**HSLNEE: what sort of organisation we are, and the kind of leader we need as our new Manager**

We are a warm and inclusive local organisation, working with volunteers to support families with young children through challenging times. Our strategic goal is that:

Every family has the support they need, to give their children the best possible start in life, so they are able to take up and benefit from the opportunities available to them

Our values as an organisation are:

* We offer families choice
* We work in partnership – with each other, with families and with other agencies
* We work in a spirit of openness, encouragement and enjoyment
* We are flexible and responsive to the needs of families

We are in a great position, part way through our 5 year strategic plan, and with a good deal of financial security for the next 2-3 years

Home-visiting remains at the core of our support. However, the pandemic has led us to adapt our approaches to include phone, video and social media contacts, and more practical support for day to day needs. And it has brought new pressures on families and on our staff and volunteers.

To lead and manage our work, we want someone who:

* Shares our passion and ambition for our support for children and families
* Demonstrates shared values with us and has the capacity to foster relationships central to how we work
* With trustees, will help lead improvements in how we meet changing needs, post-lockdown, and deliver objectives in our plans to widen diversity
* Will build further on local partnerships that benefit families we work with
* Makes sure we continue to assess the impact we are making and learn from this knowledge
* Will lead and support our team of staff and volunteers in a collaborative and flexible way, looking after people’s well-being and supporting them to develop their skills and knowledge, as our services evolve
* Has the ability to balance compassionate leadership\* with delivering the necessary management and administrative tasks required in a small, independent Third Sector organisation

\* “Compassionate leadership in practice means leaders listening with fascination to those they lead, arriving at a shared (rather than imposed) understanding of the challenges they face, empathising with and caring for them, and then taking action to help or support them”. The Kings Fund, 2019