



COPE Ltd

Enterprising People

Company Profile

COPE Ltd is a well-established, successful social enterprise and registered charity which provides skills development and supported employment opportunities for adults with learning disabilities or autism spectrum disorders.

At COPE Ltd we see potential and ability rather than disability. We believe everyone should have the opportunity to participate in a supportive and inclusive work environment, free from stigma and discrimination.

COPE Ltd operates a range of enterprises, offering 100 skills development sessions weekly and several supported employee positions.

Our Values: [Respect](#), [Equality](#), [Fairness](#), [Excellence](#), [Accountability](#).

What we are looking for in our CEO

We are currently looking for a visionary leader to help us shape the future of COPE Ltd. Our CEO will be ready to use their knowledge and experience to transform and grow the company, inspire our team, and enhance the positive contribution we make to our community. Our CEO will live, or be committed to living, in Shetland and embrace what island life has to offer.

We are looking for an inspirational leader who is passionate about what we do, embodies our values, and can apply their extensive business knowledge and expertise to help us to grow, as well as support and promote what we do. We want to develop our organisation, to improve and expand our services and transform more people's lives by fostering their abilities and guiding them towards achieving their full potential. The CEO will be fully aligned with our values and vision, becoming the driving force for our future development.

Personal Qualities

Our next CEO will be:

- Self-motivated and driven
- Autonomous
- Flexible and adaptable
- Inspirational

At COPE Ltd we live and breathe our culture and values. Our CEO must do the same. You will:

- Put our values at the forefront of everything you do
- Continue embedding our values into our working culture - from the grassroots up
- Lead and inspire with a people first approach
- Promote our values and vision in the wider community
- Be an ambassador for what we do

Required skills:

- Leadership and ability to manage a team and delegate appropriately
- Excellent communication
- Ability to be an innovator
- Negotiation and persuasion
- Decision making
- Strategic business planning
- People skills: empathy, compassion, understanding, listening
- Fundraising and networking experience
- Business management and social enterprise skills and experience

Experience and background:

- *Essential:*
 - Experience of leadership, business management and decision making
 - Experience of supporting a Board of Trustees in strategic decision making
- *Desirable:*
 - Experience working for an organisation that supports individuals who have learning disabilities or autism
 - Experience of leading a social enterprise and making strategic business decisions

Degree level education is not essential, although any Business Management, or Social Sciences qualifications are desirable.

Responsibilities

Day-to-day responsibilities:

- Lead, enable, support, and inspire the management team
- Be visibly present across all business units
- Liaise with the Board of Trustees as necessary

Long-term objectives:

- Develop local and national profile and reputation
- Develop strategy with the Board of Trustees and take this forward with the management team to achieve the organisation's goals
- Developing strategic long-term objectives and ambitions for the organisation with a clear implementation plan and measurable targets
- Create an organisational culture that will enable and foster growth
- Develop the organisation in alignment with the Board of Trustees and other key stakeholders.

Job Details

Location:

The successful candidate must either live or commit to living in Shetland. Working hours will be spread across different sites and business units in Lerwick. Some travel will be required to attend meetings and events relevant to the organisation.

Salary:

£45,000 per annum

Transport:

Successful candidate must hold a clean driving licence and have the use of their own vehicle.

Working Schedule:

Usually Monday to Friday, although some flexibility will be required.

Start Date:

Ideally early 2022.

N.B. No relocation package is available for this post.

If you are shortlisted for the role, you will be required to attend an interview at our premises.