

# The Future of Support

**CEO Recruitment**

**August 2019**



**SURVIVORSUK**

male rape and sexual abuse



“

The level of confusion that being assaulted causes lasts long after the act. Things don't just carry on, they can't. You try to carry on, but you are so confused you become lost. The ISVA service offered by Survivors helped me make my own decisions, this enabled me to learn to trust myself and accept things, particularly the disappointment and repeated failure of statutory services and the associated anger that creates. If I had not have had the help I'd still be waking up sweating, failing to fall asleep again, going to work like a robot, no justice was done for me, but Survivors made sure he didn't steal my whole life.

”

“

I kept my abuse secret for 35 years and when I contacted SurvivorsUK the burden had become unbearable. There's been an improvement in my work. I did an evening course at college and I am more aware of what happened to me and the scars the abuse have left me.'

”

“

I am so grateful that Survivors ISVA service could support me to be a court witness. It was a harrowing assault and the organisation where I was assaulted failed me terribly, but the defendant was found guilty and I successfully sued the organisation. With the support of Survivors I can be proud that I got justice.

”

“

Throughout my time in therapy I have felt valued and understood. There was nothing I shared I felt I wasn't heard or acknowledged. I feel better about myself today than I ever have. Thank you.

”



Welcome to Survivors UK and thank you for your interest in our newly reinstated role of Chief Executive. The quotes that you have just read are from just four of thousands of men and boys who engage with, and rely on, the support and guidance of one or more of our services each year. Our vision is to ensure that every victim/survivor of sexual violence, regardless of gender identity, is empowered to speak out and seek support. Above all else, we need to continue to increase the support we can offer; be that through expanding existing service capacity, expanding our geographical reach or introducing new services.

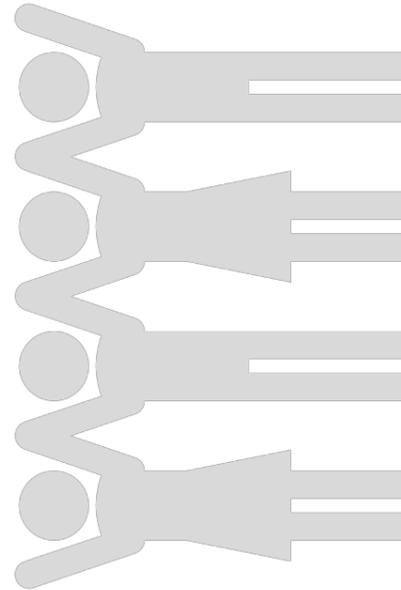
To see how best to do this we recently completed a Strategic Review and external FSI review. The result is our overarching direction for the next three years and our new Chief Executive will be responsible for developing the detail of how, through our annual planning process, we will deliver the change needed to increase the support for our mission. Our current Director, Andy Connolly, will depart at the end of August, after a successful two and a half years in post. The next phase of the charity's development will require the implementation of our new strategy, whilst maintaining quality and without disruption to the operation of the business as usual.

This pack is designed to give you information about the organisation, as well as what we are looking for in terms of a new Chief Executive. If you think you have the energy and zeal to work collaboratively with a dedicated board and staff team, and are keen to be part of the success and lead us into the future, I'd like to hear from you.

This is a unique opportunity and I look forward to your application.

*Daniel*

Daniel Mark Carr  
Chairman



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# OUR MISSION

SurvivorsUK supports those aged 13+ with male and non-binary identities, or anyone who thinks we are the right fit for them, who have been sexually abused, assaulted or raped. We challenge myths and misunderstandings around sexual violence that affect these victims/ survivors, and with them build communities and supportive spaces.

As an organisation based in London, our immediate focus for our face-to-face services is on London communities. However, our campaigns, support services and activities will invariably benefit wider national communities and the public at large, especially as we embrace digital communications and technologies. Further, as we recognise that we work in a field where men and boys may feel disempowered, or be struggling to find support, we pledge to attempt to help wherever we can, and act as an important signposting service. We will never simply turn people away.

We recognise that sexual violence does not occur in a vacuum, and can often be better understood within a context of wider patterns of abuse and power. Consequently some of our work will naturally intersect with other subject areas, such as domestic violence, education on consent and the construction and representation of masculine identities.

We put our beneficiaries front and centre, and endeavour to listen and consult with them to drive our organisation forward and better cater for their needs. We do not claim to be 'experts' - rather we are leading specialists in working with male victims of sexual violence.

# OUR PRACTICE

SurvivorsUK has identified the three pillars which underpin our activities, communications, ethos, operations and identity.

## We SUPPORT

At its core, our organisation will continue to offer services, designed to support our beneficiaries in crucial ways that are not delivered holistically elsewhere. We will continually monitor and develop these services in order to assess and meet the needs of our beneficiaries, and will not fear adaptation, innovation and change. An empowerment approach forms the basis of all our services.

## We CHALLENGE

Our beneficiaries' needs, and the wider context of abuse and power, are not always acknowledged or understood by statutory services, and the general public does not consistently acknowledge their existence. We boldly challenge this invisibility, to raise awareness and ensure better service provision and support in the future.

## We BUILD

The beneficiaries we support often feel isolated, so we connect them with each other in safer spaces, and build physical and online communities. We include friends, families and the general public to build communities of allies and supporters. We focus on cementing and growing our presence into a firm foundation for a genuine movement for support and change.

# OUR VALUES

**COMPASSIONATE**

**INCLUSIVE**

**ADVENTUROUS**

**BOLD**

**COLLABORATIVE**

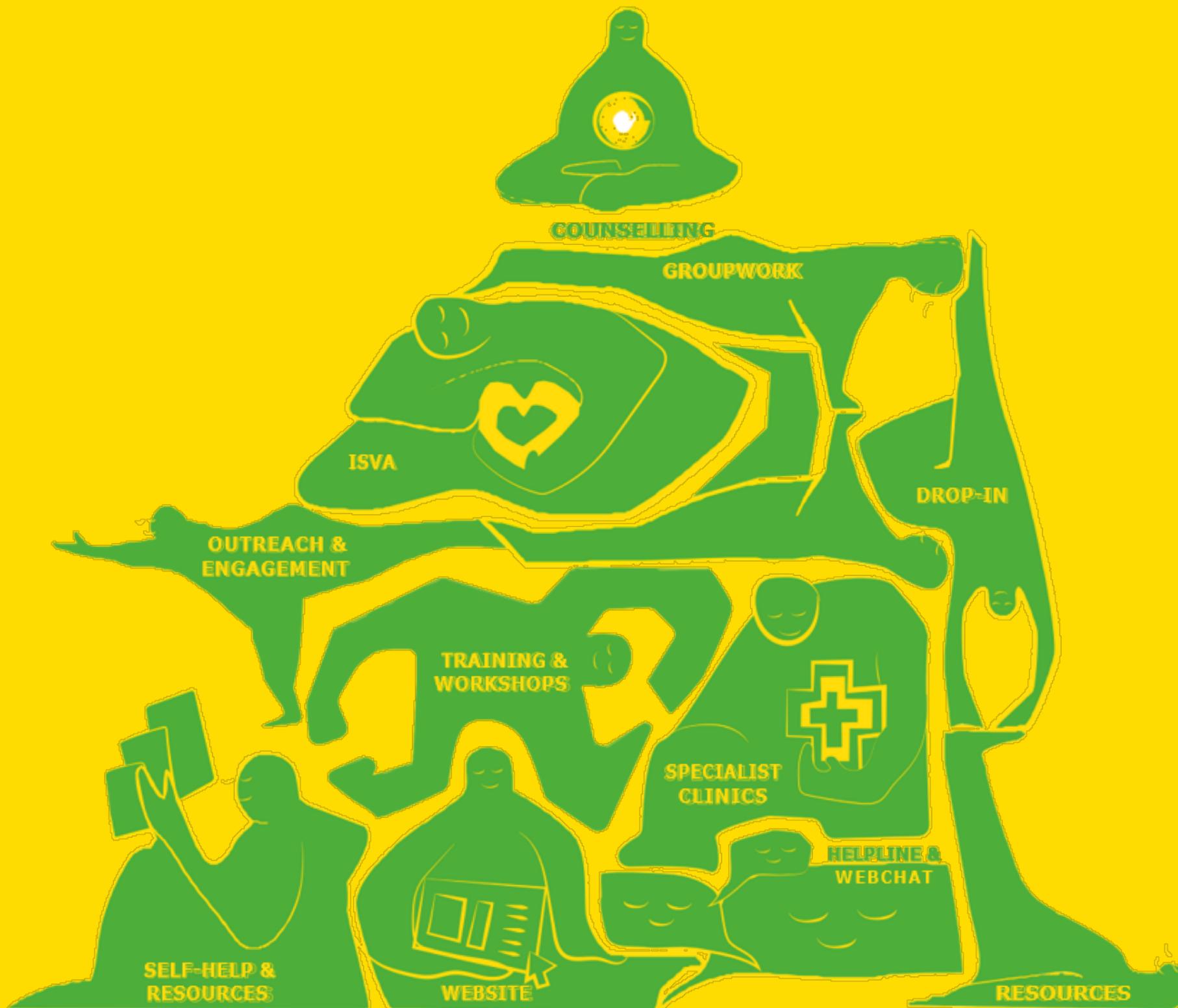
**EMPOWERING**

**OPTIMISTIC**



**To reach more people and to broaden the support we offer...**

# OUR PLANS

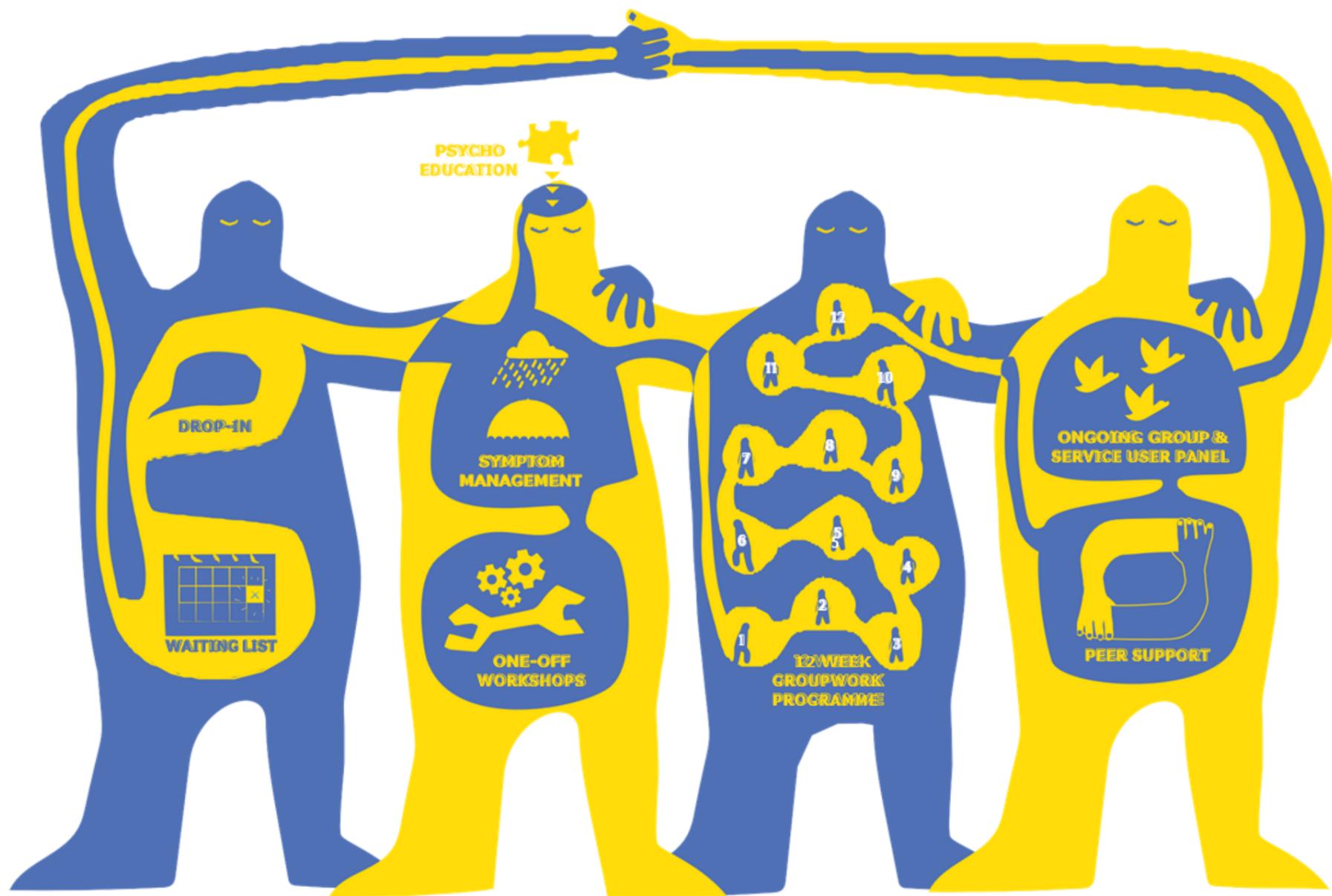


Faced with unprecedented demand, and to continue reaching as many people as possible, we will develop innovative new services with a wider reach. Our plans include the creation of podcasts, a series of self-help factsheets, drop-in services and workshops.

These services will complement our existing services, which will be modernised to make them more flexible and better suited to our beneficiaries' needs. Our ultimate aim is to provide a unified pyramid of services, meaning that the needs of everyone - our existing beneficiaries and those we have yet to reach - can be met with a tailored package of support, without sacrificing the provision of quality, longer-term support that is our benchmark.

## Pyramid of Service Provision

## To begin to create structures of support...



Our successful groupwork pilot will be expanded and extended over the next five years, to create services that everyone can access with minimised waiting times. From initial drop-in support our beneficiaries can progress through one-off group interventions, through our groupwork programme, and onto ongoing and peer support.

A range of additional activities will be planned and established, including social activities, guest speakers, recreational groups and clubs and weekend retreats, to build a sense of community and safety.

### To involve you...

We are nothing without our beneficiaries, and will harness the incredible range of skills and life experiences represented in our organisation in order to plan and build for the future. We will create a beneficiary panel that will help shape our services, use volunteers and community members wherever possible in shaping the delivery of services, and produce a charter, detailing what anyone can expect from SurvivorsUK, and also how they can contribute to our community.

# OUR PEOPLE

A passionate, professional and highly committed staff team of 19, with varied professional backgrounds, drives Survivors UK.

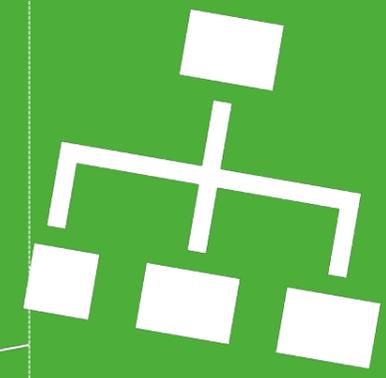
Our recent staff survey was incredibly positive, with the organisation outperforming on 18 out of 19 benchmarks (from the Charity Pulse survey).

From the survey, 100% of employees support and believe in the aims of the organisation, and 71% would recommend the organisation to a friend.

Our Board, currently with 6 Trustees, meets every other month, with a sub-committee call on the alternate months.

The sub-committees are; Governance, Legal & Finance, Client Services, HR, Marketing and Communications.

## CURRENT ORGANISATIONAL STRUCTURE



# THE ROLE

## Main Purpose

- Provide strategic and strong, operational leadership to SurvivorsUK towards the delivery of the organisational mission
- Ensure the financial sustainability of the organisation ensuring robust financial planning and by overseeing the fundraising strategy
- To promote the profile of SurvivorsUK externally, advocating for the needs of service users

## First 6 months

- Gain a deep understanding of the organisation and sector, establishing a network
- Conduct a review of the organisational structure and generate proposals to ensure Survivors UK is set up for success
- Lay the foundations for a brand refresh
- Implement robust business planning with funding diversification plans

# Person Specification

## Selection Criteria

## Essential / Desirable

### Qualifications and Experience

- Experience of developing and implementing strategic, business and operational plans E
- Experience of managing support services E
- Experience of representing an organisation externally E
- Experience leading people and teams E
- Experience of change management and/or organisational development E
- Experience of sound financial and resource planning and management E
- Proven experience of generating income D
- Experience of building and maintaining effective relationships and influencing internal and external stakeholders. D
- Experience working with Trustees to deliver organisational strategy D
- Experience working within the voluntary sector D
- Degree level qualification or equivalent D
- Experience within the field of sexual violence and/or sexual violation D

### Skills

- Proven project management skills and ability to develop and manage multiple projects concurrently E
- Ability to plan and think strategically and identify opportunities for development E
- Sound, effective communication and influencing skills E
- Ability to lead an organisation while promoting collaborative ways of working E
- Ability to identify and secure funding from a range of sources and manage funder relationships E
- Excellent organisational and financial management skills E
- Good presentation skills and confident public speaker E
- Excellent written communication skills and ability to present information clearly and concisely E
- Ability to identify and anticipate risks, and communicate these in a timely and transparent fashion. E
- Ability to cope with and contribute to a changing and developing organisation E
- Good IT and data management skills E

### Knowledge

- An understanding of the impacts of sexual violence on males, the barriers to survivors accessing support, and the impact of sexual violence on the wider community. D
- Knowledge of child and vulnerable adult protection procedures and legislation. D
- Knowledge of potential funding sources and the current funding environment for charitable organisations, including commissioning D

### General

- A firm commitment to the vision, mission and values of SurvivorsUK E
- Ability to maintain clear boundaries and confidential working practices and to support others to do so. E
- Commitment to transparent and consultative ways of working E
- Sensitivity to cultural differences and commitment to working in a fair and non-discriminatory manner E
- Commitment to professional development and willingness to undertake training required for the role E
- Flexibility towards evening and weekend working, as required by the role. E

# THE ROLE

## Key roles and responsibilities

### Strategy and Planning

- Work with others across the organisation to develop SurvivorsUK's strategic priorities and oversee regular business planning
- Identify opportunities for organisational development and growth, ensuring need is regularly assessed with input from relevant stakeholders
- Develop appropriate work plans for all streams of SurvivorsUK's work, in collaboration with appropriate staff/volunteers/Trustees
- To lead the implementation of SurvivorsUK's strategic plan (including outcomes agreed with Trustees), provide regular progress reports, and to monitor and mitigate risks

### Governance

- Ensure compliance with the constitutional obligations (as defined in the governing documents), charity law, company law and any other relevant legislation or regulations.
- Ensure that the Chair and Board of Trustees receive appropriate and timely information, and advice on all matters relevant to the discharge of their responsibilities.

### Resource management

- Broaden the range of fundraising activities to develop new income streams.
- Create and maintain effective, long-term partnerships with donors and campaigning organisations to further the impact of SurvivorsUK and maintain funding opportunities.
- Explore opportunities for commissioned services and prepare bids where agreed.
- Develop appropriate partnerships with other organisations, where beneficial to organisational aims.
- Prepare and oversee organisational and project budgets.
- Financial management of the organisation, working with the Operations Manager.
- Oversee management of all other organisational resources within a cohesive, collaborative environment, including effective use of volunteer resource.

### Service delivery and development

- Overseeing specialist clinical managers in the delivery of existing services to consistently high standards.
- Scope opportunities for new services to support the delivery of SurvivorsUK's strategic objectives, lead consultation with appropriate stakeholders, and project manage the development of services.
- Develop and maintain monitoring and evaluation frameworks, to ensure that services are achieving expected outcomes and enabling reporting to funders/stakeholders

### External Representation

- Be the 'external face' of SurvivorsUK, representing the organisation in key fora and in developing relationships with relevant agencies and individuals
- Identify and act on opportunities for influencing the local policy environment
- Promote the work of SurvivorsUK, including leading on all publicity and marketing, media and campaigns work, including oversight of social media campaigns
- Oversee the delivery of external training, in support of organisational representation, and to raise further revenue

### People Management

- Review staffing structures to ensure appropriate delegation of line management responsibilities
- Provide leadership to the whole team including staff, volunteers and Trustees
- Ensure a culture and ethos of consultative and collaborative working runs throughout the organisation
- Maintain effective relationships with internal and external stakeholders including Trustees, local service-delivery organisations and partners, funders, local authorities, individual decision makers
- Engage staff and other stakeholders in change programmes in support of organisational aims and objectives
- In consultation with HR sub committees, apply HR policies fairly and consistently in respect of leave, absence management, disciplinary and grievance

### Policy Development

- Ensure that appropriate policies are in place and adhered to, safeguarding the charity and ensuring legal compliance
- Keep informed of potential and planned policy changes, and ensure that local policies are kept up to date
- Oversee the development of operational and administration policies by the Operations Manager
- Promote a culture of organisational learning, and oversee regular review of policies and policies to ensure they are fit for the organisation's purpose

### General/other

- Represent and promote the work, policies and aims of Survivors UK to outside agencies, meetings and forums and to raise awareness and understanding of the issues and treatment of male survivors
- Work in collaboration with the Board of Trustees in the overall direction and strategic development of the organisation
- Ensure that the standards of service delivered are relevant and compliant with current legislation and with the organisation's mission statement, policies, strategic and business plans and other related guiding principles
- Responsible for working within agreed budgets and established financial procedures regarding the delivery of client services
- Support the Operations Manager in ensuring that all relevant contractual performance indicators/targets [financial & non-financial] attached to grant/other external funding sources are tracked and reported
- Ensure compliance with Survivors UK Equal Opportunities Policy in recruitment and management of staff
- Oversee management of issues relating to premises and the use of external space
- Oversee the effective use and maintenance of ICT systems, including the website
- Ensure the smooth running of the centre such as monitoring the health, safety and security of the workplace
- Undertake any other duties commensurate with the post as may be required from time to time by the Board of Trustees in the interests of the organisation

# TERMS OF APPOINTMENT



Salary	c.£50-60,000 per annum, depending on experience
Hours	Full Time, 40 hours per week. Some unsociable hours required
Location	East London with some London/UK travel
Contract	Permanent
Reports to	Chair of the Board of Trustees

## A FINAL WORD...

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theFSI 

The results of SurvivorsUK's Organisational Strengths Review Life Stage Assessment place the charity in the Prime life stage. You are in a great place. The organisation is mature, services are in demand and income to support future growth is building. The primary question you are asking at this stage is "How do we maintain the momentum?"

Particular attention should be paid during this phase to ensure that you do not drop the ball in forward strategy. Keeping your eyes on the future and creatively working towards your long-goals is crucial.

”

# HOW TO APPLY

This appointment will be made by the Survivors UK Board of Trustees, which has enlisted the support of Eden Brown for this recruitment process.

If you have any queries about the work of Survivors UK, we encourage you to review the Survivors UK website and related online search results for the organisation. If you have any queries about the recruitment process you should contact Bhavana Verma from Eden Brown on [B.Verma@edenbrown.com](mailto:B.Verma@edenbrown.com)

If you decide to apply, please send the following

- Your latest CV
- A cover letter addressed to the Chairman
- A completed equal opportunities monitoring form

Please send the above documents by email to [B.Verma@edenbrown.com](mailto:B.Verma@edenbrown.com)

**All applications must be received by 17:00 on Friday 20th September 2019.**

A longlist of candidates will be invited to a panel interview with a cross-selection of Trustees.

From this, a shortlist of candidates will be invited to a meeting with senior staff, followed by a final interview with the Chairman and HR sub-committee.

**SURVIVORSUK**  
male rape and sexual abuse

 [survivorsuk.org](https://www.survivorsuk.org)  
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 020 3322 1860