

SURVIVORS UK

Men Overcoming Sexual Violence Together



CEO RECRUITMENT PACK

January 2022

"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.**"

" 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. "

" 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.**"

Welcome

Welcome to Survivors UK and thank you for your interest in the role of Chief Executive. The quotes that you have just read are from just four of thousands of men, boys and non-binary survivors of sexual violence who benefit from 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.

Our current CEO, Alex Feis-Bryce, will depart at the end of January having successfully steered us through the Covid-19 pandemic.

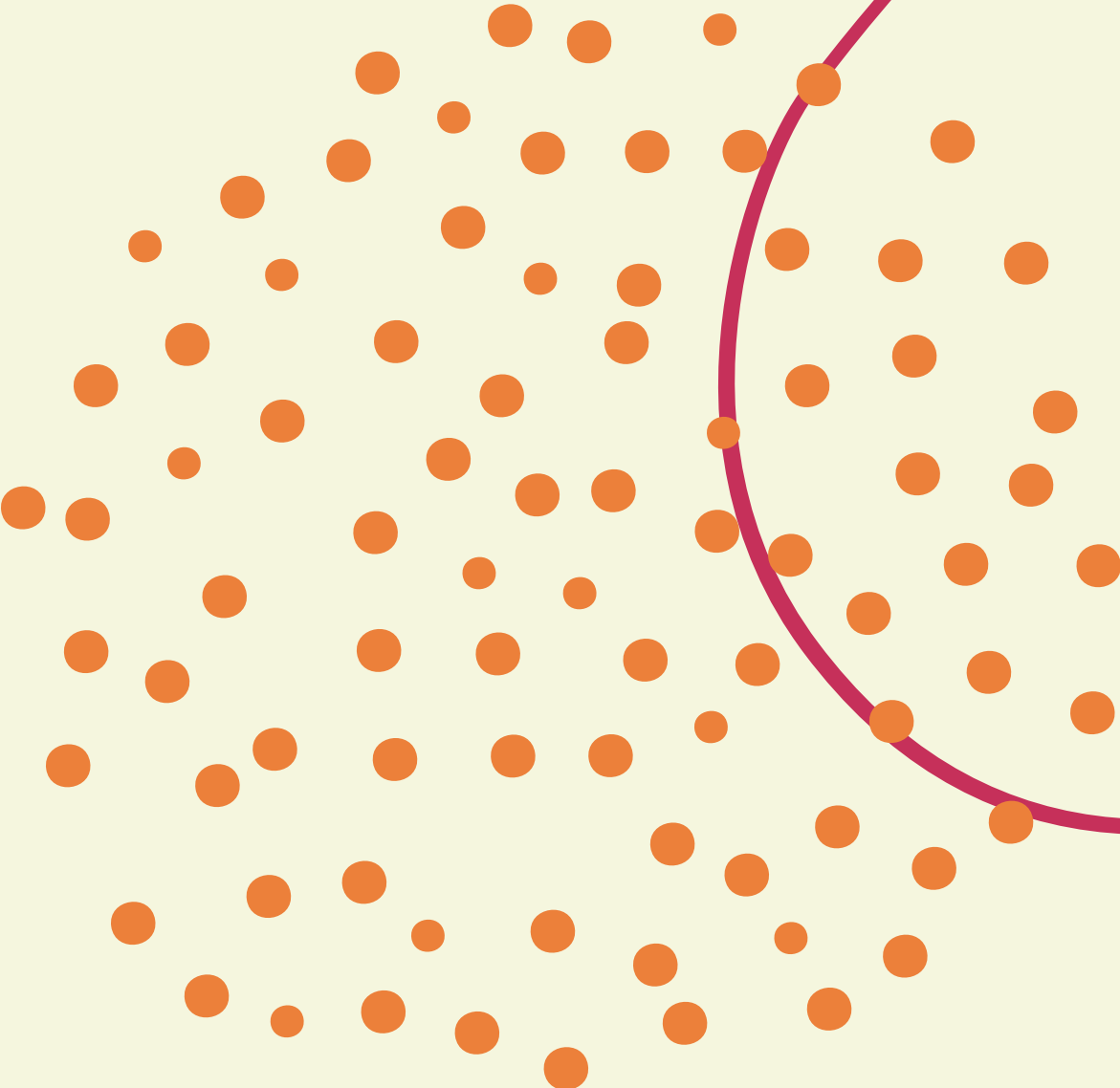
This pack is designed to give you information about the organisation, as well as what we are looking for in terms of a new Chief Executive. If you think you have the energy and zeal to work collaboratively with a dedicated board and staff team, and are keen to be part of the success and lead us into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

The Survivors UK Board of Trustees



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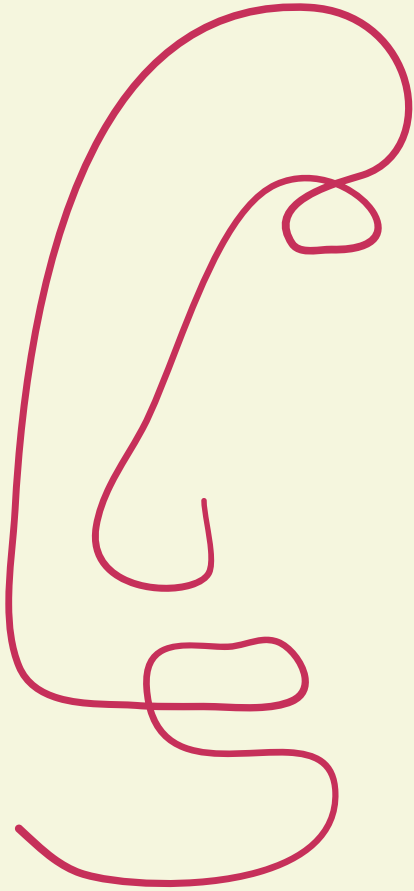
Our Vision

A society that acknowledges, supports, and advocates for men and non-binary people who have been affected by rape or sexual abuse.

Our Mission

We relentlessly work to ensure every man and non-binary person in the UK has access to the support they need to navigate the impact of sexual violence and begin their journey of recovery.

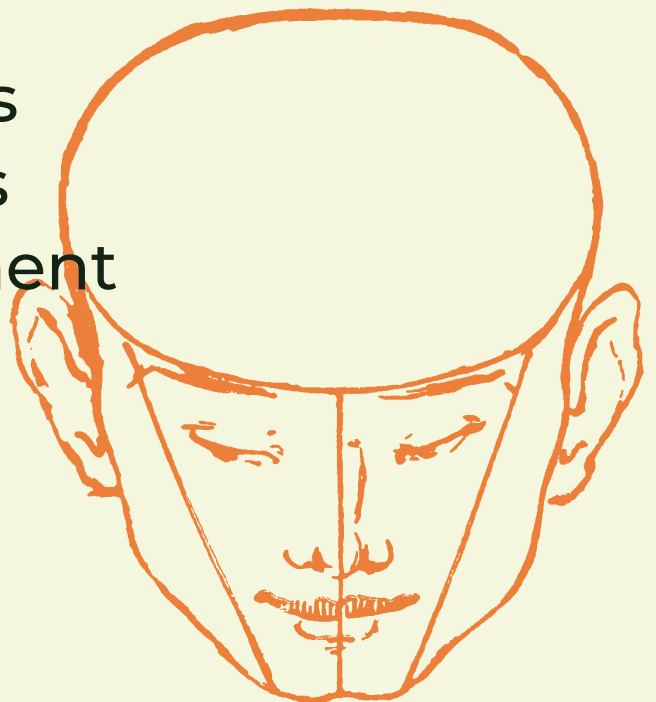
Our Services



Our offer to our beneficiaries recognises the unique needs and capabilities of every survivor.

These are the services we currently offer.

Training and Workshops
Self-Help and Resources
Outreach and Engagement
Helpline and Webchat
Groupwork
Drop-in
Counselling
Specialist Clinics
Independent Sexual Violence Advocacy



Our Future

Faced with unprecedented demand, and to continue reaching as many people as possible, we will develop innovative new services with a wider reach.

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.

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 service users can progress through one-off group interventions, through our groupwork programme, and onto ongoing and peer support.

As we move into a post-Covid world we will begin to consolidate our learning and meet new challenges and find new ways to deliver our support..

To involve beneficiaries..

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 have created a service user 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 37, with varied professional backgrounds, drives SurvivorsUK.

Our recent staff survey was incredibly positive, with the organisation enjoying overwhelmingly positive feedback on management and staff wellbeing.

From the survey, 100% of employees support and believe in the aims of the organisation, and 96% would recommend the organisation to a friend.

Our Board, currently with 7 Trustees, meets every other month, with sub-committee calls on the alternate months.

We will be recruiting for new trustees at the start of 2022 following a skills audit of our existing board.



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 SurvivorsUK is set up for success

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 successfully leading and supporting 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	E
Experience of building and maintaining effective relationships and influencing internal and external stakeholders.	E
Experience working with Boards to deliver organisational strategy.	D
Experience working within the voluntary sector.	E
Degree level qualification or equivalent.	D
Experience within the field of sexual violence or sexual violation.	D
Experience of impact measurement and service user involvement	D

Skills

Proven project management skills and ability to develop and manage multiple projects concurrently.	E
Ability to think and plan 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 men, boys and nonbinary people, the barriers to 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.	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 likewise	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 with a trans inclusive and sex-worker inclusive approach.	E
Commitment to professional development and willingness to undertake training required by the role.	E
Flexibility towards evening and weekend working, as required by the role.	E
Self-starter with business acumen and the ability to identify and make the most of opportunities	E



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 and company law and any other relevant legislation or regulations.
- Ensure that the Board of Trustees receive appropriate and timely information, and advice on all matters relevant to the discharge of their responsibilities.

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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 Survivors UK, representing the organisation in key fora and 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 of 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.
- 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 organisational 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 SurvivorsUK to outside agencies and fora and to raise awareness and understanding of the issues and treatment of male and nonbinary 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.
- Work 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 and targets 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 IT 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. £55k per annum, depending on experience

Hours: Full time, 35 hours/week. Some unsociable hours required

Location: Hackney Wick, London/UK travel

Contract: Permanent

Reports to: Chair of the Board of Trustees

How to Apply



This appointment will be made by the Survivors UK Board of Trustees, with input from the Senior Management team and service users.

If you decide to apply please send the following documents

- Your latest CV
- A cover letter addressed to the Board of Trustees
- A completed equal opportunities monitoring form.

to CEOrecruitment@survivorsuk.org

All applications must be received by 17:00 on Friday 21st January 2022.



A longlist of candidates will be invited to a panel interview in the week commencing 31st January, with a second round of interviews to take place in the week commencing 7th February.

Any questions should be directed to
CEOrecruitment@survivorsuk.org