

**Interim Chief Executive Officer**

We are seeing our respected Chief Executive move on to a new role after committing 19 years of his working life to RCVDA

The Board of Trustees/Directors are all too aware of the pressures facing our communities, the VCS and indeed RCVDA and it is crucial we make our next steps the right ones as we shape the future of the VDA.

We have an opportunity to appoint an Interim Chief Executive who can play a key part in helping to shape the future of RCVDA over the next three--six months. It is anticipated that this will provide the foundation for RCVDA moving forward

This role is available on an employment, secondment or consultancy basis for the right candidate.

**Our vision** is for:

Local communities to be empowered to take action for themselves to improve quality of life.

**Our mission** at Redcar and Cleveland Voluntary Development Agency (RCVDA) is as follows:

RCVDA is the champion of local voluntary service and community development in Redcar and Cleveland.  We aim to enable local people to break down barriers to improve quality of life for people in their communities.

**How do we achieve this?**

By enabling communities to identify, develop and implement their own solutions to the challenges they face.  RCVDA provides leadership and practical support. Working in partnership with others, across all sectors.

Developing our sustainability by, where appropriate, fulfilling a delivery role either directly or as a partner. We will only do this when there is no appropriate local voluntary and community sector (VCS) partner able to do so, and in doing so we aim to be an incubator rather than long-term provider.

This is underpinned by good governance, strong local knowledge and confident advocacy on behalf of the VCS.

The interim Chief Executive will be a catalyst to enabling RCVDA to be best positioned to ensure we can continue to have a positive impact in our communities.

**Our Values**

As a charity for and of the communities of Redcar and Cleveland our values matter to us.  We have adopted the following statement to guide everything we do:

RCVDA is a local charity committed to local voluntary action that delivers positive change for communities.  We are:

\* Caring and compassionate

\* Committed to excellence

\* Honest and act with integrity

\* Friendly and approachable

**Drivers of change**

In preparing our strategy we undertook a review of RCVDA and the environment in which we operate.  This involved gathering views from VCS and statutory sector stakeholders, self-assessment using an organisational health-check tool and external review of RCVDA’s governance.  The review yielded a number of important messages to guide the development of RCVDA and the services we provide, in particular:

a. RCVDA has a good reputation amongst its stakeholders who value the services it delivers (particularly volunteering support and liaison and partnership development).

b. RCVDA is generally a well-run organisation but we need to strengthen our income generation/fundraising capability, strengthen performance management and devote resources to Trustee, staff and volunteer development, including recruiting selected new Trustees

c. The funding environment for infrastructure support and volunteering support will continue to be challenging for the foreseeable future and these services are therefore under threat.

d. We need to diversify our funding base further to ensure we are resilient to cuts in public sector funding.

e. There is considerable scope for RCVDA to collaborate with other organisations in the Tees Valley sub-region to develop and deliver solutions to meet community needs.

f. We need to ensure the infrastructure and volunteering support we provide reaches smaller VCS organisations and groups and to strengthen further our volunteering offer.

g. We should be more confident in promoting the value and impact of RCVDA’s work.

**Our strategy**

We have identified two strands of development activity to respond to the drivers of change identified above:

a. development and enhancement of our core infrastructure offer; and

b. developing RCVDA as a leader in local community development.

We have also identified key actions in areas that underpin everything that RCVDA does, specifically:

I. Improving communications in particular to ensure we communicate the impact and value in RCVDA’s work and so that we are as effective as possible in helping shape policy and services for the benefit of the VCS and in identifying and developing VCS responses to unmet community needs.

II. Strengthening governance and capacity to support continuous improvement in delivery.

**Key areas:**

* To provide leadership for the RCVDA and the sector in Redcar and Cleveland and beyond
* Work with the board to drive forward the sustainability of RCVDA to enable us to meet our mission in line with our charitable objectives, identifying and benefitting from appropriate opportunities
* Ensuring that our culture and structure is fit for purpose to enable us to realise our vision and mission
* To ensure that we maintain service delivery at the highest level to meet existing and developing commitments.
* Ensuring we achieve positive demonstrable impacts

**Experience/transferable skills**

* + Leadership role in an organisation
	+ Income generation with understanding of commissioning processes
	+ Develop positive relationships with key stakeholders
	+ Strategic role with experience of leading change
	+ A strong understanding of the diverse nature of the Voluntary, Community and social enterprise sector in Redcar and Cleveland
	+ An understanding of the context in which the “sector” operates.

Please forward an **up to date CV** (no more than 4 pages of A4), completed **equal opportunities** form, and a **covering letter** outlining **your interest** and **how your experience** relates to this role.

Please email your completed application FAO The Chair, enquiries@rcvda.org.uk

Or alternatively send to The Chair,. RCVDA, Westfield Farm, The Green, Dormanstown, TS10 5NA

Please note the **closing date** for applications is **12:00 Noon Friday the 4th of December, 2015.**

**Interviews** will be held in the following week, on **Friday the 11th of December 2015.**

Redcar & Cleveland Voluntary Development Agency is a registered charity, no.1135959 and a company registered in England and Wales, company no. 2720382