



**AYRSHIRE
CANCER
SUPPORT**

We're here for you

Chief Executive Recruitment Pack

Thank you for your interest in our Chief Executive role. Ayrshire Cancer Support has operated since 1982, providing emotional support and practical help to those affected by cancer; this role will lead Ayrshire Cancer Support through the next exciting chapter.

Following the imminent retirement of our current Chief Executive we are seeking a passionate and dynamic Chief Executive to lead Ayrshire Cancer Support. This is a fantastic opportunity for an experienced professional who has demonstrable senior leadership, management, diplomatic and collaboration skills, to help shape the future of Ayrshire's leading cancer support charity.

Working collaboratively with our Board of Trustees and Senior Leadership Colleagues, the post-holder will drive our strategy, identifying and prioritising opportunities to sustain and grow income, as well as developing our cancer support services. They will also lead the management team and work with colleagues to develop innovative and practical ways to increase turnover and profitability to deliver the required impact.

The ideal candidate will have a proven track record in income growth, will be commercially astute and able to demonstrate high levels of business acumen, having an excellent understanding of the financial planning requirements of a self-funded charity.

Possessing drive, resilience, ambition and empathy we are seeking someone who will be 'hands on' and relish the challenge of providing the very highest levels of support to those affected by cancer in Ayrshire, acting as an ambassador and champion for our charity and our services.

**You'll find full details of the role, including how to apply,
within this Recruitment Pack.**



www.ayrshirecs.org

01563 538008



AYRSHIRE CANCER SUPPORT

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About Us — — — — —

We provide essential services and support across Ayrshire, free of charge, to people affected by cancer and their families. As the sole charity in Ayrshire dedicated to providing practical, emotional and therapeutic support for all stages of the cancer journey, Ayrshire Cancer Support relies on donations and fundraising to deliver high quality, professional facilities and services that the people of Ayrshire depend on. From our warm, welcoming drop-in centres, through to transport to vital appointments patients may not otherwise get to, and a wide range of tailored support services in between, we are here for everyone in Ayrshire impacted by cancer, whatever the nature or level of their need.

About the Role — — — — Leadership & Strategy

- Provide innovative, visionary, and exceptional leadership which inspires the whole team to achieve the highest standards of performance in pursuit of the charity's priorities, aims and objectives.
- Articulate a clear and compelling vision for what The Charity can achieve for those affected by cancer.
- Lead the development of the organisation's strategy, together with our Board of Trustees and Senior Leadership Team colleagues.
- Lead sector and local collaboration, projecting strategic shifts and building networks and aligning interests to drive change.
- Manage, develop and support the Senior Leadership Team to be confident and high performing individually and together.
- Be an effective champion and ambassador for ACS, visible and connected to our diverse stakeholders and partners including healthcare professionals, the Scottish Cancer Coalition and policy makers as well as all those affected by cancer.
- Champion, advocate for, create and maintain an inclusive, open, and collaborative culture that encourages and values diversity.
- Ensure that the charity's work continues to deliver impact and that we use donor funds optimally to fulfil our charitable purpose.

The wide range of vital services we provide costs £3000 per day.



The highest standard of care and support.

Provided by professionals, funded by donations.



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Fundraising, Income & Communication

- Drive our income growth and be relentless in exploring opportunities for increasing income each year from fundraising and corporate opportunities.

Working closely with the Income and Communications Team to:

- Deliver a strong and sustainable pipeline across multiple income streams and build excellent relationships with key funders.
- Ensure an effective communications strategy internally and externally which uses evidence to champion the voice of all of those affected by cancer.
- Build the value and reach of the charity brand to increase our influence and impact.
- Ensure the effective design and execution of a grants and trusts strategy which gives us a valuable, impactful presence.
- Bring together the impacts of our grants to build a strong coherent communication plan which will support our fundraising work and build an engaged and loyal donor network.

Governance & Business Management

- Work closely with our Board of Trustees to ensure that all legal and regulatory responsibilities are carried out and support robust governance of The Charity.
- Work with the Finance, Audit and Risk Subcommittee to ensure excellent financial management, budgeting, reporting and risk management.
- Understand the value of data and the role it plays within The Charity and ensure that appropriate data protection practices and legislation are adhered to.
- Ensure effective management of infrastructure including premises, IT and software with agreed budgets.



**Supporting young
people facing grown up
challenges.**

Knowledge & Experience

- Outstanding track record of strategic leadership and management, including leading high performing individuals and teams across different disciplines, projects and responsibilities.
- Deep understanding of income generation with demonstrable experience of delivering in high growth organisations and of building high value supporters that secure financial and wider support across income sources. Experience of fundraising would be advantageous.
- Demonstrable experience of influencing and developing partnerships with a range of senior external stakeholders to deliver impact.
- Proven track record of successfully leading change and innovation – including a focus on maximising the opportunities of digital and technology.
- Experience of working effectively with a Board and of developing and maintaining robust governance, including risk strategy and management, and financial management. Charity governance experience would be desirable.
- Experience of public speaking, including media appearances and comfortable in front of the camera, on a stage, and at events.
- An appreciation of the cancer and research arenas would be useful (although not essential).
- An understanding of how to effectively support and promote health and well-being through working in partnership with other organisations, including the NHS, is desirable.

Skills & Ability

- A great storyteller who connects any audience to our vision, linking their interests and experience to where we will go together.
- A digital champion able to harness the opportunities created by social and technological advances to deliver outstanding impact for our stakeholders.
- Outstanding fundraising skills with the ability to build a strong pipeline and give funders, stakeholders and partners the courage and confidence they need to invest in us.
- Creativity to develop new ideas for delivering our work and championing our voice.
- Exceptional stakeholder skills with the sensitivity and care to work across a diverse stakeholder community.
- Commercial acumen to see how our assets could also generate an income for the charity and make a meaningful difference to our community.
- Collegiate and collaborative, with the ability to build a strong team of staff, sessional partners and volunteers who work together and are committed to our purpose.



A chat, counselling, practical advice, peer support, transport to appointments and more.



Behaviours & Values

- Live and breathe our values; be compassionate, caring, and kind in all you do.
- Display integrity - without question, in all things, and at all times.
- Connect deeply with, and show empathy for, the charity's purpose and our community.
- See opportunities in challenges and encourage a solution focussed approach from colleagues.
- Inspire others through authenticity, commitment and compassion.
- Advocate for diversity and inclusion and actively demonstrate this internally and externally.
- Empower others and help foster a culture where respect, trust and collaboration are displayed.
- Demonstrate that people are at the heart of all we do.

The following Competencies would be highly desirable...

Emotional Attachment Having a strong emotional affinity with the reason for being of Ayrshire Cancer Support, coupled with a high degree of personal energy and enthusiasm for our cause, demonstrating personal integrity and trustworthiness.

Strategic Perspective Conceptual and analytical thinking, keeping up to date with current thinking, recognising changes in the broader environment and responding flexibly, whilst remaining mindful of the core mission of the charity.

Visionary and Inspirational Communicator The ability to paint a picture of the future that appeals strongly to others. Shows passion and emotion in visioning and representing the work of the charity to others. A powerful communicator in all forums, who is visible and seen to passionately represent the charity.

Motivating a Team Leading from the front and being 'out there' with staff and volunteers. Having the ability to 'make things happen' and being seen to understand problems, supporting staff and/or volunteers 'on the ground'.

Networking A structured yet opportunistic approach to identifying those whose support could be useful to the organisation and seeking effective relationships with them. Maintaining and building those relationships appropriately to increase the effectiveness of The Charity.

Influencing A strong desire and capacity for influencing others to further the mission of the charity.

Customer Service Orientation A genuine empathy with the service-user and a focus on service delivery, with an appetite for the detail of providing quality service.



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What We Offer

Salary

£65,000

Annual Leave

36 days, inclusive of Bank Holidays

Entitlements

Employer Contribution Pension
Health Cash Plan

Location

Ayr Centre (KA8 8LD) / Kilmarnock Centre (KA1 1EQ)
Travel within Ayrshire will be required

Emotional support and practical
assistance



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How to Apply

Please submit your CV and a covering letter which explains why you believe you'll be the ideal candidate for the role. Please email these directly to: HR@ayrshirecs.org

If you'd like to discuss the role, please request a call-back via the email address above.

The successful candidate will be subject to a PVG disclosure.

Deadline for applications will be 18 April 2025, and we expect first stage interviews to take place during week commencing 28 April 2025.

We're keen to ensure that our recruitment process is inclusive. If you'd find it beneficial to submit your application in a different format, please let us know and we can discuss appropriate options.

Your privacy is important to us. By submitting the information required in this process you consent to your data being processed under the relevant provisions of current Data Protection Acts, and any subsequent changes to this. Our Privacy Notices are available to view on our website.

www.ayrshirecs.org