

ESCAPE FAMILY SUPPORT

CHIEF EXECUTIVE OFFICER – PERSON SPECIFICATION

Personal Qualities

- ✓ Compassionate, emotionally intelligent and aligned with ESCAPE's values
- ✓ High integrity, sound ethical judgement and the moral courage to prioritise person-centred safety
- ✓ Confident, credible and capable ambassador for ESCAPE
- ✓ A good role model who is enthusiastic, motivating, approachable and inspires a culture of transparency
- ✓ Collaborative, reflective and committed to personal and professional development
- ✓ Resilient, calm under pressure and maintains vigilance when managing organisational risk
- ✓ Committed to equality, diversity and inclusion

Skills and Competencies

- ✓ Strategic thinker with ability to translate vision into appropriate plans
- ✓ Strong analytical and problem-solving skills
- ✓ Strong financial acumen with ability to formulate and manage complex budgets
- ✓ Able to lead, motivate and develop staff and volunteers
- ✓ An effective team builder and team player
- ✓ Ability to manage complex risk, compliance and governance environments, including safeguarding governance
- ✓ Excellent influencing, relationship-building and partnership working skills
- ✓ Highly effective communication and presentation capabilities
- ✓ Politically astute with the ability to influence policy and systems
- ✓ Digitally confident including a good understanding of data quality, information security, information systems and systems development
- ✓ Knowledge of evaluation frameworks, impact measurement and quality assurance
- ✓ Strong understanding of trauma-informed services, psychological safety, and the impact addictions have on individuals, families and communities
- ✓ Deep understanding of the legislative frameworks governing safeguarding (eg Care Act, Children Act)
- ✓ Understanding of the Investors in People Standards
- ✓ Able to travel within Northumberland, regionally and nationally

Work Experience

- ✓ Senior management experience in the charitable, health, social care or education sectors involving strategic planning, safeguarding leadership, operational management, business or financial management
- ✓ Experience of working at, or reporting into, board level in an executive or non-executive capacity
- ✓ Experience of representing your organisation in multi-agency partnership working (statutory and non-statutory) and stakeholder engagement
- ✓ Proven experience in leading an organisation through external inspections or regulatory audits

- ✓ Demonstrable experience in implementing service-user involvement and 'Making Safeguarding Personal' initiatives
- ✓ Proven successful marketing and communication activities involving a range of audiences and media forms

JLMA

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