



Chief Executive Officer Recruitment Pack

March 2023



BEACON
COUNSELLING



0161 440 0055

beacon-counselling.org.uk

Registered Charity 1109545



Who We Are



How We Make A Difference

Our Vision

A society where everyone is able to cope with distress and has the opportunity to enjoy a happy life

Our Mission

We build resilience in communities by supporting adults, young people and children experiencing mental and emotional distress

Our Work

We do this by providing one to one counselling, group programmes and through community projects

Where We Work

We deliver counselling in Stockport and surrounding regions within Greater Manchester. We counsel in our central 'Beacon House', in over 20 schools and in two other local charity centres.

Our Values Shape All That We Do

Respectful

We do not judge; we listen and understand

Inclusive

We aim to be accessible to everyone and treat everyone as an individual

Friendly

We're warm, caring and we'll support you

Professional

We care about the quality of what we do and we are committed to self-development

Can-do

We are proactive, passionate and find the best way to support you

Self-Care

We practice what we preach, taking care of each other and ourselves.

Welcome & Introduction



“Beacon is a multi-award winning third sector organisation that empowers children, young people, and adults to improve their mental health, resilience, and all-round well-being. We are passionate about our purpose and values, and driven in our desire to see good mental health as the norm in society.

After over 16 years as the lead at Beacon, our current Chief Executive is moving to on a new opportunity. During his tenure, Beacon has grown from a micro-organisation into a medium sized charity, creating a range of high-impact services that meet gaps in need. We are nothing if not ambitious, and are now looking for our next Chief Executive to build from where we are now.

There is much to be done to improve access to good mental health, not least with the challenges from the pandemic and cost-of-living.

As Chief Executive you will be joining a great team of frontline workers and back office staff, led by a strong team covering adult services, children’s services, and operations.

We are at the final parts of our existing strategy, so you will have the opportunity to shape the direction Beacon takes in the coming years, working with the capable leadership team.

This is an exciting opportunity for a leader driven by making a real and lasting change to the lives of many, and by the chance to lead beyond the organisation and influence mental health at the systemic level.

Thank you for taking the time to read this application pack, where you will find the information you need to understand more about Beacon and this opportunity.

We look forward to hearing from you.

Bruce Bissell
Chair of the Board of Trustees

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Chief Executive Officer

CONTRACT

Permanent salaried role
(subject to references, checks
and probationary period)

SALARY

Up to £55,000 per annum (FTE)

HOURS

Full Time
(Part Time/4 Days may be considered
for the right candidate)

BENEFITS

Up to 25 days holiday plus Bank Holidays
Additional 3 days gifted during Christmas closure

LOCATION

Hybrid Working
(Stockport SK1 and Homeworking)

CHIEF EXECUTIVE OFFICER: JOB DESCRIPTION

This job description is not an exhaustive list of all areas of responsibility, but summarises the key aspects, and it is our expectation that you take appropriate responsibility for areas not listed here.

Main purpose of the role

- Lead the organisation and its strategic development
- Provide effective management of the leadership team
- Create opportunities for growth
- Ensure the purpose and values are lived across the organisation and drive service development and delivery

Working arrangements

Flexibility is required to deliver the role effectively, and we offer flexibility to the right candidate to structure their week appropriately. Onsite presence is essential, but not every working day.

Summary of responsibilities and duties

You will work closely with the Chair and Board of Trustees, and with the leadership team (Adult Services Manager, Children's Services Manager, and Operations Manager).

Lead the organisation and its strategic development

- Ensure Beacon's purpose and values are lived throughout the organisation
- Work with the Chair, Board, and Leadership Team to develop and implement a new, inclusive strategy
- Act as the lead ambassador for the charity, its aims, and its work
- Influence local and regional policy and commissioning
- Maintain the charity's strong reputation in Stockport and beyond
- Be aware of the legislative, policy, and commissioning landscape and our position within it
- Identify and exploit opportunities for growth and income generation
- Maintain a strong working relationship with the Chair
- Ensure the charity and its board of trustees meet high standards of governance
- Oversee the sustainable financial development of the charity
- Overseeing the reduction of Beacon's impact on the environment

CHIEF EXECUTIVE OFFICER: JOB DESCRIPTION

You may not meet all of the points listed here and in the candidate profile, but if you have most of them and feel passionate about the role and cause, then we are interested in hearing from you.

Provide effective management of the leadership team

- Provide effective management of the Leadership Team
- Provide inspiring and effective leadership across the organisation
- Ensure the lead team receive regular line management and continue to develop professionally
- Ensure we maximise the use of resources and that staff structures are the most effective they can be
- Ensure staff well-being and resilience are integral to the work of all
- Ensure effective quality assurance is in place for all areas of the organisation

Financial viability and resilience

- Take ownership for the overall financial health of the organisation
- Work with Leadership Team, Treasurer, and Board, to develop sound financial plans, budgets, and forecasts
- Ensure strong financial governance is in place for all areas of the organisation

Ensure the purpose and values are lived across the organisation and drive service development and delivery

- Lead the work to manifest our purpose of empowering connection and values across the organisation (respect, can-do, inclusion, friendliness, self-care, professionalism)
- Leading and modelling excellent communication across the organisation
- Modelling behaviours and attitudes in line with Beacon's purpose and values
- Leading on dealing with and reporting any serious incidents to the relevant bodies
- Working in line with Beacon policy and procedure

CHIEF EXECUTIVE OFFICER: PROFILE OF THE IDEAL CANDIDATE

Attributes and Attitude

- Entrepreneurial approach with enthusiasm for improvement and development
- Collaborative and inclusive style of working with others
- Attention to the right details
- An advocate for the value and importance of the third sector in society and within health & social care
- Understands the critical importance of mental health and well-being to society
- Integrity and humility
- A strong commitment to values-led organisations

Experience

- Experience as a CEO or senior leader within the third sector
- Developing and managing highly effective staff and teams
- Track record of developing strategic relationships and influencing at a strategic level
- Success at generating a range of sustainable income streams
- Developing sound financial plans and budgets
- Strong links in health and social care and the VCFSE sectors across Greater Manchester

Skills and Knowledge

- Excellent communication skills across a wide range of media
- Ability to make impactful presentations and cases for support
- Exceptional relationship skills with stakeholders internally and externally
- Good all round IT skills, and ability to work with SharePoint and Teams
- Good financial planning and management skills
- Able to balance a complex workload and deliver under pressure
- A sound understanding of the health and social care landscape

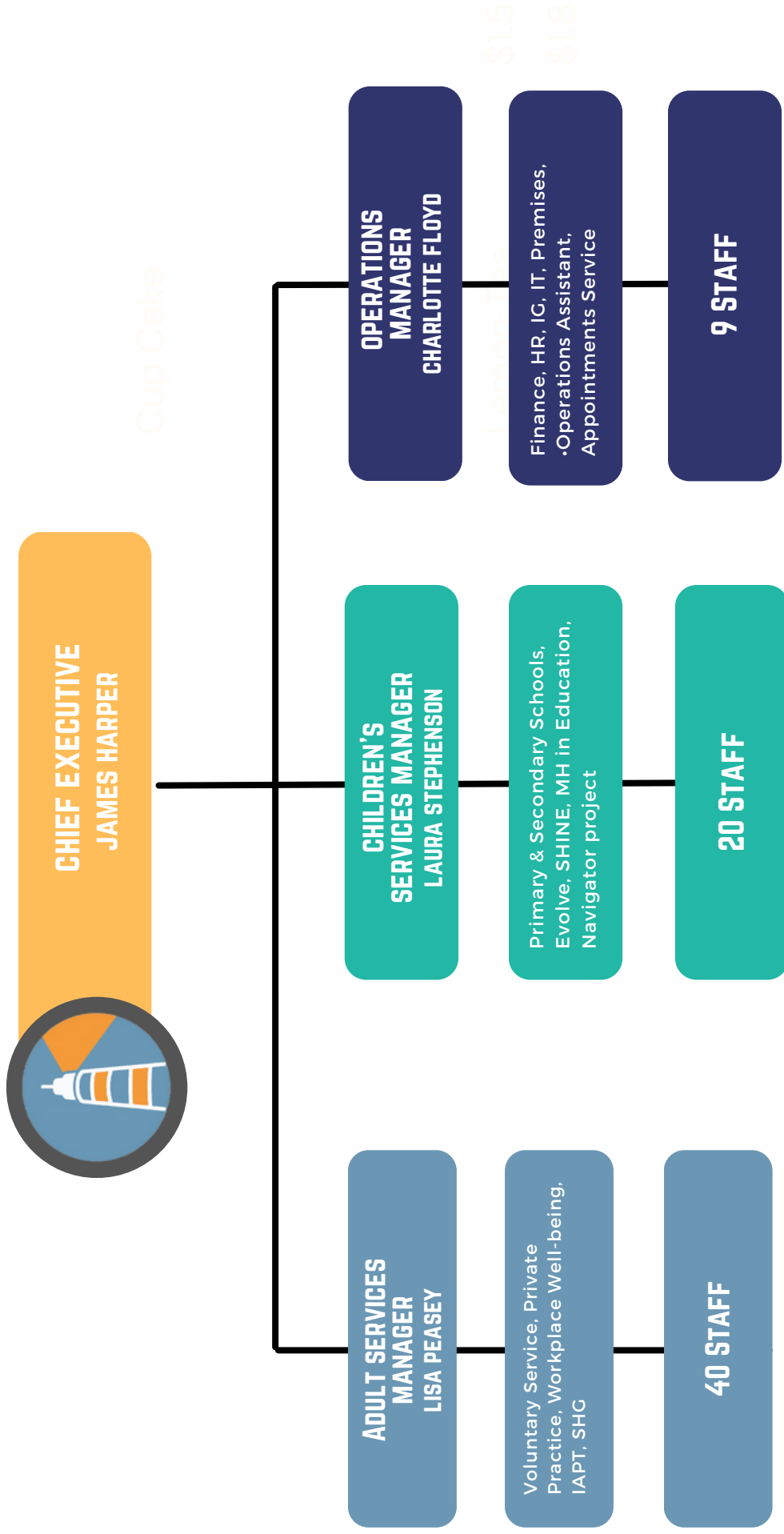
Diversity

We are proud of our continuous commitment to equality, diversity and inclusion. If you have experience of leading organisational development in these areas, we welcome discussion of this at the interview stage. The successful applicant will have a strong understanding of our legal obligations with regards to equalities and sensitivity to the barriers to inclusion people within our organisation and accessing our services may face.

If you would like to request any reasonable adjustments as part of this process, please let us know.

BEACON MANAGEMENT STRUCTURE

MARCH 2023



Adult Services Overview



Our Voluntary Service

We believe that a person's financial situation shouldn't limit their access to high quality help and support. We offer a free counselling service to support anyone, no matter what their financial situation is.



There has been a fundamental change in me, I feel genuinely cared about and now believe in myself and my own judgement

Adult Services Client

IAPT Brief Therapy

Improving Access to Psychological Therapies is our brief therapy service, providing quick access for up to 6 sessions, with exceptional recovery rates.

Private Practice

Our private practice offers individual, relationship and group counselling to support adults with emotional and mental distress.

Stockport Homes Group Counselling Service

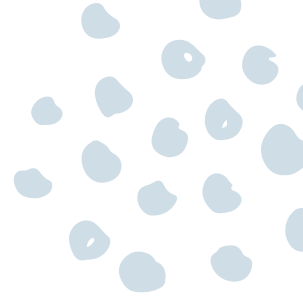
Delivered in partnership with Stockport Homes Group, Beacon provides a service to deliver counselling to Stockport Homes tenants who are in need, to transform their lives. We work in partnership to provide effective, high quality, short-term therapy for clients through an accessible or supported pathway.

Employee Wellbeing Programme

Our role in the workplace is to increase the well-being and resilience of staff at all levels, and to equip organisations with the skills and resources to raise and maintain higher levels of well-being across the organisation. This is relevant to all employers, as it encourages staff to seek help earlier rather than waiting for a more severe crisis.



Children & Young People Services Overview



Evolve

Evolve aims to improve the resilience and life chances of children who have grown up in local authority care and have now left it (Aged 18-25).

Schools Counselling Service

We provide specialist counselling and group programmes to support the wellbeing of children and young people in schools across Greater Manchester.

The School Counselling Service is tailored to meet the demand to each individual school and their pupils.

In addition to individual counselling we offer group sessions, clinical staff supervision

SOS Project

Delivering 6 sessions to young people aged 11-24 covering the 5 ways to wellbeing:

- Connect
- Learn
- Be active
- Take notice
- Give

Sessions take place in Schools, helping people realise their right to good mental health and wellbeing and facilitated by the CYP Services team.

Mental Health Support Team

Working in partnership with Pennine Care providing emotional wellbeing support to students in Stockport Schools.

Navigator

A step-down service for young people who have accessed more intensive interventions from Stockport Child and Adolescent Mental Health Services (CAMHS)

Focusing on providing emotional support and identifying tools, skills and alternative support systems to enable integration back into the community..

CYP Private Practice

CYP Private Practice which is currently being developed further with plans to expand the service.

Appointments are open ended with counsellors supporting a range of issues.

SHINE Service

The SHINE service offers early intervention support to all 11-17 year olds in Stockport to provide information, advice or guidance regarding their emotional wellbeing.

The service includes

- A wellbeing group
- An arts and creative group
- Signposting and advice.

Developing skills to support emotional wellbeing, build resilience and confidence with weekly themes over 12 weeks.



HOW TO APPLY

INTERESTED IN APPLYING TO JOIN THE BEACON COUNSELLING TEAM.....

If you would like an informal conversation with our recruiter, then please email our Operations Manager, Charlotte Floyd to arrange this.

We are also happy to arrange a visit to Beacon.

To apply for this role, please send a CV and supporting statement to our Operations Manager:

charlotte@beacon-counselling.org.uk

The closing date for applications is **Friday 14th April 2023**

Panel Interviews will be held on **Friday 21st April 2023**

Please note:

We will not accept applications after the closing date.



CONTACT

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Registered Charity No. 1109545