



Deputy Chief Executive – Fixed Term Contract

Candidate Brief

August 2022

Respect

Contents

- 3 Welcome
- 5 About Respect
- 7 About the role
- 8 Organisational chart
- 9 Job description
- 12 Person specification
- 14 How to apply





Welcome



Hello and thank you for your interest in our new temporary Deputy CEO role. Respect is a growing charity in the domestic abuse sector, focussed on tackling domestic abuse by holding perpetrators to account, male victims and working with young people who use violence in their close relationships. We're a second tier organisation whose key purpose is to **support** our sector to grow and thrive; to **innovate** and act as a catalyst for the development of practice and good quality service provision; and to **influence** public policy and bring about social change.

Over the past four years we have quadrupled in size (income of £750k to over £3m and from 13 to 55 members of staff). This growth has been exciting – some might say breath-taking – and is the culmination of two decades of hard work building the case for a focus on perpetrators of domestic abuse. It looks likely that this growth will continue at a fast pace as we see increasing government interest with opportunities and funding opening up. As a result we are reviewing our infrastructure and systems to ensure they are fit for purpose for the organisation that we are now. My role as CEO has become too operationally heavy and is line managing too many people, so we have created this pivotal role to work closely with me over the next six months, taking on the direct leadership of our Innovation and Support workstreams, line



managing the four fantastic senior leaders who head up these workstreams, and allowing me to fulfil my responsibilities as CEO.

You will be joining a thriving and growing organisation at an exciting time. We are a committed, ambitious and friendly team who pride ourselves on the quality of our work and the supportive, inclusive, creative and flexible working environment we've created.

I very much hope that you will want to join us and look forward to meeting you in person.

Jo Todd

Chief Executive



About Respect

Respect is a pioneering UK membership organisation in the domestic abuse sector. Founded in 2000, we have built our expertise over the last 22 years in what was then a fledgling sector, and recently have seen significant and rapid growth.

Our vision

Our vision is to end domestic abuse. It's a simple ask and a daunting task. We know it will take generations of hard work to get there. In the meantime, we want to live in a world where domestic abuse is not tolerated, where perpetrators are held to account and survivors' safety and wellbeing is centred.

Our focus

We know that we cannot achieve our vision on our own. The scale of the problem is just too big and complex for one organisation alone to solve. It requires coordinated action across society, with everyone – specialist service providers, statutory agencies, policy makers, funders and commissioners, community groups and many others – working together.



We have chosen to focus on three key strands of work, so that:

Perpetrators

of domestic abuse: are held accountable, offered the chance to change, and stopped from causing further harm

Young people

who cause harm to family members/carers or in their intimate relationships: are offered responses that recognises both their vulnerability and the risk they pose

Male victims

of domestic abuse: are supported to escape and recover from the abuse they have experienced through a range of responses designed to meet their needs

Our values

We are pioneering

We explore innovative ideas and develop new approaches with curiosity and rigour

We are collaborative

We work in partnership with others who share our values to bring about individual, societal and systems change

We are accountable

We listen to survivors and centre their needs in our work. We hold perpetrators to account for their behaviour and hold ourselves and our members accountable for ours





About the role

We are looking for an experienced senior leader with an extensive track record in leading, multiple and complex workstreams.

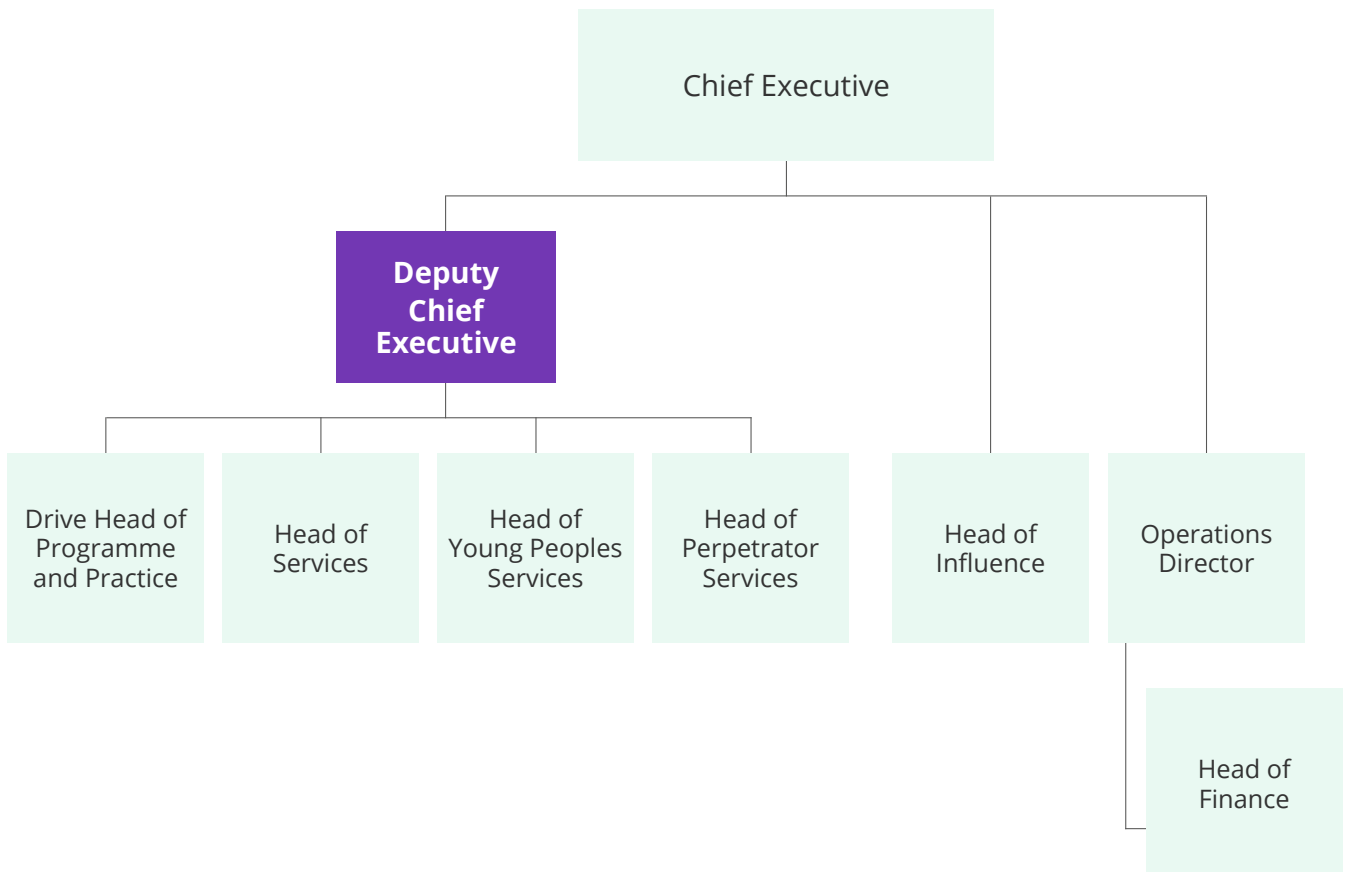
The Deputy CEO will oversee all our innovation and support workstreams, including our sector support work (training, workforce development and accreditation), research projects and partnership projects (including Change that Lasts Wales, Drive, Make a Change, Respect Young Peoples Service and Safe and Together).

They will also work with the CEO and Operations Director to help the Respect develop its strategy, policies and processes, structure and culture to grow sustainably and realise the opportunities that the growth in interest in our work is bringing.





Organisational chart



We particularly welcome applications from people from a wide range of backgrounds and across all protected characteristics¹, particularly people from the following under-represented groups on our staff team:

- Black and minoritised people
- Deaf and disabled people

We would also warmly welcome an informal chat about the role, if you are interested but unsure whether you meet the requirements or would be suitable (see details below).

¹ A list of protected characteristics can be found [here](#)



Job description

Job title	Deputy Chief Executive Officer
Salary	Point 57, £57,424 pro-rata (plus London Weighting Allowance of £3,299 per annum), plus 6% employers pension subject to an additional 2% contribution by the employee
Contract	Fixed-term six month contract, full-time, flexibility considered
Location	Home-based with travel to project sites and Respect's offices as necessary: Hub Hub, 20 Farringdon Street, London EC4A ECN
Responsible to	Chief Executive Officer
Responsible for	Head of Perpetrator Services, Head of Services, Head of Drive Practice, Head of Respect Young People's Services

Main tasks

Leadership

- Provide strategic and operational leadership of Respect's Innovation and Support workstreams, including line managing four Heads of Service who are part of our Senior Leadership Team (SLT)
- Work with SLT colleagues to provide joint leadership of the organisation with a shared responsibility for the overall smooth running and effective management of Respect and delivery of our strategy
- Provide inspirational leadership to your team, which supports, motivates and challenges them to develop and deliver to a high standard, reflecting the values, aims and principles of Respect



- Support the CEO and Operations Director to develop an infrastructure, systems and processes that are fit for Respect's needs
- Support the CEO and Operations Director to align resources to the strategy and develop our strategic ambition in a sustainable way
- Support the CEO and Operations Director to develop our culture and mindset in line with our values
- Pro-actively engage in Respect's governance, including leading the Development sub-group of our Board, attending Board meetings and attending other sub-groups and working groups, including the EDI group, as required

Support and innovation

- Work with SLT leads to ensure the Innovation and Support workstreams have a clear strategy and work plan that is aligned to Respect's overall strategy, and that they deliver on these within agreed timeframes and budgets
- Work with the Head of Finance to understand the business models for each workstream and support the relevant senior leaders to develop business models where required
- Promote good governance and ensure consistent quarterly monitoring and reporting across Innovation and Support to the CEO and Board
- Take overall responsibility for the Innovation and Support workstreams' compliance with all policies, in particular safeguarding, GDPR and EDI



Self-development

- Develop positive working relationships with Respect colleagues and members, relevant agencies and professionals to support the delivery and development of quality services that will support the reduction of harm caused by domestic violence
- Act in a professional manner whilst at work including when representing Respect
- Maximise own personal development by positively contributing to induction, supervision, training, appraisal, and team meetings (as appropriate)
- Undertake training as directed by management and identifying own training needs in consultation with line management and taking steps to ensure these are met
- Conduct all work in a way that reflects the aims and principles of Respect, promotes anti-oppressive and anti-racist practice, and complies with all Respect policies, procedures and guidelines
- Carry out any other duties as commensurate with this role



Person specification



Essential experience/abilities

- At least five years' experience in a Senior/Executive Leadership position for an organisation with an income over £1m/year
- Ability to think strategically and extensive experience of designing strategy and supporting implementation
- Extensive experience in leading multiple complex projects
- Experience of supporting staff to develop skills to work with autonomy and provide leadership to their teams
- Ability to work on own initiative and keep the momentum going within projects by creating deadlines, working towards these and motivating others to do the same
- Experience of working in a partnership with other organisations and managing the challenges that may arise
- Experience of managing growth and change within an organisation



Desirable experience/abilities

- Experience of working in temporary/interim roles
- Experience working within domestic abuse service delivery, child protection and/or safeguarding

Knowledge

- An understanding of the root causes of domestic abuse on both an individual and societal level
- Knowledge of safe and effective interventions with perpetrators of domestic abuse across the risk and needs spectrum (desirable)

Approach

- Ability to demonstrate a commitment to – and understanding of – the values, aims and objectives of Respect
- Commitment to meaningful anti-discriminatory practice
- Willingness to travel and work occasional weekends and evenings as required





How to apply

For an informal conversation about the role, please contact our recruitment partner, NFP Consulting:

Carroll Lloyd Director | NFP Consulting
07765 001 033 carroll.lloyd@nfpconsulting.co.uk



To download the candidate brief and to apply online, please visit www.nfpconsulting.co.uk/respect

Application is by way of CV initially.

Closing date: Monday 12th September 2022

Interviews are scheduled for 21st September.

The aim is for the appointed candidate to be able to take up post as soon as possible.

Accessibility

Please let us know if you have any special requirements which we might need to consider in relation to the selection process, e.g. attending interview, completing any part of the selection process. Any requests will not be taken into account in the selection process.

