would be delighted to hear from you.

We look forward to meeting exceptional candidates who will help us continue our vital work with ambition, courage, and compassion.

Jane Leach

Chair of Trustees
The Lucy Faithfull Foundation

ABOUT US

Protecting children. Preventing child sexual abuse.

For more than 30 years [Lucy Faithfull Foundation](#) has been working to protect children from sexual abuse. We have come a long way over this time and have achieved a great deal. We are unapologetically proud of our work with people who might cause harm and we have an excellent track record of using our understanding of the behaviour of people who abuse to develop and deliver innovative services that keep children safe.

Our vision is a world in which children live free from the threat of sexual abuse. Our mission is to prevent child sexual abuse by intervening with people at risk of causing harm and enabling everyone to create a safer world for children. Our work is vital because too many children grow up experiencing some form of sexual abuse.

Founded out of a commitment to child protection and named after its pioneering founder, [Baroness Lucy Faithfull](#), the charity combines direct support services with leadership in prevention, research and influencing efforts to keep children safe now and in the future.

Drawing on decades of [specialist experience](#), research, data and insight, the Foundation develops innovative strategies and interventions to make prevention a reality. It also engages with policy makers and decision-makers to advocate for a public health approach to tackling child sexual abuse across the UK.



The Foundation works across the UK to safeguard children by:

- Intervening with people who pose a risk and diverting them from causing harm.
- Providing support to individuals and families who have been impacted by abuse.
- Helping professionals and organisations to create safer environments for children through training, risk assessments, interventions and consultancy.
- We run the confidential [Stop It Now](#) helpline - the largest helpline of its kind in the world.
- Offering Shore, an anonymous online space with information and support for teenagers worried about their own behaviours or those of friends or peers.

Our values help guide our actions and help ensure we achieve our purpose: we act with integrity, we are collaborative, we are innovative, we are ambitious and we have hope.

Our dedicated and expert staff are based around the UK with offices in Bromsgrove, Cardiff, Edinburgh and Epsom.

Find out more about our 2025-2030 strategy [here](#).

JOB DESCRIPTION

Overview

We are seeking an exceptional, courageous and values-driven Chief Executive Officer to lead the Lucy Faithfull Foundation into its next chapter of impact and influence.

This is more than a CEO position. It is a rare opportunity to lead a nationally respected, pioneering charity at the forefront of prevention, safeguarding and systems change — protecting children and strengthening communities.

The CEO will provide outstanding strategic leadership, operational excellence, and inspirational direction to ensure the Foundation continues to deliver high-quality, safe and evidence-based services while strengthening its voice nationally.

A significant and highly visible part of the role will be proactive external engagement — building and sustaining strong relationships with partners, funders, commissioners, policymakers and sector leaders, enhancing the Foundation's reputation, and championing its work through confident outreach and advocacy.

Reporting to the Chair and Board of Trustees, the CEO will be accountable for the overall leadership, management, culture, performance and sustainability of the organisation.

If you are a principled, strategic and inspirational leader ready to shape the future of a mission-driven charity, we would welcome your interest.

The role

Strategy, Leadership & Governance

- Passionate about child protection and committed to empowering individuals to change their own lives.
- Lead the development and delivery of an ambitious long-term strategy aligned to the Foundation's mission and values.
- Implement the agreed Business Plan, ensuring clear outcomes, measurable impact and sustainable growth.
- Being transparent, timely and full accountability to the Board of Trustees on performance, risk and organisational health.
- Oversee preparation of the Annual Report and ensure compliance with charity and company law, including Charity Commission requirements.
- Lead, develop and inspire a high-performing senior leadership team, fostering a culture of collaboration, inclusion and accountability.
- Drive organisational change, innovation to strengthen reach, impact and efficiency.

External Relations, Policy, Communications & Fundraising

- Diversify and grow income streams to ensure long-term financial sustainability, from statutory contracts, trusts and foundations, individual giving and partnerships.
- Serve as the Foundation's principal ambassador and spokesperson, cultivating high-value relationships with funders, policymakers, media and sector leaders to unlock new income opportunities and strategic influence.
- Strengthen and elevate the Foundation's communications and brand to support fundraising ambitions and public engagement.
- Influence local and national policy through evidence-based advocacy and strategic relationship-building.
- Build and sustain effective partnerships across sectors, including public services, voluntary organisations and multi-agency systems.
- Monitor the political and policy landscape, advising the Board on emerging risks and opportunities.

Financial Stewardship & Risk Management

- Ensure rigorous financial oversight in partnership with the Director of Finance and Company Secretary.
- Maintain strong governance, risk management, safeguarding and quality assurance systems.
- Ensure delivery of the Business Plan represents best value for money and has a measurable impact.
- Keep the Board fully informed of financial performance, budget variances and emerging risks.

Culture, People & Organisational Development

- Inspire and sustain a positive, high-performing, values-led organisational culture.
- Align individual and team objectives with strategic priorities, ensuring regular review and accountability.
- Promote equality, diversity and inclusion across all areas of the organisation.
- Ensure robust monitoring and evaluation systems to evidence impact and continuously improve services.
- Oversee high-quality, safe and effective service delivery, with a strong commitment to safeguarding and ethical practice.
- Champion co-production and meaningful service-user involvement where appropriate.

PERSON SPECIFICATION

We are looking for a strategic and operational leader with credibility, resilience and ambition to guide a complex and high-profile charity.

Knowledge and experience

You will bring:

- Significant senior leadership experience, including working constructively with a Board of Trustees or non-executive board.
- A proven track record of developing and delivering organisational strategy and leading successful change.
- Demonstrable success in securing and diversifying income, including statutory funding and voluntary fundraising.
- Experience operating in politically sensitive and public sector environments.
- Significant experience of strategic outreach and partnership development, with a strong track record of building, influencing and sustaining high-value relationships across statutory, voluntary and policy environments to enhance organisational impact and reputation.
- Strong financial and commercial acumen, including risk identification and mitigation.
- Experience influencing policy and acting as a public spokesperson.
- A strong understanding of governance, regulatory compliance and safeguarding in charities working with vulnerable people.
- Oversight of high-quality service delivery informed by data, evidence and evaluation.

Desirable:

- Understanding of child protection, harm reduction or prevention-focused practice or policy.
- Experience in social, health, safety or security policy arenas.

Styles and behaviours

You will be:

- Inspirational, empowering and deeply values led.
- Credible and confident in high-profile and complex environments.
- Entrepreneurial, creative and tenacious in identifying and pursuing opportunities.
- Personally resilient, energetic and comfortable balancing strategic oversight with hands-on leadership.
- Collaborative, inclusive and committed to nurturing a strong organisational culture.
- Passionate about child protection and committed to empowering individuals to change their own lives.
- Courageous and imaginative, willing to make bold decisions in pursuit of lasting impact.

TERMS OF APPOINTMENT

Salary

The salary for this role is c£95,000 per annum on a full-time permanent basis.

Location

National, hybrid with a minimum of 2 days a week, in either the Epsom or Bromsgrove Office

Pension

We offer a NEST pension

Annual leave

33 days annual leave rising to 38 days (inclusive of statutory bank holidays) after 5 years' service and in line with our leave year (January-December)

Additional benefits

Up to 5 days learning and development per year to make sure you stay on top of your game, an employee assistance programme and the option of Benenden medical cover.



HOW TO APPLY

We hope you will consider making an application.

To make an application, please go to <https://starfishsearch.com/jobs/lff-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 10 April 2026

Preliminary interviews with Starfish Search: w/c Monday 20 April 2026

Lucy Faithfull Foundation Interviews: w/c Monday 4 May 2026

Stakeholder Session & Final Panel interviews: w/c Monday 18 May 2026

