

venturetrust



**CHIEF EXECUTIVE OFFICER
APPOINTMENT**

RECRUITMENT PACK

SEPTEMBER 2022

Join us

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Welcome

“The life that I have now is brilliant compared to what it was like. I thought I was a failure and that I was going to die in that horrible existence of addiction, prison, violence and fear.”

“I am very nervous about 2021. I hope that I can get back into positive routines and get outside more. I also hope that I can continue to build on my confidence and work towards minimising my anxiety.”

Dear Prospective Candidate,

If the statements above from some of our Venture Trust participants inspire you to make a difference, then please read on.

I am proud to have been the Chair of an organisation which works to end cycles of disadvantage and adversity for individuals, their families and in our communities. Our professional team supports people who are outside mainstream services, unemployed or who have never been in employment, who are struggling with many and complex issues. We focus on an individual’s strengths, equipping them with essential life-skills and building confidence. We do this by offering intensive learning and development in communities, greenspaces and the Scottish wilderness which help them on their journey to a more positive destination.

Can you answer ‘yes’ to the following questions? If so, you could be the next CEO of Venture Trust.

- Do you passionately care about enabling the most disadvantaged people (16+) to fulfil their potential?
- Are you an active advocate of tackling inequalities in our society?
- Do you have a vision for how outdoor experiences can help people towards positive destinations?
- Are you an experienced senior leader who can challenge yourself and others to achieve more?

As my time as Chair comes to an end, we are now recruiting for a new CEO to take forward Venture Trust’s important work – it’s never been more needed.

Susan Davies
Chair of Venture Trust
September 2022

Who we are

Venture Trust is a personal development charity supporting people, aged 16 years and over who are struggling with many and complex circumstances to overcome these barriers and realise their potential. Our strengths lie in the trust and relationships we forge, our developmental approach and in harnessing the transformational benefit of being outdoors and amongst nature.

Working in communities, in greenspaces and journeying through some of Scotland's most wild places, we actively support people by focusing on individual's strengths, equipping them with essential life-skills and building confidence. We want everyone to succeed and to continue to do so throughout their lives.

Our vision

Everyone, irrespective of their past, can achieve their potential for a healthy, happy and fulfilling life. We aspire that more people, ready for change, build the foundations to thrive and succeed for the long term.

Our mission

To help people to realise their potential by providing life-changing personal development.

By offering intensive learning and development in communities, greenspaces and the Scottish wilderness, we support people to gain life skills, stability and confidence. Our work aims to end cycles of disadvantage and adversity for individuals, their families and in communities.

Our values

Our values underpin everything we do.

Courage We remain brave when things are tough	Care We will attend to people and place
Curiosity We are thoughtful	Collaboration We work together for greater impact

What we do



We offer support when an individual chooses change and feels ready for a programme of learning and development. We use experiential learning with cognitive and therapeutic developmental techniques to build skills and unlock confidence. This offers both support and challenge, so individuals make sustained progress towards their goals. It can take time; we help people build the right foundations and protective factors to succeed for the rest of their lives.

Our intensive personal development, and the powerful catalyst of the outdoors, helps people gain greater understanding and confidence in themselves. It helps them learn how to connect with others and the wider world. Individuals are more able to overcome setbacks and navigate 'systems', such as accessing benefits and securing and sustaining a suitable home. It leads to lasting positive change.

Our current programmes

Living Wild – For men and women across Scotland on Community Payback and other criminal justice orders who want to move away from offending. Our criminal justice programmes support individuals to address behaviour leading to offending and help with rehabilitation.

Next Steps – A programme for women across Scotland involved in, or at risk of involvement in, the criminal justice system, experiencing homelessness, drug or alcohol misuse and social isolation which may impact on their mental health, employment and relationships.

Inspiring Young Futures – for young people aged 16-25 in Scotland struggling with youth unemployment, involvement in offending, anti-social behaviour, history of substance misuse and homelessness.

Positive Futures - For ex-servicemen and women across Scotland who are finding it difficult to transition fully into civilian life. The programme supports veterans involved in the criminal justice system, experiencing homelessness, drug or alcohol misuse and social isolation.

Change Cycle – An employability service for young people in Scotland struggling with long-term unemployment. Our service is tackling youth unemployment by building aspiration, motivation and self-confidence while developing key employability skills.

Outdoor Therapy – The service aims to support people by combining the full range of benefits from time in nature and the outdoors with professional therapy to improve mental health and wellbeing. This is a free, confidential service for 16–25-year-olds and ex-service personnel.

You can read about the impact our programmes have here –
<https://www.venturetrust.org.uk/our-impact/>

Working here

We ask our team to be curious, skilled and committed to our values. We believe in people's rights, equity and opportunity. Everyone is motivated to help people succeed and realise their potential.

Our outreach and development team are experts in building trusted professional relationships, balancing risk and reward in the outdoors. They adapt developmental approaches to support, inspire and challenge individuals to be open to change and move forward.

Our offices are open plan and collaborative and we spend a fair amount of time outdoors. We work from offices in Edinburgh, Glasgow and Stirling and are active in communities across 26 local authorities.

We're a Scottish Living Wage employer which supports flexible working, part-time roles and job shares.

We are a values-led organisation; committed to driving impact and achieving long-term change. We're open to applications from a broad range of backgrounds and experience. Investment in learning and development is a priority for us and we offer regular learning and sharing gatherings, organisation-wide training, peer-to-peer learning, support for professional membership and coaching opportunities.

We offer a stakeholder pension, generous annual leave and family friendly benefits. Wellbeing and keeping well is important to us and we offer a range of employee assistance support, subsidised offers via Perkbox and an active Culture Committee organises regular online team activities.

Role description

Job Title	Chief Executive Officer	Hours	37.5 per week with some evening and weekend work required
Location	Our offices are Edinburgh, Glasgow or Stirling with travel as required	Salary Range	£56,000 - £66,865 gross per annum
Responsible to	Venture Trust Board of Directors	Contract Type	Full Time, Permanent
Responsible for	Director of Corporate Services Director of External Affairs Director of Operations		

Role purpose

You are responsible to the Venture Trust Board for providing strategic and operational leadership to secure the achievement of the organisation's vision, strategic plans, impact and sustainability goals as set by the Venture Trust Board.

You will play a crucial role in nurturing strategic partnerships, securing resources and shaping services and programmes to meet the charity's objectives, reflecting Venture Trust's mission and values.

You will ensure that Venture Trust develops its position and reputation as the 'go to' partner for supporting our participants in realising their full potential. You will ensure that the charity is managed effectively, demonstrating sound governance, financial and HR leadership and compliance with relevant legislation. It is important that you naturally lead with a style that reflects our Charity's values: Courage, Care, Curiosity and Collaboration.

Main responsibilities

Strategic leadership and governance

- Lead the implementation of the 2022-25 strategic plan, ensuring the organisation achieves its strategic goals and annual targets through adequately resourced business plans.
- Ensure that Venture Trust meets its legal, contractual and funding obligations.
- Provide timely and well-informed information on the opportunities and risks facing the Charity to help inform the Board's decision-making.
- Work closely with the Chair to support annual Board effectiveness and trustee development plans.

Partnerships and stakeholders

- Maintain Venture Trust's position as a highly respected Scottish charity and, where appropriate, develop this reputation at a UK and international level.
- Create and foster positive relationships, partnerships and networks which are appropriate to our Charity's strategic plan and beneficiaries and communicate the impact of Venture Trust's activities.

Leadership and management

- Lead the Senior Management Team, ensuring effective internal communications and that a performance and learning and development culture is embedded throughout the organisation.
- Ensure the Charity's financial resources are appropriately managed through a financial delegation framework and with appropriate policies and procedures in place.
- Support the development of impact-focused monitoring and reporting for the organisation.
- Maintain a positive health, safety and well-being culture within the organisation and ensure that all legal and best practice requirements are met.
- Maintain a respectful dignity-based work environment, where all voices and diverse opinions are valued.

Other

- A commitment to your own personal professional development.
- Undertake any other reasonable duties, commensurate with the job title, as may be determined by the line manager.

Person specification

Leadership and strategy

- Experience of developing and implementing organisational strategy and business plans.
- Demonstrate a strong understanding of the value of and risks and issues associated with the outdoor-based personal support approach embedded in the activities of Venture Trust.
- Strong background in relevant policy areas (e.g. justice, inequalities, mental health and wellbeing).
- Lead, inspire and empower others towards high levels of performance.

Relationship management

- Develops and maintains an effective relationship with the Venture Trust Board.
- Establishes and maintains positive working relationships, with key stakeholders, commercial enterprises and funders and supporters.
- Influences or persuades others about the Venture Trust approach and works to ensure a policy and funding environment that is supportive of our work

Communication skills

- Excellent organisational, written and verbal communication skills.
- Experience and confidence in public speaking and dealing with press and media.

Interpersonal style

- Leads in a way that role models the organisational values and commands respect from others.
- Politically astute with an ability to read situations and exercise sound judgement.
- Resilient, calm and rational in decision-making, including when under pressure.

Our team

Trustees and Board of Directors

Up to ten non-executive directors meet on a quarterly basis and have delegated the day-to-day management of the organisation to the CEO. More information is available at <https://www.venturetrust.org.uk/board-of-directors>.

Senior Leadership Team

A senior team of four provide day-to-day leadership for the Venture Trust team. To meet the team please visit <https://www.venturetrust.org.uk/senior-leadership-team>.

Details and how to apply

Salary and terms of employment

Starting salary will be c. £56,000 p.a. plus pension and other benefits

Applications

We're working hard to ensure we recruit great people and welcome the widest diversity of talent in our selection process. Please submit an application on our job board: <https://venturetrust.peoplehr.net/Pages/JobBoard/Opening.aspx?v=38d2d638-34c1-409c-a4d0-902c33cbe2e1>

Closing date

12 noon on Thursday 13th October 2022.

Interviews

Interview with a Board panel: late October/early Nov 2022.

Start date

We would ideally have the successful candidate starting in role by 1st February 2023

More information

These dates may be subject to change, and should this be the case all applicants will be notified.

To find out more about the role, please contact hrteam@venturetrust.org.uk

Be the change

By committing to change we can succeed together. We cannot do this on our own. Your support will make all the difference in helping us reach people in need and creating a future with hope, aspiration and far greater resilience for the future.

www.venturetrust.org.uk

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