



Chief Executive, CATH

Recruitment Information

Pack

August 2026

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Key dates

Applications close: 31st August 12pm

Interview: wk bg 14th September, in person, Perth.

Second interview: wk bg 21st September, in person, Perth.

How to apply

Applicants should send an up to date CV detailing their work history and a cover letter clearly outlining how their knowledge skills and experience meet the requirements detailed in the person specification.

Documents should be sent to Emma MacGregor, Interim Chief Executive at e.macgregor@cath-org.co.uk by the deadline above.

Advert

CATH, a local charity supporting people facing exclusion across Perth and Kinross, are looking for our next Chief Executive.

This is an exciting opportunity for someone who wants to make a real difference through their work, who is passionate about what we do and who can see opportunities to do more, work differently and still deliver excellent services.

We are looking for an inclusive, compassionate leader with a track record in service delivery and managing people and finance, with experience of strategic planning as well as creating and delivering opportunities for change and transformation.

Well-developed communication and engagement skills are also essential, in creating enthusiasm and support for your vision and plans for the future, with colleagues, volunteers, funding partners including the business community, commissioners and service users. You will be a visible role model for CATH and ensure we have all the right connections and networks in place to be successful, building on our reputation to expand our services and funding routes, whilst remaining aligned to our aims and values.

You will also need to be confident in all elements of governance and reporting, to ensure that our Board and our various stakeholders and partners, are kept informed and assured of our progress and our compliance with all legal, statutory and contractual requirements.

In return, we offer a salary between £56,000 and £60,000 depending on experience, a contributory pension scheme (3%) and other benefits including 33 days annual leave, rising to 38 days after 5 years' service, hybrid working is available, and we also offer parking at our office base in Perth.

Job and Person Specification

About CATH

CATH's vision is a thriving, connected community, where people have fulfilling and independent lives with a sense of purpose, belonging and hope for the future.

Our mission is to build inclusive, safe and supportive environments that empower people facing exclusion to participate, help them realise their potential and achieve their goals.

Our strategic priorities

- **Improving health and wellbeing** People will experience improved health and wellbeing including mental and physical health, relationships and quality of life
- **Supporting recovery** People affected by crisis and/or addiction will rebuild connections, prepare for independent living, and improve their stability
- **Tackling poverty** People affected by or at risk of poverty will be more resilient with impacts mitigated through personalised support

Our values

- **Inclusive** – including those who face exclusion or discrimination, acting without judgement, recognising and challenging bias and fostering better connections.
- **Kindness** – demonstrating generosity, help, and care towards others.
- **Empathetic** – seeking to understand, acknowledge and respect individual lived experience and the associated impact on emotions and behaviours.
- **Supportive** – consistent and reliable support, recognising that everyone experiences ‘bumps in the road’ along the way.
- **Responsive** – led by the needs of others and the unique set of challenges that they face.

Purpose of the Role

CATH is looking for a Chief Executive Officer to lead, manage and develop the charity over the coming years.

Accountable to the Board of Trustees, the CEO will:

- Deliver the organisation's strategic outcomes and priorities to maximise impact in line with CATH's charitable purpose.
- Ensure excellent service delivery and positive outcomes for beneficiaries.
- Lead and develop a team of dedicated staff (29) and volunteers (approx. 50 per annum).
- Increase income to support improved financial sustainability.

- Develop strategic partnerships and funding opportunities.
- Act as an advocate for the organisation.

The CEO will promote the charity's values and ensure that all activities support its mission.

Key Responsibilities

Strategic Leadership

- Develop an annual business plan that and enables the implementation of the charity's strategic plan.
- Provide leadership that inspires staff, volunteers and stakeholders.
- Monitor changing needs within homelessness, housing support, employability and social care sectors to identify opportunities for innovation, growth and service development.
- Advise the Board on emerging risks, trends and opportunities.

Service Delivery and Operational Management

- Ensure services are delivered safely, effectively and in line with contractual and regulatory requirements including Care Inspectorate and SSSC.
- Maintain a culture of continuous improvement and person-centred practice.
- Ensure services achieve positive and measurable outcomes.
- Monitor organisational performance and report regularly to the Board.
- Ensure the effective safeguarding of staff, volunteers and beneficiaries.

Governance

- Support the Board in fulfilling its governance responsibilities.
- Ensure compliance with OSCR requirements, charity law, employment law, health and safety legislation, GDPR and relevant regulatory frameworks.
- Provide timely and accurate reports, performance information and recommendations to Trustees.
- Maintain effective risk management systems.

Financial Management

- Lead financial planning, budgeting and forecasting.
- Ensure robust financial controls and effective use of resources.
- Monitor organisational financial performance and cash flow.

- Identify and manage financial risks.
- Work with the Treasurer and Finance staff to ensure financial sustainability.

Income Generation and Fundraising

- Lead fundraising and income diversification strategies.
- Develop relationships with grant makers, trusts, foundations and statutory funders.
- Preparation of funding applications and public sector tenders.
- Build partnerships that generate sustainable income and community support.

People Leadership

- Lead, motivate and develop staff and volunteers.
- Promote a positive, inclusive and values-led organisational culture.
- Ensure effective workforce planning, recruitment and retention.
- Support employee wellbeing and professional development.
- Foster accountability and high performance throughout the organisation.

External Relations and Representation

- Act as the principal spokesperson for the charity.
- Build constructive relationships with staff throughout Perth and Kinross Council, the local Health and Social Care Partnership, housing providers, funders and community partners.
- Represent the organisation at local, regional and national forums influencing change related to poverty, homelessness, recovery and wellbeing.
- Advocate for people experiencing poverty, homelessness, and housing insecurity.

Person specification

Essential Experience

- Senior leadership experience within the third sector, public sector, housing, health, social care, recovery or a related sector.
- Experience of strategic planning and organisational development.
- Experience of managing budgets and financial resources.
- Experience of leading teams and managing organisational change.
- Experience of building partnerships and engaging stakeholders.
- Experience of governance and working with Boards or Trustees.
- Successful track record in securing funding, contracts or generating income.
- Experience managing and developing health, safety and welfare management practices.

Essential Knowledge

- Understanding of homelessness, housing insecurity and social exclusion and their impacts.
- Knowledge of charity governance and regulatory requirements including OSCR, Care Inspectorate and the SSSC.
- Understanding of safeguarding, risk management and quality assurance.
- Knowledge of the Scottish third sector and context of delivering services in Scotland in the public funding environment.
- Knowledge of Scottish Government policies related to CATH's priorities and activities.

Essential Skills

- Strategic thinking and leadership.
- Excellent interpersonal and communication skills.
- Partnership building and influencing.
- Financial and commercial awareness.
- Decision making and problem solving.
- Ability to inspire and motivate others.

Essential Personal Qualities

- Commitment to the values and mission of CATH.

- Collaborative approach proactively working with external stakeholders.
- Integrity and accountability.
- Compassion and empathy.
- Resilience and adaptability.
- Commitment to equality, diversity and inclusion.

Desirable

- Knowledge of the homelessness sector in Scotland.
- Experience of supported accommodation or housing support services.
- Experience of commissioning and public sector contracts.
- Relevant professional or management qualification.

Please note:

- We will carry out right to work checks on successful candidates before employment starts.
- Please note that this post requires the post holder to be a member of the PVG Scheme (adults). The cost of this will be reimbursed to the successful candidate.

Contract, salary and benefits

Location

Perth, Scotland – Hybrid working is available but the postholder would be expected to be based in Perth at least 2 days per week.

Contract

Permanent, Full Time, 37 hrs per week – we are open to discussing a flexible working arrangement with the preferred candidate, including less than full time hours.

Salary

£56,000 - £60,000 depending on experience

Benefits

- Flexible working – Requirement to work in Perth City for 2 days per week
- 31 days Annual leave (including bank holidays) with 5 additional days after 5 years service
- 3% pension contribution

- Employee Assistance Programme including access to face-to-face counselling, cover for immediate family members including couple and family therapy, 24/7 free helpline and practical advice including legal money and life management support.

CATH Structure

CATH employs around 29 colleagues across the different parts of the organisation, and our 50 volunteers also play a key role. In total across all services CATH supports approximately 650 people each year.

The Chief Executive leads the organisation, working closely with the Senior Leadership Team, which includes the Finance Manager, HR Coordinator and Head of Operations and Development.

The Chief Executive is responsible to the Board of Trustees and meets regularly with the Chair of the Trustees, supports quarterly Finance and Risk Board Committee and quarterly Board meetings. CATH also organise an annual AGM supported by the Chief Executive.

The Chair and other trustees are all volunteers, and alongside their role in the oversight of the running of CATH, seek to find ways to support the wider work of CATH with their time and skills.

Our current Chair is Fiona Hogg, who has been a trustee of CATH since November 2018 and was appointed Chair in December 2021. Fiona has worked in people, leadership and change roles across many sectors in the last 25 years and is currently Chief People Officer for Health Workforce in the Scottish Government. We have four other fantastic trustees with a wider range of experience and backgrounds, who are all passionate about the work that CATH does in our local community.

CATH is currently recruiting for new Trustees who complement the skills and experience of existing Board members.

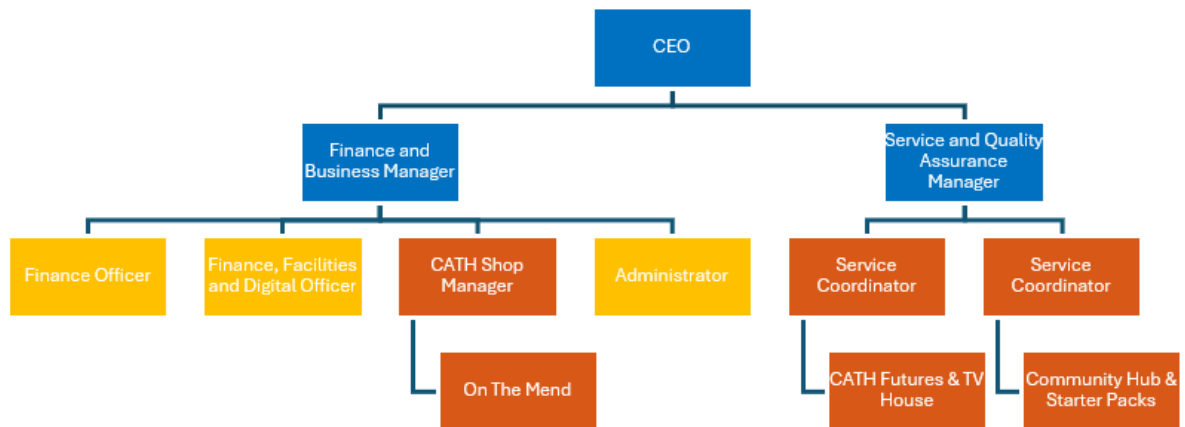
Our organisational structure is detailed below:

Key:

SMT

Operations

Business
support



History of CATH

CATH was started in the winter of 1990-91 when a group of local people came together in response to the number of people sleeping rough in Perth at that time. The first step was a 'soup kitchen' somewhere that people could go to access some basic help. This developed into the Day Centre opened in 1995.

The Day Centre is now known as CATH's Community Hub providing a mixture of advice, crisis support and groups to develop skills and encourage socialisation. People have access to the internet and use of various IT equipment.

CATH has a project which are registered with the Care Inspectorate. Tayview House which is a 24/7 supported residential unit supporting up to 8 people at any one time who have experience chronic homelessness and require specialist support for a period before moving onto their own tenancies. Each person has their own flat and the project has some communal areas.

Our most recent service is CATH Futures. A person centred wellbeing and employability programme allowing people to develop their confidence, skills knowledge and experience at a pace that suits their individual circumstances. The aim is to work with small groups of people who have experienced homelessness, exclusion or social challenges and enable them to access training, education volunteering opportunities and employment. The approach is innovative using a small team, 1 to 1 support and group work to help people adopt a Growth Mind-set.

In addition, we have our much-valued Charity Shop opened in 2010. The shop is not only a source of income for the charity it also provides employment and volunteering opportunities for the community as well as providing practical assistance through the pricing policy.

Our On the Mend project, provides a safe place for people experiencing exclusion to connect and take part in upcycling and creative arts and crafts activities. Supported by peer volunteers, On the Mend provides helps people to build their social capital, develop friendships and seek support for their individual challenges through the support of CATH staff.

Although CATH was started as a response to homelessness and in particular rough sleeping, we have evolved over time, as has the understanding of homelessness. We still provide crisis support, however, our primary work is more focussed on homeless prevention, within that we recognise the impact of poverty and mental health difficulties both as a driver of homelessness in its own right and as a contributor to many of the underlying issues often faced by people experiencing homelessness.

In addition, many of the people we support have experienced and/or continue to experience trauma. It is something we take seriously and try to address in particular in our Community Hub and at Tayview through our approach and the environment we create.



Perthshire - an amazing place to live, work and have fun

Whatever you are looking for, you'll find it here. From the buzzing cosmopolitan hub of Perth, Scotland's newest city to the peace and tranquillity of some of Scotland's most spectacular scenery, right on your doorstep. There's world class fishing, walking routes ranging from marked forest trails to lofty treks in the mountains, great cycling routes both on and off road, numerous adventure sports facilities and an unsurpassed range of golf courses to satisfy all abilities.

Perth and Kinross offers a fantastic quality of life which is recognised by a consistently high ranking in quality-of-life surveys. The area is renowned for its thriving cultural scene, which includes venues such as the fantastic Perth Concert Hall, Pitlochry Festival Theatre and Perth Theatre.

Major sporting events such as the Johnnie Walker Golf Championships, Blair Castle International Horse Trials and the Etape Caledonia sit alongside high-profile cultural events like Rewind, Perth Highland Games and a calendar of events at the UK's most northerly racecourse, Perth Racecourse.

Heritage highlights include Scone Palace, the ancestral home of the Earls of Mansfield and the crowning place of Scottish Kings and Perth Black Watch Museum and Balhousie Castle which offers an insight into one of the British Army's, if not the world's most famous, fighting units.

Perth also has a fantastic selection of independent businesses offering a wide range of unique, quirky and high-quality products you will not find anywhere else.

Families can be kept entertained by visiting the many outdoor play parks, indoor play facilities, or watching the latest movies at the IMAX cinema, not to mention the many street events arranged throughout the year, the options to have fun are limitless.

With an abundance of restaurants, a growing café culture and plans for an exciting new boutique hotel coming to Perth, growth and regeneration are at the forefront making Perth & Kinross an exciting place to live and work.

The area's property market is very diverse, offering a mix of old and new and increasingly, a combination of the two is seen in imaginative conversions of old mills, steadings, churches and farm buildings, all of which can be found in and around popular towns and villages such as Blairgowrie, Crieff, Kinross, Scone, Auchterarder and Pitlochry.

In outlying areas there's an abundance of one-off properties, many with land. At the other end of the scale, the City of Perth offers urban die-hards everything from quaint stone-built cottages to impressive period mansions, listed conversions, townhouses, modern apartments and executive developments.

Find out more of what Perth & Kinross has to offer at www.perthcity.co.uk.