



Job Description Chief Executive

Reports to

Board

Job Purpose

Strategically lead, shape and develop Trust as a customer-centric, empowered and growing organisation that's redefining standards in service and performance with vision, passion and integrity

Values and Behaviours

Believe in better

- Strive to make every experience exceptional
- Make every decision and action a responsible one; compliant, ethical, respectful and good for our planet
- Think commercially and compassionately to deliver exceptional value
- Strive for simple and be data led
- Make incremental improvements everyday, to set new standards we can all be proud of.

Here for each other

- Be kind, listen closely, trust and be trusted as we encourage and support each other to bring out our best
- Promote inclusivity, embrace diversity and recruit on fit first
- Welcome partnerships and collaborations so we might enjoy the benefits that new perspectives bring.

Love to learn

- Be curious to try, fail and learn by experimenting inside a safe space
- Commit to developing yourself and your skills and others along the way
- Take pride in contributing to the bigger picture, and help us to grow sustainably
- Take the lead. Be confident with your ideas, voice and actions.

Accountabilities

- In conjunction with the Executive Team, strategically direct, plan and manage all aspects of the work of Trust to ensure effective implementation of the strategy set by the Board
- Advise and report to the Board and the audit & performance sub-committee on all aspects of policy, performance, statutory/regulatory/legal/finance/Health & Safety and governance issues, and all other matters relevant to the work of Trust
- Ensure that all customers receive the highest quality of highest quality of housing, care and support and related services and are at the heart of everything Trust delivers
- Co-ordinate and lead the preparation, delivery and regular review of Trust's Corporate Strategy and Business Plan whilst ensuring appropriate operational and management systems are in place to monitor and report on performance against strategic objectives
- Whilst maintaining and developing the traditional core business of Trust, proactively seek opportunities for growth in service and business development across all services and widen organisational horizons through bold innovative thinking and Vision.
- Act as an executive member of Trust's Board and Committees and principle strategic advisor to the Board, advising and assisting in setting strategic direction and lead on the development and implementation of business strategy.
- Lead on governance and financial plans to meet strategy along with external statutory and regulatory obligations and internal performance and financial targets.
- Ensure comprehensive financial and risk management strategies are developed and implemented to ensure sustainability of the organisation.
- Lead on the development and promotion of all Trust's products, services and activity and build and seek out and enhance relationships and partnerships, new perspectives and ideas, new technology and approaches to keep Trust at the leading edge
- Passionately promote and welcome diversity in all its forms, and ensure compliance with all Trust policies and procedures

Knowledge and Experience

- Possession of a degree/ tertiary education level qualification, or substantial executive experience at Director level or above in a people related organisation
- Able to think outside the box strategically, with an entrepreneurial approach to widen organisational horizons
- Strong interpersonal skills, with the impact to build relationships, network appropriately, and represent the organisation across the sector
- Ability to quickly develop a strategic understanding of the business and financial challenges facing the Association, and establish priorities accordingly
- Experience of leading others successfully through Change and uncertainty. Embraces appropriate change personally
- Working with almost complete autonomy, determine clear priorities and manage workload within a pressurised and dynamic operating environment