



## Director vacancy

We are looking for an entrepreneurial, strategic, creative and caring individual to come in and help us drive our organisation forward.

We're an ambitious organisation who pride ourselves on doing things differently, and this is not a traditional Director role. We have thought hard about the role of power in our work and our organisation, and believe our new Director has as much to learn from our approach and culture as we have from them. This openness to learning is key to our success.

### THE ROLE

We are at a pivotal moment in our growth as an organisation; having developed and trialled a way of working that we know makes an impact, we are looking to take steps to broaden our reach and achieve financial independence. Ultimately, we want to influence a social care sector in desperate need of change by being an exemplar of affordable, high-quality, and genuinely person-centred care. We have the values, structures and culture in place, so we are now looking for a Director with the skills and energy to drive us forward.

Alongside there being distinct and important expectations for this role, we encourage people to bring with them their unique sets of experiences and skills. There is scope for the Director to shape the role, while considering the following organisational asks:

#### **Growth of our 'Pod' model**

Working alongside operational staff, the Director will be responsible for developing and delivering a strategy to market our one-to-one support service, growing the organisation to the point of financial independence.

#### **Service Delivery**

All our full-time staff undertake frontline work. This is a vital part of staying alive to our values and ensuring we keep the core focus of our work – the people we work with – at the front of our thinking. This will also give our new Director a chance to experience and understand our approach first hand, and to have their perspective and assumptions explored and challenged.

## **Fundraising and Finances**

Having established successful relationships with funders and commissioners, the new Director will maintain these, whilst developing new funding relationships to support our growth. The Director will also look at the overall financial picture for the organisation and be responsible for ensuring we are healthy and viable as we move through this period of growth.

## **External Communications**

We're looking for a Director who is informed, engaging and excited to share our work with people outside of our organisation. Whether it's representing us at meetings with local and partner organisations, further developing relationships with commissioners, or seeking to make new connections, we're looking for someone who can be authentic and open to others about what we do.

## **WHAT WE'RE LOOKING FOR**

We are open to recruiting out of industry and particularly like to hire people who are intent on growing on the job. As such, previous experience of senior management is not a prerequisite.

We're looking for a Director who is:

- prepared to grapple with and work to embody our values
- a leader who actively shares their thinking and learns from those around them
- driven by learning, willing and able to challenge their thinking
- open and able to reflect on their own feelings and motivations
- a warm, confident and effective communicator
- capable of overseeing the financial health of a small, growing charity
- energised by our long-term goals and keen to use their knowledge, skills and experience to drive us through our next phase
- ambitious about transforming an industry
- open-minded, non-judgemental and curious in their approach

## **OUR OFFER**

You will have the opportunity to:

- be part of a charity ahead of the curve in terms of working practices and person-centred support
- nurture an organisation into a new phase of its existence
- experience our genuinely values-led culture
- work with a dedicated team who are passionate about the work they do
- have a varied and dynamic working week
- Learn a lot about yourself and continue your journey of personal growth

## KEY DETAILS

- Salary: Around £45k. We expect your earnings to grow as we and you do
- 28 days annual leave rising by 1 day per year to 32 days
- Position based at Likewise Hub in Swiss Cottage (NW6 3SG)
- Access to private health insurance after one year
- Workplace pension with an employer's contribution of 8%
- Reports to our Board of Trustees alongside our Director of Operations

If the above appeals to and intrigues you, please send us a CV and Cover Letter through [our advert on the Charityjob website](#) (1,000 words max) explaining:

1. Why you're interested in this position
2. What you think you could offer Likewise
3. What and how you've learnt from failure in your personal or professional life

Following receipt of this, we will let you know if you are being considered for the role. The recruitment process will then consist of an initial open evening on 27th August, selection day, presentation and an interview with our team.

If you have any further questions about any of our work, please do not hesitate to contact us.