

JOB DESCRIPTION

Job Title Chief Executive Officer (CEO)	
Department Management	Team
Reports to (Job Title) Board of Trustees	
Responsible for (number of supervisees) 130	Budget £5,000,000+
Location Edinburgh House North Staffordshire	Estate Value: Approx. £35 Million

“YMCA is a Christian organisation, committed to Equality and Diversity in the Workplace. The Organisation is also committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.”

Purpose of the Job

YMCA North Staffordshire CEO role requires a dynamic and visionary Chief Executive Officer (CEO) to lead our organisation in fulfilling its mission to strengthen community through youth development, healthy living, education and social responsibility. The CEO will be responsible for overseeing a budget of over £5 million an estate value of £35 million and managing a dedicated team of 130 staff members. This role requires a strategic leader who is passionate about community development, addressing poverty, and advocating for the needs and voices of young people. The CEO will influence and grow the reach of the YMCA whilst developing and implementing strategy to meet the future needs of the organisation

Main duties and responsibilities

Strategic Leadership:

- Develop, implement and deliver a strategic plan that aligns with YMCA North’s mission and vision.
- To model Christian leadership, articulate the Christian foundations of the YMCA, and nurture a culture that reflects the life and teachings of Jesus — while ensuring all people, of all backgrounds, feel welcome and included.
- To uphold and safeguard YMCA’s identity as an inclusive Christian movement under the Paris Basis.
- Foster a culture of innovation and continuous improvement within the Organisation.

- Collaborate with the Board of Trustees to set long-term goals and objectives.
- Collaborate with the Board of Trustees to set Organisational goals and ensure effective governance.
- Provide strategic direction and ensure sustainable growth and development at a pace that matches our ambitions for rapid growth over the next four years.
- As the company secretary also ensure that the charity adheres to legal and regulatory requirements including publication and filing of necessary documents and facilitating board meetings

Financial:

- Oversee the Organisation's budget of £5 million+ ensuring financial sustainability and accountability
- Develop and implement financial strategies to enhance revenue generation and resource allocation.
- Ensure compliance with all financial regulations and reporting requirements.
- Ensure that the service is well placed to take advantage of external funding opportunities, block contracts and service level agreements which support our growth and strategic aims.

Community Development:

- Lead initiatives that address poverty and social issues affecting young people in the community.
- Build and maintain partnerships with local Organisations, government agencies, and stakeholders to enhance community impact and contribute to the development of the YMCA Strategic Direction.
- Advocate and influence policies and programs that support the needs of young people and their families and communities.

Youth Advocacy:

- Serve as the primary voice for young people within the Organisation and the broader community.
- Engage with youth to understand their needs, aspirations, and challenges, ensuring their perspectives are integrated into program development.
- Promote youth leadership and empowerment initiatives.
- Advocate for the needs of young people and vulnerable populations in North Staffordshire, influencing policy and practice at the local level

Organisational Oversight:

- Ensure the effective delivery of programs and services that support youth development, healthy living, education and development, community development and social responsibility.

- Oversee the growth and quality of housing for young people, ensuring a safe and supportive environment for residents
- Monitor program outcomes and impact, making data-driven decisions for improvement.

Staff Leadership and Development:

- Lead, mentor, and develop a diverse executive team to lead and develop 130 staff members, fostering a positive and inclusive workplace culture.
- Promote professional development and career opportunities for staff to enhance their skills and competencies.
- Encourage collaboration and teamwork across all levels of the Organisation.

Public Relations and Communication:

- Represent YMCA North in the community, building relationships with key stakeholders and promoting the organisation's vision and mission.
- Develop and implement a comprehensive communication strategy to raise awareness of YMCA North Staffordshire's aims and objectives, strategic direction and achievements.
- Engage with media and public forums to advocate for the organisation and its mission and the people and communities we serve

Skills and Strengths:

- Proven experience in a senior leadership role within a nonprofit Organisation, preferably in community development or youth services.
- Strong financial acumen with experience managing multi-million-pound budgets.
- Influence and address issues of poverty and advocating for young people.
- Exceptional communication and interpersonal skills, with the ability to engage diverse stakeholders.
- Experience in strategic development and developing future direction with a focus on measurable outcomes.
- Strong leadership skills with a track record of building and leading effective teams.

Contribute locally, regionally and nationally to the YMCA England and Wales development and strategy

This appointment is subject to:

- DBS clearance
- 2 references
- The employee will be expected to undertake any appropriate training provided by the employer to assist them in carrying out their duties

Person Specification

Knowledge

- Knowledge of housing/hostel provision and/or youth work services.
- Knowledge of charity law and Housing Corporation regulations.
- Understanding of the social housing and wider needs of young people.
- Knowledge of the current and emerging legal and social policy regarding social exclusion.
- Understanding of organisational development theory and method

Experience

- Substantial experience of within a housing and community related context, including strong leadership and management experience.
- Demonstrable track record in developing new projects and initiatives.
- Experience of working within a Christian organisational context.

Skills And Abilities

- Proven team building and leadership skills, including people development
- Strategic management and development skills and ability to plan a variety of provision
- Strong interpersonal skills, emotional intelligence and proven ability to develop effective working relationships with a range of organisations, partners and funders.
- Excellent communication skills, written and verbal, including presentation and public speaking skills
- Commitment to the Christian Aims and Purposes of the YMCA and ability to provide Christian leadership.