YMCA BRUNEL GROUP

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YMCA Brunel Group

Chief Executive Officer

Job Information Pack

YMCA | Here for young people
Here for communities
Here for you

THANK YOU

FOR YOUR INTEREST IN YMCA BRUNEL GROUP (YMCA BG)

It is a pleasure to know that you are interested in working with us. Please find enclosed further information about this position, which I hope you find helpful.

YMCA Brunel Group is one of the largest providers of support services in Somerset, Bath, Bristol and Wiltshire and a part of the wider YMCA movement which operates internationally in 120 countries to form the largest and oldest youth charity in the world.

We are a local community charity, delivering exceptional services in housing, children & youth provision, and wellbeing so everyone can flourish.

Based on a social enterprise model, all the income we generate goes back into funding our local community projects and initiatives.

Our vision is 'to inspire and enable transformative change in lives and communities, creating a future where potential is realised, and no one is left behind'.

Our current CEO is retiring and we are now seeking to recruit a replacement. This is a role that will provide strategic leadership, working closely with the Board of Trustees to deliver our vision and charitable purpose. Leading the Executive Team, the successful candidate will drive organisational effectiveness, financial sustainability, service quality and growth, while fostering a positive culture aligned with our values. This role will safeguard our people, resources and reputation, ensuring YMCA BG continues to evolve and make a lasting difference in the communities we serve.

If this opportunity appeals to you and you meet the person specification for the role, then we want to hear from you. You will be joining a great team of highly motivated staff in a fast-moving organisation.

Please take time to read through this job pack, take a look at our website and read through the job description and person specification to see how you would meet with our needs.

We hope to hear from you soon.

David Pendle
Chair, Board of Trustees

Vision statement:

Our vision is to inspire and enable transformative change in lives and communities, creating a future where potential is realised, and no one is left behind.

Mission / core purpose:

We go above and beyond to deliver exceptional services in housing, children & youth provision and wellbeing, so everyone can flourish.

Values:

We are kind

We treat everyone with empathy, respect and compassion. As kind individuals we prioritise the wellbeing of others, offering support and understanding in every interaction. We believe that kindness strengthens our community and creates a positive, inclusive environment where everyone can belong and thrive.

We are curious

We embrace a mindset of lifelong learning and exploration. As curious individuals, we ask questions, seek new perspectives, and are open to discovering innovative solutions. We are driven by a desire to understand, grow, and continually improve both personally and as an organisation.

We are custodians

We care deeply for the legacy and future of our YMCA and the transformative work we do. As custodians, we take pride in protecting and nurturing our assets and our community, ensuring our mission thrives for generations to come. We are active stewards of the planet, making thoughtful choices that contribute to a sustainable future. Through our actions, we honour the trust placed in us to create lasting positive change and safeguard the world we all share.

We are wavemakers

We are bold, innovative and unafraid to challenge the status quo. As wavemakers, we actively create positive change and aim to inspire others. We take initiative, drive progress, and make a meaningful impact on our community and beyond.

We are genuine

We are honest, transparent, and true to our word. As Genuine individuals. we act with integrity and authenticity, building trust and fostering meaningful connections. We stay true to our mission and values, ensuring that our actions consistently reflect who we are and what we stand for.

Job Description

Title: Chief Executive Officer

Reports to: Board of Trustees

Direct reports:

Director of Charitable Operations

Director of Social Enterprise

Finance Director

Background

YMCA Brunel Group exists to inspire and enable transformative change in lives and communities, creating a future where potential is realised, and no one is left behind.

Our core purpose is to go above and beyond to deliver exceptional services in housing, children & youth provision and wellbeing, so everyone can flourish.

The Chief Executive Officer is the senior executive leader of YMCA Brunel Group and is responsible for providing inspirational, strategic and values-led leadership across the organisation.

The CEO works closely with the Board of Trustees to ensure that YMCA BG fulfils its charitable purpose, delivers its strategic objectives and remains financially and organisationally sustainable for the future.

The role provides leadership across both the charitable and social enterprise activities of YMCA BG, ensuring that these areas work together effectively and that the organisation's people, finances, assets and resources are aligned to its strategic priorities.

The CEO will lead and develop the Executive Team, creating a culture of collaboration, accountability, innovation and continuous improvement. The CEO will provide clear direction while empowering Directors and Heads of Department to lead their areas of responsibility effectively.

The role will require a strong understanding of the complex environment in which YMCA BG operates and the ability to maintain an overview of the whole organisation, identifying opportunities, managing risk and ensuring that decisions are made in the best interests of YMCA BG and the people and communities it serves.

The CEO will be a key ambassador for YMCA BG, developing and maintaining strong relationships with trustees, staff, service users, commissioners, funders, local authorities, partners, YMCA England & Wales, national and international YMCA networks and other relevant stakeholders.

Purpose

The Chief Executive Officer will provide strategic leadership to YMCA Brunel Group, working closely with the Board of Trustees to develop and deliver the organisation's vision, mission and strategic objectives.

The CEO will ensure that YMCA BG operates effectively, sustainably and in accordance with its charitable purpose, legal and regulatory responsibilities, agreed strategy and values.

The CEO will maintain an organisation-wide perspective, ensuring that charitable services, social enterprise activity and corporate functions are aligned and contribute effectively to the overall success and sustainability of YMCA BG.

The post holder will lead the Executive Team and ensure that there is clarity of purpose, accountability and effective collaboration across the organisation.

The CEO will provide leadership in relation to organisational development, financial sustainability, people and culture, service quality, performance, risk, governance, business development and external relationships.

The CEO will work closely with the Chair and Board of Trustees, ensuring that trustees receive appropriate information, advice and assurance to enable them to fulfil their governance responsibilities and make effective strategic decisions.

The CEO will act as a custodian of YMCA BG's charitable purpose, reputation, people, finances, assets and legacy, while ensuring that the organisation continues to evolve and respond to the changing needs of the communities it serves.

Professional skill and judgement will be heavily relied upon and sound decision-making is fundamental to the role. The CEO will be required to balance competing arguments, opportunities and risks and make decisions that support the overall interests of YMCA BG.

Main Responsibilities

Corporate and Strategic Leadership

- Provide inspirational, strategic and values-led leadership across YMCA Brunel Group.
- Work closely with the Board of Trustees to develop, review and deliver the organisation's long-term strategy.
- Translate the strategic objectives agreed by the Board into clear organisational priorities, plans and measurable outcomes.
- Ensure the organisation maintains a clear focus on its vision, mission, charitable purpose and strategic priorities.
- Maintain a strategic overview of all areas of YMCA BG, ensuring that charitable services, social enterprise activity and corporate functions work collaboratively towards common organisational objectives.
- Identify emerging opportunities, challenges and external developments that may affect YMCA BG and advise the Board and Executive Team accordingly.
- Ensure that strategic decisions take account of their potential impact on service quality, financial sustainability, people, resources, reputation and organisational risk.

- Lead the development and implementation of the annual organisational business plan arising from the strategic plan.
- Monitor organisational performance against agreed strategic objectives and ensure that appropriate action is taken where performance is not on track.
- Ensure that the organisation remains responsive to changes in legislation, regulation, commissioning, funding and the wider environment in which YMCA BG operates.
- Lead and support organisational development, change and transformation where required.
- Ensure that the vision, mission and values of YMCA BG are understood and reflected throughout the organisation.
- Ensure that the organisation continues to develop its impact, reputation and contribution to the communities it serves.
- Demonstrate a commitment to YMCA BG's policy on promoting equality, diversity and inclusion in all aspects of the role.

Board and Trustee Relationships

- Act as the principal executive adviser to the Board of Trustees.
- Develop and maintain an effective, constructive and trusting relationship with the Chair and individual trustees.
- Work with the Chair to ensure an effective relationship between governance and executive management.
- Ensure that the Board receives timely, accurate, relevant and meaningful information to enable effective governance and strategic decision-making.
- Prepare, with colleagues, high-quality reports and information for Board and committee meetings.
- Ensure that strategic, financial, operational, people, safeguarding, regulatory and risk matters are appropriately brought to the attention of trustees.
- Ensure that decisions made by the Board are effectively implemented and provide clear accountability for their delivery.
- Ensure that trustees are kept informed of significant developments within the sectors in which YMCA BG operates and of strategic opportunities and issues which may require Board consideration.
- Support trustees in understanding the external environment, opportunities, challenges and risks affecting YMCA BG.
- Support effective trustee recruitment, induction, development and succession planning where appropriate.
- Ensure there is a clear understanding throughout YMCA BG of the respective roles and responsibilities of the Board of Trustees and the Executive Team.

- Attend and contribute to Board and committee meetings as required and ensure appropriate attendance by Executive Team colleagues.
- Ensure all legal reporting and auditing is undertaken, completed and filed in a timely manner.

Executive Team Leadership and Management

- Lead, support and develop the Executive Team, comprising the Director of Charitable Operations, Director of Social Enterprise, Finance Director.
- Establish clear collective accountability across the Executive Team.
- Ensure Directors and Heads of Department have clear objectives, responsibilities, delegated authority and accountability.
- Encourage collaborative working across charitable, social enterprise and corporate functions and avoid organisational silos.
- Provide appropriate challenge, support and direction to Executive Team colleagues.
- Ensure strategic decisions are considered from operational, financial, people, reputational and risk perspectives.
- Develop a strong leadership culture based on YMCA BG's values.
- Ensure effective succession planning and leadership development across the organisation.
- Provide regular supervision, feedback and annual review for direct reports in accordance with YMCA BG policies and procedures.
- Ensure that the Executive Team operates effectively as a collective leadership group and maintains a clear focus on organisational priorities.

Organisational Performance, Quality and Impact

- Establish and maintain a culture of accountability, performance, learning and continuous improvement.
- Ensure clear organisational KPIs and measures of impact are established, monitored and reviewed.
- Ensure the Board receives meaningful information about organisational performance, outcomes and impact.
- Ensure that relevant quality standards are established and maintained across all areas of YMCA BG.
- Ensure learning from performance, complaints, incidents, inspections, feedback and other sources informs organisational improvement.
- Maintain strategic oversight of regulatory and contractual obligations across the organisation.

- Ensure that appropriate systems are in place to monitor and report on the impact of YMCA BG's activities.
- Ensure that the organisation continues to focus on improving outcomes for people who use our services and the communities in which we operate.

Financial Leadership and Sustainability

- Work closely with the Finance Director and Executive Team to ensure the long-term financial sustainability of YMCA BG.
- Ensure that financial strategy supports the delivery of the organisation's charitable purpose and strategic objectives.
- Maintain an appropriate strategic overview of income, expenditure, reserves, cash flow, investment, borrowing and financial risk.
- Ensure that the Board receives clear and timely information regarding financial performance, financial risks and future sustainability.
- Ensure that major financial decisions are appropriately evaluated, including their impact on charitable delivery, people, resources and risk.
- Ensure that charitable and social enterprise activities operate within an appropriate strategic and financial framework.
- Work with the Finance Director and relevant colleagues to develop sustainable income-generation strategies.
- Ensure that appropriate financial controls, delegated authorities and accountability arrangements are in place.
- Ensure YMCA BG acts as a responsible custodian of its financial resources and assets.
- Work with the Executive Team to ensure effective annual budgeting, forecasting and financial planning.
- Ensure that compliant Audited Accounts are filed to statutory bodies as required.

People, Culture and Organisational Development

- Provide visible and accessible leadership across YMCA BG.
- Create an inclusive, supportive and high-performing organisational culture in which people understand the contribution they make to YMCA BG's vision and mission.
- Ensure YMCA BG's values of Kind, Curious, Custodians, Wavemakers and Genuine are reflected in leadership behaviour, decision-making and organisational culture.
- Work closely with the Head of HR to develop and implement an effective people strategy.

- Ensure effective recruitment, retention, development and succession planning for key roles.
- Champion staff engagement, wellbeing, equality, diversity and inclusion.
- Ensure effective communication between the Executive Team, managers and staff.
- Develop a culture in which people are encouraged to challenge, innovate, learn and raise concerns appropriately.
- Ensure that the organisation has the leadership capacity, skills and resources required to deliver its strategic objectives.

Business Development and Organisational Growth

- Identify opportunities for YMCA BG to increase its impact and reach in line with its charitable purpose and strategic priorities.
- Work with the Executive Team to identify opportunities for the growth and development of existing services and social enterprises.
- Consider opportunities for new services, partnerships, mergers, acquisitions and other forms of organisational development where these support YMCA BG's strategic objectives.
- Ensure proposed developments are appropriately assessed for strategic fit, financial sustainability, capacity, risk and potential impact.
- Work with the Executive Team and Board to develop and implement agreed growth strategies.
- Ensure that organisational growth does not compromise the quality, sustainability or values of existing services.
- Ensure appropriate project management, evaluation and reporting arrangements are established for significant organisational development projects.

Governance, Risk and Compliance

- Maintain overall strategic oversight of organisational governance, risk and compliance.
- Ensure effective systems are in place for identifying, assessing, monitoring and managing organisational risks.
- Ensure significant risks are appropriately reported to the Board and that effective mitigation plans are in place.
- Maintain strategic oversight of safeguarding across YMCA BG and ensure that safeguarding remains a fundamental organisational priority.
- Ensure appropriate arrangements are in place for health and safety, data protection, information security and other statutory and regulatory responsibilities.

- Ensure YMCA BG has effective business continuity and organisational resilience arrangements.
- Ensure the organisation operates within its legal, regulatory and contractual responsibilities.
- Ensure that the Executive Team and Board are appropriately informed of significant compliance issues, incidents and risks.

External Relations, Partnerships and Organisational Advocacy

- Act as a principal ambassador and spokesperson for YMCA BG.
- Develop and maintain strong and constructive relationships with commissioners, funders, local authorities, government representatives, partners, community organisations and other stakeholders.
- Represent YMCA BG at appropriate local, regional and national meetings, conferences and networks.
- Develop effective relationships with Members of Parliament and other public representatives where appropriate.
- Represent YMCA BG within YMCA England & Wales and national / international YMCA networks.
- Develop strategic partnerships which increase the impact, profile and sustainability of YMCA BG.
- Promote understanding of the contribution YMCA BG makes to the communities it serves.
- Maintain and develop effective relationships with supporters, funders and other stakeholders, ensuring YMCA BG is presented in an appropriate and professional manner.

Communication

- Ensure effective internal communication across the organisation.
- Communicate organisational strategy, priorities and performance clearly to staff and other stakeholders.
- Develop constructive and transparent relationships with staff, service users, trustees and external stakeholders.
- Ensure that external communications reflect YMCA BG's mission, values, impact and strategic priorities.
- Act as spokesperson for YMCA BG when required and ensure appropriate management of significant media or reputational issues.

Environmental Sustainability

- Provide strategic leadership in relation to YMCA BG's environmental sustainability commitments.
- Ensure environmental considerations are appropriately incorporated into organisational strategy, procurement, property, operations and business development.
- Promote the organisation's role as a responsible custodian of its assets and the wider environment.

Personal Development

- Participate in regular supervision and review with the Chair of Trustees in accordance with agreed arrangements.
- Maintain good professional practice and ensure ongoing personal and professional development.
- Keep up to date with relevant developments in the charity, housing, children and youth, social enterprise and wider sectors in which YMCA BG operates.
- Ensure personal development objectives are reviewed regularly with the Chair of Trustees and are aligned with the requirements of the role and the strategic needs of YMCA BG.

Health and Safety

In carrying out this role, you have a duty under Health & Safety legislation to take reasonable care for the health and safety of yourself and others.

This includes taking positive steps to understand workplace hazards, complying with safety rules and procedures and ensuring that nothing you do, or fail to do, puts yourself or others at risk.

This includes maintaining a strategic overview of the provision of safe and secure environments for people who use YMCA BG services, staff, volunteers and visitors.

General

- Maintain and develop up-to-date professional knowledge of the sectors and environments in which YMCA BG operates.
- Work across YMCA BG to build a positive learning culture and working environment which embeds our values.
- Maintain and demonstrate a commitment to YMCA BG's vision, mission and values alongside the strategic objectives of the organisation.
- Ensure all activities and job roles understand the part they play in achieving YMCA BG's strategic objectives.

- Work collaboratively across the organisation and with key stakeholders.
- Comply with YMCA BG's confidentiality and information security requirements.
- Comply with all YMCA BG policies and procedures.
- Ensure appropriate management information systems are maintained and used effectively.
- Undertake any other reasonable duties commensurate with the post as required by the Board of Trustees.

Organisational Advocacy

- Act as a senior ambassador for YMCA BG, upholding and promoting the mission, vision and values of the organisation.
- Promote awareness of YMCA BG's charitable purpose, services, impact and contribution to local communities.
- Support organisational events, initiatives and strategic goals by actively participating and encouraging Executive Team and staff involvement.
- Develop relationships and networks which strengthen the profile, influence and reputation of YMCA BG.

Confidentiality

In the course of your employment you will have access to confidential information relating to YMCA BG's business, staff, service users and other stakeholders.

You are required to exercise due consideration in the way you use such information and should not act in any way which might be prejudicial to YMCA BG's interests.

If you are in any doubt regarding the use of confidential information in the pursuit of your duties, you should seek appropriate advice before communicating such information to any third party.

Data Protection

YMCA BG is registered under General Data Protection Regulations (GDPR).

You must not at any time use personal data held by YMCA BG for a purpose not described within the relevant privacy and data protection arrangements or disclose such data to a third party without appropriate authority.

You must ensure that appropriate data protection and information security arrangements are maintained throughout the organisation.

Safeguarding

YMCA BG is serious about safeguarding. We are committed to protecting the welfare of children, young people and adults who may be at risk of harm as they participate in our services or activities.

The CEO has overall strategic responsibility for ensuring that safeguarding is embedded within the culture, leadership, policies and practices of YMCA BG and that appropriate arrangements are in place to fulfil the organisation's statutory and regulatory responsibilities.

All employees are responsible for ensuring they are familiar with YMCA BG's safeguarding policies and procedures and appropriately inducted.

Any safeguarding concerns must be reported through the appropriate designated safeguarding arrangements.

This post is subject to an enhanced level DBS Disclosure in respect of the Adults and Children's workforce.

Financial

The CEO has overall responsibility for ensuring that YMCA BG's financial resources and assets are managed responsibly and in accordance with the organisation's financial policies, procedures and delegated authorities.

The CEO will work closely with the Finance Director and Board of Trustees to ensure effective financial governance, sustainability and stewardship of YMCA BG's resources.

All staff are responsible for the security of YMCA BG property, avoiding loss or damage and being economical and efficient in the use of organisational resources.

Main terms of employment (tbc)

Salary £85 - £100K dependent on skills and experience

Location Bath main site but with travel across all sites

Hours 37.5 per week

Flexible working In order to support team productivity and stability, this role has flexible working patterns to reflect the needs of the role.

Holidays 6 weeks per year plus bank holidays

Pension YMCA BG will currently make an employers contribution of 3% with employees contribution of 5%.

Benefits We offer a range of staff benefits, including:

- Cycle to work scheme
- 20% discount at our own nurseries

- 50% discount at our H&W centre in Bath
- Staff intranet

Timeline:		
Friday 20 November 12 noon	Closing date for applications	Sent directly to Chair via online form
Thursday 3rd December / Friday 4th December	Interview day (all day)	Selection Panel

Our current CEO Mike Fairbeard is available for an informal chat or further information about the role and can be contacted on mikefairbeard@ymca-bg.org

YMCA Brunel Group – Chief Executive Officer Person Specification

The successful candidate will demonstrate the experience, knowledge, skills and personal qualities required to provide strategic leadership to a complex organisation operating across charitable services and social enterprise.

Expected Qualifications and Experience

- Educated to degree level or equivalent professional qualification, or significant relevant senior leadership experience.
- Significant senior leadership experience at CEO, Director or equivalent level within a complex organisation.
- Demonstrable experience of developing, implementing and reviewing organisational strategy.
- Experience of working effectively with a Board of Trustees or equivalent governing body.
- Experience of leading and developing senior leadership or executive teams.
- Experience of leading organisational change, development and improvement.
- Experience of financial management, financial planning and organisational sustainability at senior level.
- Experience of managing organisational risk and ensuring appropriate governance and compliance.
- Experience of developing and maintaining effective relationships with a wide range of stakeholders across statutory, voluntary, community and/or commercial sectors.
- Experience of developing and delivering organisational performance measures, KPIs and impact reporting.
- Experience of developing successful partnerships and identifying opportunities for organisational growth and development.
- Experience of leading and motivating staff through periods of change and development.
- Experience of working within the charity sector.
- Experience within housing, supported housing, children and young people, community services, wellbeing or related fields.
- Experience of working within a social enterprise or organisation combining charitable and commercial activities.
- Knowledge of the regulatory and commissioning environment relevant to YMCA BG.
- Experience of mergers, acquisitions, partnerships or other significant organisational development projects.
- Experience of working within a national or federated organisation.

- Experience of working with local or national government and/or public sector bodies.

Knowledge, Skills and Abilities

- Exceptional strategic thinking and the ability to maintain an effective overview of the whole organisation rather than focusing solely on individual services or departments.
- Ability to translate organisational vision and strategy into clear priorities, plans and measurable outcomes.
- Strong understanding of effective charity governance and the respective roles and responsibilities of trustees and executive management.
- Excellent financial literacy and the ability to understand, interpret and communicate complex financial information.
- Strong understanding of organisational sustainability and the relationship between charitable purpose, service delivery, income generation, financial performance and risk.
- Excellent judgement, with the ability to balance competing priorities, opportunities and risks.
- Ability to make well-informed and timely decisions using evidence, data and professional judgement.
- Excellent communication skills, both oral and written, with the ability to communicate effectively with trustees, staff, service users and external stakeholders.
- Excellent presentation skills and the confidence to represent YMCA BG at senior local, regional and national levels.
- Ability to inspire, influence and bring people with them through change.
- Ability to delegate effectively, empowering senior colleagues while retaining appropriate organisational oversight and accountability.
- Strong negotiation and partnership-building skills.
- Ability to build trust and credibility with a wide range of people and organisations.
- Ability to develop constructive relationships with commissioners, funders, local authorities, government representatives, partners and other stakeholders.
- Strong political and stakeholder awareness and an understanding of the wider environment in which YMCA BG operates.
- Ability to identify opportunities for growth and development while maintaining appropriate awareness of organisational risk.
- Ability to analyse complex information, identify key issues and communicate these clearly to trustees and colleagues.
- Ability to establish effective performance management systems and use information to drive improvement.

- Ability to work collaboratively across teams, services and organisational boundaries.
- Competent and confident IT user with an understanding of how technology and digital development can support organisational effectiveness.
- Ability to develop an organisational culture which supports learning, innovation, accountability and continuous improvement.

Leadership and Management

- Demonstrable ability to provide clear, inspirational and values-led leadership.
- Able to establish direction and clarity while empowering others to lead effectively.
- Able to build and lead an effective Executive Team.
- Able to create a collaborative culture across different services and functions.
- Able to manage complexity and competing priorities without losing sight of the organisation's strategic objectives.
- Able to challenge constructively and encourage others to challenge appropriately.
- Able to make difficult decisions and take personal accountability for those decisions.
- Able to develop leadership capacity and effective succession planning.
- Able to lead organisational change sensitively and effectively.
- Able to create an environment in which staff feel valued, supported and able to contribute.

Board and Governance

- Demonstrable understanding of the role and responsibilities of a Board of Trustees.
- Able to develop a strong, constructive and appropriately challenging relationship with trustees.
- Able to provide clear, concise and meaningful information to support effective Board decision-making.
- Able to distinguish effectively between governance and executive management responsibilities.
- Able to advise and support trustees while respecting the authority and collective responsibility of the Board.
- Able to identify and communicate strategic opportunities, challenges and risks requiring Board consideration.
- Able to build trust and confidence with the Chair and individual trustees.

Financial and Commercial

- Strong understanding of financial sustainability within a complex organisation.
- Able to interpret budgets, management accounts, forecasts and financial information and use these to inform strategic decisions.
- Able to balance financial sustainability with charitable purpose and service quality.
- Understanding of income generation, fundraising, commissioning and commercial activity.
- Able to assess the financial and organisational implications of major decisions and investments.
- Understanding of responsible stewardship of organisational assets and resources.

Personal Qualities

- A genuine commitment to the charitable purpose of YMCA BG and to improving the lives of the people and communities we serve.
- Has a respect for the Christian roots of the YMCA with a commitment to serve those of all faiths and backgrounds.
- Demonstrates a clear commitment to, and understanding of, the YMCA BG values.
- Of the highest integrity, honesty and personal accountability.
- A confident but humble leadership style.
- Curious, open-minded and willing to listen to different perspectives.
- Comfortable with challenge and able to encourage healthy challenge within the organisation.
- Collaborative and inclusive in approach.
- Resilient and calm when dealing with complexity, uncertainty and pressure.
- Energetic, ambitious and optimistic about the future of YMCA BG.
- Able to inspire confidence in trustees, staff, partners and stakeholders.
- Able to combine strategic ambition with practical realism.
- Able to maintain confidentiality and exercise sound judgement in sensitive situations.
- Personally committed to equality, diversity and inclusion.
- Demonstrates a strong sense of stewardship and responsibility for the organisation's charitable purpose, reputation, people, finances, assets and legacy.
- Able to act as a credible and authentic ambassador for YMCA BG.
- Takes personal responsibility and accountability and is able to make well-informed, balanced decisions taking account of risk.

Other Requirements

- YMCA BG is committed to the protection and safeguarding of children, young people and adults at risk and promoting their welfare. We expect all staff and volunteers to share this commitment.
- Willingness to undertake an enhanced DBS Disclosure in respect of the vulnerable adults and children's work carried out by YMCA BG.
- Willingness to work flexibly in accordance with the needs of the organisation and its services, which operate beyond standard office hours, including housing services operating 24/7.
- Willingness to travel across the YMCA BG area and attend meetings and events outside normal working hours where required.
- A driving licence and access to a car would be essential given the geographical spread of YMCA BG's services.