

SURVIVORS UK

We Support. We Challenge. We Build.



GEO RECRUITMENT PACK

November 2024

"I am so grateful that SurvivorsUK 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 SurvivorsUK 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 SurvivorsUK 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 SurvivorsUK made sure he didn't steal my whole life."

WELCOME

Welcome to SurvivorsUK and thank you for your interest in the role of Chief Executive. The quotes you have just read are from just a few of the 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, Gary Williams, will depart in spring 2025 having successfully overseen the growth of the organisation following 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, boys and non-binary people who have been affected by any form of sexual violence.

Our Mission

We work relentlessly to ensure every man, boy 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.

Survivors UK currently offers:

- One-to-one counselling
- Group work
- Independent Sexual Violence Advocate (ISVA) support
- Online and SMS helpline
- Specialist clinics
- Prison counselling
- Homeless therapeutic outreach
- Outreach and engagement
- Self-help and resources



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.

In 2025 the London Mayor's Office for Policing And Crime (MOPAC) will be awarding a UK-first contract for an alliance-delivered sexual violence support service. As the only organisation to provide services to men and non-binary across the whole of London, we hope to be a member of the winning alliance.

In parallel to joining the MOPAC alliance, we will continue to modernise our services to make them more flexible and better suited to our beneficiaries' needs. Our ultimate aim is for our services to meet the needs of everyone – our existing beneficiaries and those we have yet to reach – with a tailored package of support, without sacrificing the provision of quality, longer-term support that is our benchmark.

To build on existing structures of support...

Our successful group work programme is being expanded and extended to create a service that everyone can access with minimised waiting times. Our service users can progress through one-off group interventions, through our CORE group work programme, and onto ongoing and peer-to-peer support.

We want to continue to consolidate our learning, meet new challenges, and find new ways to deliver our support.

OUR FUTURE

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 how they can contribute to our community.



OUR PEOPLE

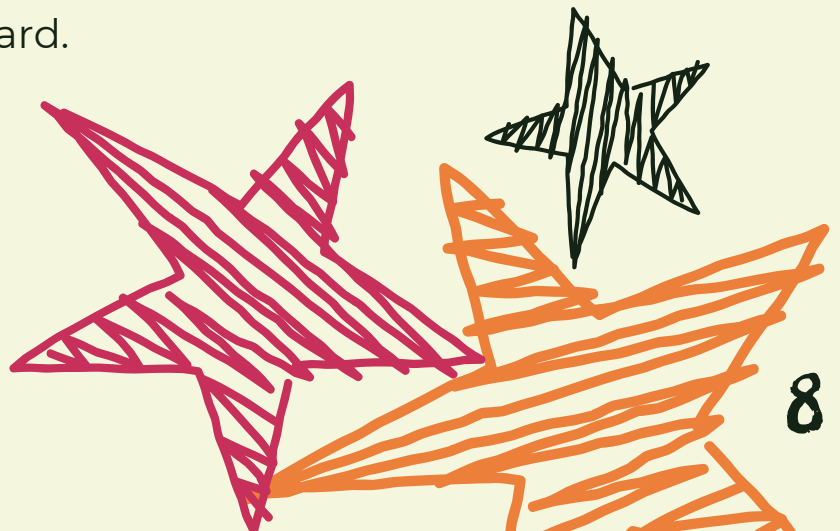
SurvivorsUK is driven by a passionate, professional and highly committed staff team of 53, with varied professional backgrounds.

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 8 Trustees, meets every quarter, with a number of sub-committee and task-specific groups meeting in between board meetings.

We will be recruiting for new Trustees at the start of 2025 following a skills audit of our existing board.



YOUR 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 six months

- Gain a deep understanding of the organisation and sexual violence 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.
- Oversee the transition to providing services to beneficiaries in London through the MOPAC alliance.

KEY ROLES AND RESPONSIBILITIES



Strategy and Planning

- Work with others across the organisation to develop our strategic priorities and oversee regular business planning.
- Identify opportunities for organisational development and growth, ensuring need is regularly assessed with input from relevant stakeholders.
- Grow and evolve SurvivorsUK strategic partnerships, within the sector, the wider community, and with potential corporate benefactors.
- Develop appropriate work plans for all streams of SurvivorsUK's work, in collaboration with appropriate staff, volunteers, and/or Trustees.
- To lead the implementation of SurvivorsUK's strategic plan (including measurable outcomes agreed with Trustees), providing regular progress reports and monitoring and mitigating risks.

Governance

- To ensure compliance with the constitutional obligations (as defined in the governing documents), charity and company law and any other relevant legislation or regulations.
- To ensure that the Board of Trustees receive appropriate and timely information, and advice on all matters relevant to the discharge of their responsibilities.

Resource Management

- Broaden the range of fundraising activities to develop new income streams, in particular to deliver a better balance between restricted and unrestricted funding.
- 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.
- Oversee the operational and financial management of the organisation with the support of 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.
- Oversee the delivery of services through the Mayor's Office for Police And Crime's (MOPAC) alliance model, due to be awarded in summer of 2025.

External Representation

- Be the external face of SurvivorsUK, representing the organisation in key forums and developing relationships with relevant agencies and individuals.
- Develop strong relationships with members of the MOPAC alliance, to ensure SurvivorsUK is an active participant in setting the agenda for the delivery of sexual violence support services across London.
- 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

- Provide leadership to the whole team including staff, volunteers and Trustees.
- Promote a culture of collaborative working and psychological safety 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.

Policy Development (continued)

- 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 to raise awareness and understanding of the issues and treatment of male and non-binary survivors of sexual violence.
- 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.
- Ensure the smooth running of office premises such as monitoring the health, safety and security of the workplace.
- Oversee the effective use and maintenance of IT systems including the website.
- 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.

PERSON SPECIFICATION

Selection Criteria

Essential/Desirable

Qualifications and experience

- Experience of developing and implementing strategic, business and operational plans. **E**
- Experience of successfully leading and supporting people and teams. **E**
- Experience working with Boards to deliver organisational strategy. **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 representing an organisation externally. **E**
- Experience of building and maintaining effective relationships, and persuading internal and external stakeholders. **D**
- Experience of impact measurement and service user involvement. **D**
- Experience of managing support services. **D**
- Experience working within the voluntary sector. **D**
- Experience within the field of sexual violence or sexual violation. **D**

Skills

- Ability to lead an organisation while promoting collaborative ways of working. **E**
- Excellent organisational and financial management skills. **E**
- 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**
- Ability to manage and contribute to a changing and developing organisation. **E**
- Ability to identify and secure funding from a range of sources and manage funder relationships. **E**
- Ability to identify and anticipate risks and communicate these in a timely and transparent fashion. **E**
- Skilled in sound, effective communication and persuasion. **E**
- Good presentation skills and confident public speaker. **E**
- Excellent written communication skills and ability to present information clearly and concisely. **E**
- Good IT and data management skills **E**

Knowledge

- An understanding of the impacts of sexual violence on men, boys and non-binary 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**
- Self-starter with business acumen and the ability to identify and make the most of opportunities. **E**
- Flexibility towards evening and weekend working, as required by the role. **E**

Equity and Diversity

We especially encourage applications from individuals who reflect the diversity of the communities we serve, including men, non-binary, Black and Asian, Trans, disabled people, and those from other marginalised groups.

We recognise and value the unique experiences that arise from the intersections of these identities, and we particularly welcome applications from people with lived experience or a strong understanding of the issues faced by our service users.

If you require any adjustments during the recruitment process or have any accessibility needs, please let us know. We are here to provide any support necessary to ensure the process is inclusive for you.

TERMS OF APPOINTMENT

Salary: c. £60-70k per annum, dependant on experience

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

Location: Hackney Wick, London.
Some travel within UK required

Contract: Permanent

Reports to: Chair of the Board of Trustees

HOW TO APPLY

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

To apply for the role, please send the following:

- An up-to-date CV
- A supporting statement that addresses the criteria above and outlines your motivation for applying.

Completed expressions of interest should be emailed to CEOrecruitment@survivorsuk.org

All applications must be received by 09:00 on Monday 13th January 2025

A longlist of candidates will be invited to a panel interview in the week commencing 20th January 2025, with a second round of interviews to take place in the week commencing 3rd February 2025.

If you have any questions, please direct them to CEOrecruitment@survivorsuk.org