

Sistema Scotland

Chief Executive Officer

Salary: In the region of £65-70k per annum
Location: Hybrid between office base (to be agreed) & home
Apply by: 10am Wednesday 5th July 2023



Foreword from Chair



Benny Higgins
Chair of the Board
Sistema Scotland

I am delighted to introduce the search for Sistema Scotland's next Chief Executive Officer. Thank you for reading this application pack.

This is a unique opportunity to lead our pioneering charity supporting children and young people to realise their potential through music and nurturing relationships.

Sistema Scotland believes in the potential of all children, young people and communities. However we understand that not all children and young people are surrounded by what they need to allow them to thrive. Our Big Noise programmes are about enabling better futures for children, their families and their communities.

The Big Noise programmes bring the best of resources, the highest ambitions for change, unconditional love and acceptance for children and young people and how they present themselves, and a relentless dedication to doing what is needed, for as long as it is needed, to ensure these children and families can thrive.

The Chief Executive Officer will report directly to, and be supported by, a highly skilled Board. They will lead an experienced leadership team and work with our inspirational team of staff and volunteers.

We are looking for an inspiring and strategic leader committed to ensuring the maximum positive impact for children and young people in Big Noise communities. The Chief Executive Officer will ensure the organisation has clear purpose, values and direction, together with the structures and resources to deliver on our mission.

Applicants must have the ability to lead an organisation of national significance, to influence strategic stakeholders and to inspire the dedicated team of staff and volunteers to continue to deliver the highest standard of programme and services for children, young people and families in the communities that need it most.

If this sounds like you, then we look forward to hearing from you!

Thank you for considering applying for this wonderful role and the very best of luck to all applicants.

Chief Executive Officer

An introduction from our outgoing CEO



Nicola Killean OBE
Chief Executive Officer
Sistema Scotland

I have had the privilege of being Chief Executive Officer of Sistema Scotland for the past 16 years, so speak from the heart when I share what an honour it is.

It is a very special role, leading a very special team, working in very special communities.

At Sistema Scotland we use music and nurturing relationships as the core of our holistic Big Noise programmes that follows children from birth to adulthood, working with children in-school, after-school and throughout the holidays. We prioritise those who require additional support to engage, and work in partnership with local, national and international partners and families as equal and valued partners. We listen to the children, young people and communities; their voices matter and we are shaping the programmes to their hopes, wants and needs.

We are a learning organisation. We understand that to improve outcomes for children and young people in difficult circumstances we have to try, and learn, and try again. We have created a place where we are learning together, and staff are encouraged to grow and develop alongside the communities in which we work.

I am proud of all that has been achieved in the last 16 years. We now have Big Noise programmes in six communities across Scotland. We work with around 3,500 children and young people and their families. We have an inspiring team of 170 staff and 50 volunteers, deeply connected to purpose and the communities they work within. We have independent unequivocal evidence of the positive impact Big Noise has on children and young people.

But there is more to do!

We dream of a Scotland where all children can achieve their potential, regardless of their circumstances. Big Noise has a vital role to play in helping make that dream a reality.

I send all best wishes to my successor in realising that ambition and leading the organisation into the future.

About Sistema Scotland



Sistema Scotland's core purpose is about improving lives and strengthening communities. The organisation delivers on its purpose through the creation of Big Noise programmes within targeted communities, and currently runs six programmes in Raploch and Fallin in Stirling, Govanhill in Glasgow, Torry in Aberdeen, Douglas in Dundee and Wester Hailes in Edinburgh. We currently work with over 3,500 children and young people weekly, and this continues to grow.

Our Big Noise programmes work with children and young people from babies to school-leavers, using **music and nurturing relationships** to support children and young people to realise their potential as well as improving lives and strengthening the communities we work alongside. Working with the children, their families and local partners, the programme is focused on early intervention and stimulating generational social change, increasing confidence, aspiration, community cohesion, pride and developing high level skills in the young people involved.

At the heart of Sistema Scotland's current strategy is a commitment that our Big Noise programmes will support children, young people, families and communities in Scotland to sustain and improve their wellbeing, resilience and learning by:

- targeting our long-term, immersive support in communities of greatest need and
- broadening impact by sharing resources and creating learning partnerships

For more information, please see our website:

www.makeabignoise.org.uk

Our Impact



Glasgow Centre for Population Health (GCPH) has led an extensive, independent evaluation programme on Sistema Scotland and the Big Noise model since 2013. The key impacts of our Big Noise programmes, as identified by GCPH, are:

- increased confidence, discipline, pride, and aspiration
- improved team-working, communication and leadership
- enhanced academic skills including listening, concentration and creativity
- increased resilience, happiness, sense of belonging and fulfilment
- strong musical skills development
- greater uptake of physical activity and healthy eating with avoidance of damaging behaviours
- improved development of positive social groups, peer relationships and cultural engagement
- respite and protection for vulnerable participants

Research by GCPH shows that these impacts are underpinned by long-term, encouraging, trusting and supportive relationships between Big Noise musician staff and participants. Evidence is clear that the current impacts of Big Noise act upon important determinants of health and wellbeing in adulthood. Through targeting communities facing multiple, multi-generational and complex challenges, Big Noise has the potential to reduce health inequalities in later life.

Find out more about evaluation of the Big Noise model here:
www.makeabignoise.org.uk/research

Our Team



We currently employ approximately 170 staff across our six centres and Sistema Scotland's central team. The Chief Executive Officer will report to a voluntary Board of Directors, and will lead the leadership team consisting of the Director of Music & Curriculum; Director for Children, Young People & Communities; Heads of Finance; Fundraising; Human Resources & Organisational Development; Communications & Marketing; and Heads of Big Noise Centres.

“*Working as part of a team who together strive to deliver the best programme, both musically and holistically, for the communities we are part of is rewarding, exciting and fast-paced. It can also be tough at times. Whether it is working with the children and young people in the programme, being part of concerts and residencies or working alongside the highly-skilled team day to day - inspiration is never far away in this organisation.*

- Vicky Williams, Head of Centre, Big Noise Raploch

Statement from our Young People



As young people involved in Big Noise, we know the skills and qualities we want to see from our next Chief Executive of Sistema Scotland.

As well as having the leadership skills expected of a Chief Executive, we are also clear that we want someone who is a good communicator (and listener!), who can make achievable goals and put plans in place to make those goals happen. We want someone who is organised, good at problem solving and can work well as part of a team – including alongside young people. Of course, you will be confident, creative and observant. Music and education experience would also be beneficial.

In terms of personality, we want someone who is compassionate, supportive and kind. You will be passionate, driven, committed, and will need a tough skin at times, but still remain thoughtful and understanding. We want someone who will consider our needs, be open-minded and able to take a joke. And above all, we want someone who'll spend time getting to know us, come to our concerts and generally get involved.

Big Noise is a hugely important part of our lives. We love it because we can make friends, have fun and feel safe. If think you can be the Chief Executive of Sistema Scotland please get in touch!

JOB DESCRIPTION

POST: Chief Executive Officer

REPORTS TO: Board of Directors

BASED: Hybrid working between office in one of our Big Noise Centres in Scotland (to be agreed) and home working. Regular travel to all our Big Noise programmes across Scotland will be required.

SALARY: In the region of £65,000 to £70,000 per annum depending on skills and experience

DAYS OF WORK: 5 days, worked flexibly across the week

TENURE: Permanent

LEAVE: We offer the equivalent of 8 weeks paid holiday per year (pro rata for part time staff); 4 of these weeks are set when we operate shut down periods over Christmas and New Year, and the first 2 weeks of August. The other 4 weeks of the year staff can take in agreement with their line manager

We also offer the equivalent of up to 2 weeks unpaid leave per year to allow staff to benefit from other work and commitments throughout the year should they choose to do so

PENSION: After a 3-month probationary period, staff are auto enrolled into a contributory pension scheme where Sistema Scotland match employee's contributions at 5%. Staff can choose to opt out of the scheme

START DATE: ASAP

JOB SPECIFICATION

1. PRINCIPAL AIMS

To provide inspiration and strategic leadership to ensure:

- 1.1 That the organisation delivers maximum positive impact for children and young people in existing and future Big Noise communities.
- 1.2 That the organisation has clear purpose, values, direction and the structure and resources required to deliver on this.
- 1.3 Thoughtful and challenging leadership both within and beyond the organisation, connecting with partners and stakeholders to ensure learning from the work of Big Noise programmes contributes to understanding and tackling poverty in Scotland.

2. PRINCIPAL DUTIES

The following gives an indication of the duties and responsibilities that the post may involve. The exact nature of these duties and responsibilities will change over time and the post holder will be expected to work flexibly and carry out any work that is reasonably required and is appropriate to the role.

- 2.1 Working with the Board, and the Leadership Team, to set the strategic direction of the organisation, including setting and delivering on both long-term strategic plans and more immediate priority plans
- 2.2 Leading and embedding the organisation's culture and values through close Leadership Team working and ownership of the strategic agenda
- 2.3 Leading on stakeholder relationship management, particularly with regard to securing organisational sustainability and a focus on regional and national leadership
- 2.4 To be an ambassador for the organisation, young people and communities
- 2.5 Ensuring sound financial planning and fundraising strategies are in place to secure the organisation and delivery programmes long-term, playing an active role in stewarding certain key funding relationships.
- 2.6 Protecting, consolidating and enhancing Sistema Scotland's reputation
- 2.7 Working closely with the Director of Music & Curriculum, and the Director for Children, Young People & Communities to ensure that the creativity, ambition and focus of the Big Noise programmes is maintained and developed

JOB SPECIFICATION

- 2.8 Working closely with the Director of Music & Curriculum, and the Director for Children, Young People & Communities to ensure that the Big Noise programmes and principles of delivery are fully understood across the wider public and third sector, and embedded in local, regional and national policy and delivery plans
- 2.9 Working closely with the Director of Music & Curriculum, and the Director for Children, Young People & Communities to influence and contribute to local/national policy, including UNCRC, tackling child poverty, The Promise, Scottish Attainment Challenge, and cultural and music education strategies
- 2.10 Working closely with the Head of Fundraising & Governance to ensure a sustainable funding model is in place, and to manage and develop relationships with key strategic funding partners
- 2.11 Ensuring that Sistema Scotland (and its Big Noise centres) is fully compliant with workplace legislation including health & safety and child protection & safeguarding
- 2.12 Ensuring that Sistema Scotland complies with all relevant legislative and regulatory requirements (including charity and company law), meets the highest standards of governance and adopts robust risk management processes
- 2.13 Ensuring a consistent learning environment of review and improvement in the organisation, partnership working and collaboration to achieve the maximum impact in all Big Noise delivery, and contributing to partners' aims for wider impact
- 2.14 Providing ongoing strategic and risk management support, and an effective reporting process, to enable the Chair and the Board to be informed and rigorous in their governance

3. All Posts Will Meet The Following Requirements

- 3.1 To contribute to the development of a professional working and learning environment in the organisation
- 3.2 To contribute to the organisational understanding of diversity and its implications for the arts, education and community and to ensure this understanding informs all the organisation's activities
- 3.3 To ensure adherence to the organisation's policies and procedures with particular reference to safeguarding, child protection, equality, diversity and health & safety
- 3.4 To support the organisation in its journey to becoming a net zero organisation
- 3.5 To work in a flexible manner in line with the organisation's social and corporate objectives and to be willing to undertake other duties as reasonably requested

PERSON SPECIFICATION

We are looking for someone with:

- Educated to degree level or equivalent
- A deep commitment and passion for the benefits that a social change and music programme such as Big Noise has

A proven track record of success of:

- Setting and achieving strategic priorities for an organisation
 - Leading and developing teams, in a senior level role
 - Working within challenging and high-pressure environments
 - Interest in preventative and early intervention approaches to tackling root causes of poverty and inequality
 - Demonstrating values-based leadership
 - Developing and maintaining strategic partnerships with key local and national stakeholders, including long-term funding relationships
 - Experience of working with/reporting to a Board
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- Partnership working with local, national and international organisations
 - A proven track record of the ability to lead and facilitate working groups, including regularly reviewing priorities and accountabilities
 - Excellent communication skills with a range of stakeholders; including children, young people, community members, staff, volunteers, funders, civil servants, elected members etc.
 - Excellent organisational skills and ability to manage a demanding workload requiring frequent re-prioritisation
 - A proven commitment to personal and professional development
 - Training or professional development in leadership techniques / people management
 - Experience of project management

The ability to demonstrate the following characteristics:

- Tenacity
- Long-term view
- Vision
- Flexibility
- Determination
- Resilience

PERSON SPECIFICATION

We would ideally like someone who has:

- Knowledge of the Scottish, UK and International policy context, particularly with regards to UNCRC
- Knowledge of the Scottish political landscape
- Experience of working with the central government, local authorities and elected members
- Experience of working in areas of multiple deprivation
- Experience of commissioning evaluation and research
- Experience and understanding of supporting creative practitioners delivering community based work
- Experience leading medium to large size teams or organisation (e.g. more than 50 staff)
- Experience of charity reporting and accountability responsibilities
- Experience of monitoring budgets, finances, income & expenditure
- Understanding of third sector funding environment
- A passion for music

*We are
always
adapting
the
programme
to meet the
needs of the
children.*
- Big Noise
Musician



How to Apply

To apply for this role you must complete our online application form at <http://www.makeabignoise.org.uk/jobs> (no CVs please). As well as detailing your qualifications and work experience, you will also have the opportunity to explain why you are interested in working for Sistema Scotland and how you meet our requirements as detailed in the job/person specification.

We welcome applications from diverse educational and cultural backgrounds. We also welcome applications from all nationalities. We will ask you to bring proof of your eligibility to work in the UK with you to interview; for more information, please see <https://www.gov.uk/prove-right-to-work>. If you do not have the right to work in the UK currently, we may be able to offer sponsorship for a Skilled Worker Visa, provided you meet the criteria as detailed here: <https://www.gov.uk/skilled-worker-visa>

On the application form we will also ask you to give us the names and contact details for two referees, one of these should be your current or most recent employer (please state if you would prefer us not to contact your current employer until you are provisionally offered the role).

Closing date for applications is Wednesday 5th July at 10am.

The selection process will include:

1. An online presentation to a group of young people, community members and staff from across the organisation
2. An opportunity for a small group discussion online with representatives from the Leadership Team
3. A written competency task
4. A panel interview, including a presentation to the panel (in person)

For any additional information please e-mail recruitment@sistemascotland.org.uk or telephone 07436 224565.

The successful applicant will be subject to PVG check although having a criminal record will not necessarily be a bar to working with Sistema Scotland.