

## Chief Executive of Redress Scotland

### 1. Overview

For decades, children in residential care in Scotland were failed by those entrusted to look after them. Scotland is taking steps to face up to those failing by establishing a financial redress scheme for survivors of historical child abuse in care.

While nothing can ever make up for the suffering survivors have endured, financial redress can provide acknowledgement and recognition of the harm done. A national redress scheme will offer a non-adversarial alternative route to justice and access to support and apology.

To deliver this, the Scottish Government is supporting the creation of a new 'non-departmental public body' entitled Redress Scotland. This body will assess and make decisions on applications from survivors (and in some cases next of kin) seeking redress. Redress Scotland will be entirely independent of the Scottish Government.

Redress Scotland is primarily a decision-making body. It will not process applications, provide support to applicants or arrange payments. In order to make best use of public resources, all administrative aspects of the national scheme will instead be carried out by Scottish Government without impinging on the independence of Redress Scotland's decision-making.

The Scottish Government has committed to opening the scheme as soon as possible, by December 2021 at the latest. The scheme will remain open to applications for a period of whichever is the longer of five years, or two years following the publication by the Scottish Child Abuse Inquiry of its final report. There is, however, a potential for the opening period to be extended beyond this.

More information about how the scheme will operate is available on the Scottish Government's website [here](#). Detailed information about the status, powers and functions of Redress Scotland are also set out in the [Redress for Survivors \(Historical Child Abuse in Care\) \(Scotland\) Act 2021](#) and accompanying documents.

### 2. Chief Executive Role

Salary: £77,340 to £83,233

Location: Scotland, Central Belt

Hours: 37.00 per week

Closing Date: 12 noon 31 May 2021

Redress Scotland is a brand new organisation operating at the heart of a sensitive, challenging and complex area. The Chief Executive is therefore expected to provide strong, responsive and compassionate leadership from the outset, helping to create a trauma-informed organisation which inspires the confidence of the survivor community. A commitment to treat all applicants with dignity, respect and compassion is enshrined in legislation.

Candidates for the role of Chair of Redress Scotland (a Ministerial appointment) are currently being interviewed. It is therefore expected the Chair will become actively involved in the final selection/ interviews for this post.

In addition to the Chair, a number of 'panel members' will also be appointed to Redress Scotland by Scottish Ministers to make decisions about individual applications. These panel members will bring relevant expertise, for example, in the field of complex trauma and its impact. It will be these panel members who will sit and make determinations on applications seeking redress.

Reporting to the Chair, the Chief Executive will be the board's principal adviser on the discharge of its functions and is accountable to the board. They will provide strong strategic leadership, ensuring the board's aims and objectives are met and Redress Scotland's statutory functions are delivered.

The Chief Executive will work confidently at pace. In short order they will be expected to make evidence-based recommendations to the Board, including leading on the preparation of business plans, resource and operational plans and financial forecasts. The Chief Executive will be responsible for recruiting a small secretariat team (currently estimated to be around six staff, excluding chair and panel members) to support their work. The Chief Executive will also know when to seek out specialist short-term support where this is required in the initial start-up stages.

Redress Scotland will carry out complex work with panel members involved in detailed consideration of applications including survivors' own accounts of the abuse they suffered while children in care, as well as supporting information provided. Given the nature of the work, the Chief Executive will be an inclusive, values-oriented leader, able to build a team confidently while communicating the needs of survivors in a clear and compelling manner.

## **Main Duties**

- Working closely with the Chair, you will establish the strategic framework for Redress Scotland, translating this into operational processes and creating the right conditions for success as an independent public body.
- Make evidence-based recommendations to the Board on the action and resources required to achieve its vision – including recruitment, training and wider business infrastructure.
- Recruit and develop a small secretariat team, confidently communicating the needs of survivors in a clear and compelling manner and instilling a culture of trauma-informed practice.
- Provide concise advice to the Board on the effective discharge of its responsibilities – as set out in legislation and statutory guidance – demonstrating a clear commitment to continuous improvement.
- Put in place robust governance, risk and reporting arrangements, following best practice to ensure legal and regulatory compliance. This includes annual corporate, financial and operational reports as set out in legislation.

- Build new and trusting relationships with survivors, survivor organisations, care providers and other key stakeholders, working collaboratively across boundaries to promote the purpose and values of Redress Scotland.
- Work to ensure Redress Scotland is a professional and accessible organisation. Role modelling a commitment to integrity, accountability, objectivity and equality. This includes setting high standards of performance and establishing appropriate monitoring arrangements.

## **Person Specification**

### Essential Criteria

#### **1. Proven experience of leading the creation, or improvement, of a national programme or organisation.**

*The ability to lead confidently and persuasively, working collaboratively with an organisation's board and/ or senior leadership team to design and introduce new or improved strategies, governance systems, corporate policies or plans.*

#### **2. Experience of collective leadership, navigating diverse perspectives and creating relationships across boundaries to support delivery.**

*The ability to navigate wider systems, networks and organisations - taking an inclusive and collaborative approach which values diversity of opinion and helps to create a shared pathway towards a common goal.*

#### **3. Demonstrable experience of building and developing confident and responsive teams which are able to deliver.**

*The ability to design, lead and manage the performance of small teams, role modelling a commitment to continuous improvement and a demonstrating a commitment to equality and diversity.*

#### **4. Proven experience of analysing complex information from a variety of sources, engaging specialists as required.**

*The ability to make evidence-based decisions and recommendations, drawing out key messages from a variety of information, considering validity and limitations and engaging specialists as required.*

#### **5. Track record of communicating sensitive or complex information in a clear and confident way to meet the needs of audiences.**

*The ability to communicate clearly and effectively to instil confidence and meet the needs of a variety of audiences, for example, service users, media, local or national government, third sector organisations or politicians.*

## Desirable Criteria

### **1. Experience of delivering high quality public services that understand and meet the needs of citizens.**

*Working within, or in partnership with, the public sector - bringing an understanding of the key principles and issues in delivering high quality public services.*

### **2. Expertise in one or more fields of emotional and psychological trauma, law, social work and health.**

*Bringing an understanding of how trauma, redress and support spans organisational boundaries and professional groups - with knowledge and an active interest in trauma-informed delivery.*

## **How to Apply**

In order to apply, please send us the following:

1. **Your CV** (not more than two A4 pages) including three referees.
2. **An accompanying 'letter of application'** providing evidence clearly demonstrating how you meet essential and desirable criteria. This note should refer to specific projects or tasks and use a STAR (Situation, Task, Action and Result) format. Your letter of application should not exceed 1,000 words.

To apply, please send your CV and accompanying letter of application to [tanya@seymourjohn.com](mailto:tanya@seymourjohn.com) by 12 noon on 31 May 2021. This recruitment is being managed on behalf of Redress Scotland by Seymour John Limited.

## **Further information**

We will inform you of the outcome of your application as soon as possible. Should your application is short-listed, it is likely that assessment centre and interviews will be conducted in June.

For more information about the recruitment process or to request information in a different format, please contact John Lavictoire, Director at Seymour John Public Services ([john@seymourjohn.com](mailto:john@seymourjohn.com)).

For more information about Redress Scotland, please contact Will Tyler-Greig, Head of Redress Scotland Sponsorship at the Scottish Government ([RedressScotlandResourcing@gov.scot](mailto:RedressScotlandResourcing@gov.scot)).