



Chief Executive

Information for applicants

Contact for enquiries

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Welcome

Thank you for your interest in Migdal Emunah.

We are an organisation defined by passion, empathy, dedication, creativity and hope. All of these qualities characterise our work with the victims and survivors of sexual abuse within the UK Jewish community.

Sexual abuse is a taboo topic for every community across the globe.

Acknowledging that sexual abuse happens is the first step in us all being able to talk about it openly and to develop strategies that can protect vulnerable children and young people.

Recent years have seen high profile campaigns that have helped to raise awareness but unfortunately it is a subject that is rarely mentioned, often because of the pressures on the victim to avoid communicating both within and outside the community.

Our advocacy and campaigning work runs alongside our direct support for survivors. The two strands of our work go hand-in-hand, as indeed they must.

We may be a small charity but we have established the foundations that can support our ambitions for growth and for achieving greater impact.

I hope you will be able to join with us and to lead this process.

Michelle Webb
Chair of Trustees

Our vision

Is where all organisations across the Jewish community prioritise safeguarding and all members of our community can live a life free from the harm of sexual abuse.

Our mission

- Reduce isolation for victims and survivors of sexual abuse by providing a range of support services.
- Increase awareness of sexual abuse in our Jewish community.
- Increase awareness of sexual abuse in context of the Jewish community and the cultural implications for external agencies.

What we do

Migdal Emunah was launched in February 2013 in response to the need for a support service for Jewish victims of sexual abuse and their families as well as to start to raise awareness of the prevalence, the risks and prevention across the Community.

Today we provide practical and emotional support in a variety of ways for victims and those affected by the trauma of sexual abuse. We also actively engage in raising awareness of Sexual Abuse and challenging the myths and taboos surrounding abuse.

We works across all denominations of the Jewish Community to provide impartial support through access to a trained Independent Sexual Violence Advisor (ISVA), trained counsellors, sex therapist, family therapists and children's therapist. We also provide access to rabbinical advice, legal advice and psychologists.

On an individual basis we offer services to meet the needs of our clients including, access to advice, advocacy and support accompanied by regular review.

Everyone receives ongoing extensive professional training in order that we continue to offer the highest standard of service and independent client care to individuals and families who contact us for help.

Being a voluntary agency and a registered charity enables us to link in with statutory services as well as other voluntary agencies for the benefit of our clients.

Find out more about our [Services](#).

In addition to our direct service provision and our advocacy work, we are able to offer a traded training consultancy services to other organisations working to support victims of sexual abuse and specifically within the Jewish community in the UK.

Finances

The pandemic in 2020 was a challenge for all organisations but over the course of the year we were successful in increasing income from £75,000 to £130,000.

Lockdown increased the risk of sexual abuse in the home and there was a corresponding increase in demand for our services, which attracted support from funders, which offers the potential to build upon and grow.

We ended the year with a healthy £42,000 surplus.

The majority of our income, as in previous years, was derived from trusts, foundations and other grant-making bodies with the remainder from individual donations.

There is the potential to grow income from organisational funders but as we raise our profile through advocacy comes the opportunity to cultivate donations from individual donors including the younger philanthropists of the future.

Download our latest [Annual Report](#) for the year ending 31st January 2021.

Structure

The Chief Executive is the only full-time member of staff.

At present, there are four part-time specialist support workers delivering the support services we provide and one part-time finance staff member.

Job description

Job Title:	Chief Executive
Salary Up to	£50,000
Hours:	35 hours Monday – Friday worked flexibly
Location:	Central House, 1 Ballards Lane, Finchley, London N3 1LQ and remote
Contract	Full-time, permanent
Reports to:	Board of Trustees
Responsible for:	All staff (5 pt)

Role Purpose

To lead the development and implementation of our organisational strategy, in conjunction with the Trustees: to position Migdal Emunah as the preeminent provider and advocate for the support of victims and survivors of sexual abuse in the UK Jewish community and to secure the on-going financial viability of the charity with ambition for growth.

Key External Contacts

- Victims and survivors of sexual abuse in the Jewish community
- Partner agencies, organisations and individuals
- Donors, supporters and commissioners

Key Internal Contacts

- Staff & Freelance Associates
- Board
- Volunteers

Financial Dimensions

Responsible for the overall income and expenditure budget.

Areas of responsibility

Strategy development

Leading and managing the organisation in collaboration with the Board and with the involvement of staff and other relevant stakeholders. This will include:

- Work with the Board to ensure that a long-term strategy is in place for Migdal Emunah, which will enable the charity to achieve vision and mission in response to need;
- Oversee the translation of strategic objectives into achievable operational plans and individual work programmes;
- Regularly reviewing and reporting on progress against the plan and setting appropriate targets;
- Define and secure the resources (human, material and financial) needed to achieve strategic objectives;
- Keeping abreast of relevant legislation, best practice and quality assurance frameworks relevant to the legal status of the charity and its work.

Service development and delivery

To oversee the development of service delivery in response to consultation with service users, partners and staff. This will include:

- Ensuring compliance with legislation, best practice and quality assurance frameworks;
- Trial and develop new services and delivery methods to increase reach, scale and impact;
- Putting in place the measures for collecting evidence of impact of the services provided for funders and potential donors;
- Ensuring all core and planned services are supported by the appropriate business case and that it is adequately planned and resourced.

Fundraising and donor relationship management

To take overall responsibility for developing the forward fundraising strategy that enables Migdal Emunah to deliver on its charitable objectives, commitments and strategic ambitions. This will include:

- Developing the forward fundraising plan that will achieve growth from a sustainable mix of income streams – trusts, foundations, commissioners and individual donors.;

- Cultivating effective relationships with partners, supporters, funders and potential funders to maximise opportunities for income generation;
- Leading on the production of grant applications and commercial propositions;
- Exploring and exploiting social enterprise opportunities as fits our strategic objectives;
- Ensuring appropriate internal CRM measures are in place.

Marketing and promotion

To promote and represent Migdal Emunah in the external environment in support of policy, advocacy and fundraising to ensure all activity is underpinned with appropriate marketing collateral, including the website, that is accessible to both service users and others. This will include:

- Leading on the content and scope of policy and advocacy activities to raise profile and partner with other providers;
- Producing copy for the charity's own publications and promotional material;
- Represent the charity in public forums such as community events, conferences and policy forums.

Governance, finance and performance

To ensure that the Board of Trustees is able to meet its legal duties and deliver on the charitable aims and objectives of Migdal Emunah and the effective oversight of financial management and performance. This will include:

- Making decisions within the authority delegated by the Board, taking account of legal duties;
- Providing secretariat support, attending Board meetings and reporting on agreed objectives and performance;
- Preparation of monthly and quarterly financial and performance reports to the Board;
- Overseeing the production of the Annual Report and accounts for submission to the Charity Commission;
- Ensuring the necessary policies and procedures are working effectively for budget monitoring, reporting, risk management etc.

People management

To lead and manage staff, associates and volunteers in alignment with heritage and values that inform the work of Migdal Emunah. This will include:

- Restoratively lead, manage and support the staff team (a practice-preach style of authentic leadership) to maximise their personal contributions;
- Provide clear vision and direction for staff about their role, objectives and how each strand contributes to our mission,
- Co-ordinate the staff appraisal programme and ensure clear and effective staff development plans are in place;
- Provide direction and support for the effective involvement of volunteers.

Person Specification

Essential knowledge and experience

- Senior-level strategic and operational management responsibility within a charity, other not-for-profit organisation or potentially relevant organisation;
- Lead responsibility for, or substantial involvement in, income generation (fundraising) and the development of supporter/donor/customer relationships
- Operating in compliance with legislation and reporting within standard performance management frameworks;
- A deep understanding of the UK Jewish community and the values and beliefs that inform religious, communal and family life.

Desirable knowledge and experience

- Working within service delivery and/or advocacy in support of the victims and survivors of sexual abuse with, or without, specific reference to the UK Jewish community.
- Working to support individuals and families with a history of complex and challenging life events affecting mental health, relationships and life choices and included among them may be experience of abuse;
- Knowledge and understanding of professional approaches to counselling and therapeutic services to victims and survivors of sexual abuse;
- Experience of growing and developing SME charities utilising a mix of voluntary and commercial income streams.

Skills and abilities

- Leadership and people-management ability that inspires and motivates others;
- Ability to provide strategic vision and translate this to operational objectives;
- Planning and organising skills in order to produce operational plans, manage projects and establish appropriate organisational business processes;
- Empathy and social skills in order to build effective working relationships with others, e.g. clients, supporters, decision makers and staff members;
- Effective negotiating, influencing and persuasion skills at the highest level;
- Excellent oral, written communication and presentation skills including the ability to present in public to a variety of audiences;
- Effective team-working and collaboration skills;
- Financial and business acumen (assessing opportunities and applying resources effectively)
- High level of innovation demonstrated by practical examples of creativity

Special conditions

- Willingness to undertake work outside normal office hours and to travel as required within the UK;

How to apply

For an informal conversation about the role, please contact our recruitment partner, Simon Lloyd, Director, NFP Consulting on 07961 988 523 or email - simon.lloyd@nfpconsulting.co.uk

Apply online at www.nfpconsulting.co.uk/migdalemunah

Application is by way of CV with a Supporting Statement that should set out your motivations for applying and how your work experience to date meets the scope of the responsibilities. As a general guide, your Supporting Statement should be around two sides of A4.

Closing date: Monday 29th November

Selection timescales

Stage 1 Week beginning 6th December

First round of screening interviews will be conducted by NFP Consulting.

Stage 2 Evening of Monday 13th December or Tuesday 14th December tbc

The intention is to hold the second and final interviews on-site at the charity's offices and in full compliance with the legal requirements and Government guidance for the containment of the spread of COVID-19 that apply at the time.

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.