

 **Short Background for COVEY Chief Executive Post**

A fantastic opportunity has arisen to join our team at Home-Start Glasgow South, a voluntary organisation committed to promoting the welfare of families with at least one child under 12 years of age. We are looking to recruit a highly motivated individual to join our Senior Management Team to deliver our key strategic and operational objectives. The postholder will provide leadership, management and support to our Family Support Co-ordinators, Group and Play Workers and Volunteer Development Co-ordinator.A fantastic opportunity has arisen to join our team at Home-Start Glasgow South, a voluntary organisation committed to promoting the welfare of families with at least one child under 12 years of age. We are looking to recruit a highly motivated individual to join our Senior Management Team to deliver our key strategic and operational objectives. The postholder will provide leadership, management and support to our Family Support Co-ordinators, Group and Play Workers and Volunteer Development Co-ordinator.A fantastic opportunity has arisen to join our team at Home-Start Glasgow South, a voluntary organisation committed to promoting the welfare of families with at least one child under 12 years of age. We are looking to recruit a highly motivated individual to join our Senior Management Team to deliver our key strategic and operational objectives. The postholder will provide leadership, management and support to our Family Support Co-ordinators, Group and Play Workers and Volunteer Development Co-ordinator.

You will need demonstrable experience in management and experience of working with families and be able to work to a broad remit where priorities can change daily.

The postholder requires the use of a car, a full driving licence and will be subject to an Enhanced Disclosure.

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COVEY is now in our 30th year in Lanarkshire. In 1992 a group of caring individuals grappled with the notion of preventing young people coming repeatedly before the Children’s Panel and thus Community Volunteers Enabling Youth was born!

With small beginnings in South Lanarkshire, we have now grown to cover South and North Lanarkshire providing a range of services to include parents and families necessitating a change of name to Community Volunteers Enabling YOU.

A turning point in our experience came in 2010 when the small staff team and Board met together to decide ‘how we do things around here’ – our values. These values have become the bedrock of our approach to everything we do, from recruitment and training, appraisals and day-to-day interactions both internally and externally.

It is expected that our values of Commitment, Openness, Innovation, Respect and Passion are demonstrated by everyone and the Chief Executive’s primary role is to be the values-champion in the organisation modelling the associated behaviours on a daily basis.

Having doubled in size in the last 5 years with a budget of over £1M, COVEY has navigated some challenging times during the pandemic. We now seek a new leader to help take COVEY forward. The current Chief Executive has been in post for 16 years and has overseen the growth of the team from 9 in number to over 50 staff (25 FTE).

Character comes first in COVEY and you will demonstrate the leadership qualities and sound values, alongside high levels of skills, knowledge and experience, that will set you apart.

It is essential you have the following:

* LEADERSHIP: Executive leadership experience with the drive, enthusiasm, toolkit and interpersonal skills to lead a creative team and deliver or organisational goals.
* STRATEGIC PLANNING: track-record on creating and executing strategic plans to maximise impact.
* SERVICE DELIVERY: High level of experience in children and families services, of managing teams with a sound understanding of complex issues such as child and adult protection, Substance Use, Mental Health, and knowledge of the core principles of person-centred, strengths-based approaches in supporting children, young people and families;
* BUSINESS ACCUMEN: Understanding and experience of growing an organisation in both a service delivery and financial capacity, overseeing a complex mix of projects and associated budgets.

Please refer to the Job Description and Person Specification for more information to help you submit an authentic and insightful application which will ensure your invitation to interview.