



**Chief Executive  
Officer  
Recruitment Pack**



# Chief Executive Officer Recruitment Pack

## Welcome

Thank you for your interest in the role of Chief Executive Officer at Roar Connections For Life. This is a unique opportunity to lead an award winning organisation dedicated to improving the lives of older adults across Renfrewshire.

## About Us

Roar Connections For Life was established in 2015 to support people aged 65+ across Renfrewshire through a wide range of preventative, community based services.

Our work focuses on tackling some of the most significant challenges facing older adults today, including loneliness, reduced mobility, digital exclusion, and the risk of falls. Through programmes such as Otago strength and balance classes, social groups, befriending, and wellbeing initiatives, we enable people to remain independent, resilient and connected within their communities.

At the heart of everything we do is a belief that ageing should not mean isolation, inactivity or invisibility.

We are seeking an exceptional CEO to lead the organisation into its next phase of growth, and impact,

## Our Mission

To reduce loneliness and social isolation, improve health and wellbeing, and empower older adults in Renfrewshire to live well.

## Our Values

- Respect – Every person matters
- Inclusion – No one is left behind
- Empowerment – Supporting confidence and independence
- Integrity – Doing what's right and what works
- Collaboration – Achieving more together

## The Opportunity

This is a unique opportunity to lead a highly respected organisation at a time of increasing demand and opportunity.

As CEO, you will lead the delivery of our 2025–2028 Strategic Plan, ensuring Roar continues to respond to the changing needs of older adults while strengthening its role as a key partner within Renfrewshire's health and social care landscape.

You will provide strategic leadership, inspire a committed team and volunteer network, and position Roar as a leading voice in preventative, community-based ageing support.

## **Our Strategic Aims**

### **CONNECT**

Building strong, meaningful connections through inclusive, community-based activities that reduce loneliness and isolation.

### **SUPPORT**

Delivering practical, preventative services that improve wellbeing, mobility and quality of life, including falls prevention and strength and balance programmes.

### **EMPOWER**

Equipping older adults with the confidence, skills and access they need to live independently and age well.

## **Key Responsibilities**

- Lead the delivery and ongoing development of Roar's 2025–2028 Strategic Plan
- Drive progress across the CONNECT, SUPPORT and EMPOWER strategic aims
- Ensure services are co-designed with older adults and responsive to local need
- Strengthen partnerships working with key stakeholders.
- Champion the voice of older adults locally and nationally.
- Oversee development of preventative programmes and projects.
- Lead sustainable growth through diversified funding, income generation.
- Social enterprise development.
- Ensure robust governance, compliance and risk management.
- Embed impact measurement and continuous improvement across all services
- Lead and support a values driven staff and volunteer culture ensuring quality, training and safeguarding.
- Work closely with the board of trustees to develop and implement charity's long term strategy, vision and annual business plan.
- Financial oversight, ensure continues financial sustainability including income streams aligned with organisational values.

## **Person Specification**

### **Essential**

- Proven senior leadership experience (ideally third sector, health or social care)
- Strong strategic thinking with the ability to translate strategy into delivery
- Experience of financial management and organisational sustainability
- Excellent leadership, communication and influencing skills
- Experience of partnership working and stakeholder engagement
- A genuine passion for improving the lives of older people
- Strong evidence in mission delivery.
- Evidence of leading and managing delivery of substantial change.

### **Desirable**

- Experience working with a Board of Trustees
- Knowledge of health and social care and preventative services
- Experience of service development, growth or social enterprise

### **Terms and Conditions**

- Salary: £30,000 (pro rata)
- Hours: 24 hours per week (3 days)
- Working Pattern: Includes a 0.5 hour unpaid lunch break each day
- Contract: Permanent
- Location: Renfrewshire with flexible hybrid working

### **Benefits**

- Scottish Widows pension scheme
- Generous annual leave: 19.8 days per year (pro rata), equivalent to 6.6 weeks, inclusive of public holidays.
- Flexible working and wellbeing: We are a values led organisation that prioritises the wellbeing of our team. We actively promote a healthy work life balance through flexible and hybrid working, creating an environment where people can thrive both professionally and personally..

### **How to Apply**

Please:

- Download and complete the application form from our website.
- Submit this along with your CV and a covering letter outlining your suitability

Applications should be sent to: [cassie@roarforlife.org](mailto:cassie@roarforlife.org)

### **Key Dates**

- Closing Date: Thursday 7th May, 5pm
- Interview Dates: Week commencing Monday 25th May

### **Equal Opportunities**

Roar Connections for Life is committed to equality, diversity and inclusion. We welcome applications from all backgrounds and are dedicated to creating an inclusive workplace where everyone can thrive.

### **Informal Discussion**

For an informal discussion about the role, please contact: Cassie – [cassie@roarforlife.org](mailto:cassie@roarforlife.org)

### **Why Join Us?**

This is an opportunity to lead a purpose driven organisation that is making a real and growing impact across Renfrewshire.

As CEO, you will play a key role in shaping how older adults are supported to live well, stay connected, and remain independent, helping make Renfrewshire a better place to age well together.