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Consulting

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Our Experience Makes the Difference

Engaged by our client



**Eczema
Outreach
Support**

Helping children & young people with eczema thrive

To recruit a
Chief Executive Officer

Candidate Information Brief



Message from the Chair of the Board

There is no clear cause of eczema, yet it affects 1 in 5 children in the UK, with severe cases often having devastating results.

A child with eczema can spend hours every day treating their inflamed skin, only to face unbearable itching and uncomfortable flare-ups.

There are endless sleepless nights, matched with unbearable days unable to concentrate, all compounded by the overwhelming isolation: being singled out just for looking different.

At Eczema Outreach Support we want every child and young person with eczema to thrive and are looking for a new Chief Executive Officer to lead our small and impactful team to realise this ambition.

We are sorry to be saying goodbye to our current CEO, Christine Roxburgh, who leaves the organisation in February to spend more time with family.

Having overseen EOS's growth to support over 3,500 families across the UK, Christine leaves the charity in a place of strength and opportunity.

If you share our commitment to children with eczema and their families and are a confident, inclusive and compassionate leader with the skills we are seeking, then we'd love to hear from you.

Steven Macdonald, Chair

About our Client

Eczema Outreach Support

EOS is a UK-wide charity supporting children and young people with eczema and their families. Originally set up in Scotland in 2011, we now have over 3,500 member families living across the UK.

At EOS, we want every child with eczema to thrive. We think every young person should feel confident they can successfully manage their condition, and that having eczema should not - and will not - stop their ambitions and dreams. By providing direct practical advice and emotional support to whole families, we empower young people to take back control of their health and break the isolation of their condition. Our goal is for every child with eczema to know they are not alone.

We deliver a range of activities including one-to-one support of our members via phone, email, text, face-to-face events and online activities, such as our virtual High Five Club for kids aged 3-10 and tailored support for teenagers.

We also work directly with schools, as well as creating and managing informative social media content on eczema.

We also support families on a wider scale by inputting into eczema research, taking part in clinical networks and raising awareness of the impact of the condition on families' lives. Our work is always guided by the needs of our members.

We are a small team making a big impact and we can only achieve this by valuing and supporting our people to deliver great work.

Recognising the individual strengths of our people and being a flexible and supportive employer are key to our success.



The Role

Chief Executive Officer

The Chief Executive Officer leads with confidence, warmth and compassion. They provide leadership to the staff team and support the Board of Trustees to fulfil its strategic and governance duties. They bring vision and inspire all around them to recognise the enormous challenges faced by children with eczema and their families and to make change so that every family can thrive.

As we move into the final year of our current strategy, the CEO will consult and lead on the development of a new ambitious strategy and accompanying business plans to ensure we make the greatest impact on families' lives in the years to come. They will also take forward our new fundraising strategy to strengthen our financial position so we can deliver on our plans and ambitions for future.

EOS has strong relationships with a range of researchers, healthcare professionals, commercial partners and Third Sector organisations.

The CEO nurtures and develops these relationships to ensure that the experiences and needs of our members are represented across a wide range of networks and that opportunities to influence policy and practice at all levels are leveraged.

Leading EOS's commitment to equality, diversity and inclusion, the CEO champions inclusion across the organisation and creates an inclusive environment for all.





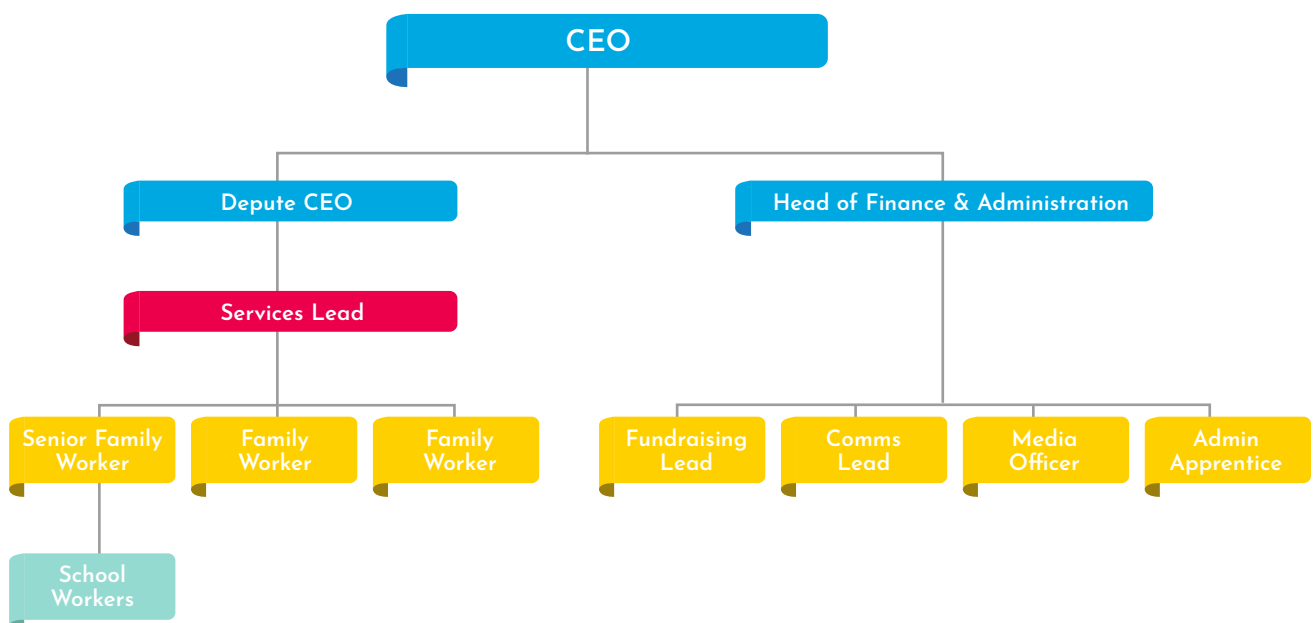
Your skills & attributes for success

You will be a confident, inclusive leader who brings people with you to achieve great things. We want someone who is agile, creative and financially astute, and will bring their energy, warmth and compassion to develop our small yet impactful charity.

We are looking for an experienced leader who will establish a strong financial base to grow our income over the next strategic period. You will quickly build excellent relationships with existing stakeholders and develop new relationships to enhance income generation and increase our impact and reach.

Values-driven, you will care deeply about children with eczema and their families and lead the development of a new organisational strategy for 2024 - 2029.

Organisational Structure





Key Responsibilities

Strategic Direction and Leadership

- Provide clear direction for the organisation and its staff in line with our vision
- Lead on the development of EOS's new strategy and business plans working with the Board and Senior Management Team
- Deliver and clearly communicate EOS's vision, mission and values, both internally and externally
- Ensuring that families with eczema remain at the heart of EOS's work
- Prioritise the wellbeing of our team and sustain a culture where everyone is valued and equipped to excel in their roles
- Line manages the Senior Management Team
- Champion diversity, equality, inclusion across all the organisation's work and practices

Governance and Financial Management

- Hold responsibility for working with and advising the Board of Trustees on all aspects of the organisation. This includes attending quarterly Board meetings and regular meetings with the Chair and subcommittees.
- Ensure all legal and regulatory responsibilities are carried out and support excellent governance of the organisation
- Work with the Head of Finance to lead excellent financial management, budgeting, reporting and risk management. Ensure EOS meets all reporting requirements and remains in line with OSCR regulations
- Ensure grants are spent appropriately within the aims of the charity and the grants' terms and conditions

Income Generation

- Lead on the implementation of EOS's new Fundraising Strategy to diversify income and manage risk
- Hold responsibility for securing corporate partnerships in co-operation with the Deputy CEO
- Hold responsibility for building and developing relationships with key funders

External Representation (with support from Deputy CEO)

- Represent EOS and our members at a range of research and dermatology networks and committees both in the UK and internationally
- Promote and encourage multi-agency partnerships with third sector, statutory bodies and the corporate sector in the funding and delivery of projects.
- Build and maintain relationships with relevant health care professionals and academics across the UK and internationally
- Act as Media Spokesperson: represent the work of EOS in publicity and media opportunities, with quotes and interviews, ensuring a consistently good public image and reputation



Person specification

Knowledge and experience

- An experienced senior leader within a Third Sector organisation
- Proven track record of successfully leading change and taking others with you
- Experience of working with a Board of Trustees
- Strong understanding of income generation and experience of building diverse funding pipelines
- Experience of public speaking
- Strong understanding of risk management including safeguarding.

Skills and Abilities

- Highly effective communication and influencing skills
- The ability to build strong and effective relationships with a diverse range of internal and external stakeholders
- A confident leader with the ability to motivate and inspire those around you
- A creative thinker who adapts effectively to change and identifies new opportunities for new income generation and service delivery

Key qualities and personal attributes

- Be a confident, supportive and compassionate leader
- Strong commitment to the vision and values of EOS
- A high level of personal resilience and energy
- An effective ambassador and lead spokesperson for the organisation.
- A demonstrable commitment to inclusion, diversity, and equality.



Remuneration Package & Benefits

Flexible working:

Can be home based, although you will be expected to come to the office (Linlithgow, West Lothian) at least monthly, and probably more at the start.

Terms:

28hrs per week, worked flexibly to suit you while also accommodating the needs of EOS.

Holidays & Pension:

28 days + office closure between Christmas and New Year
Employer's contribution: 4%, employee's contribution: 4%

Compensation:

£43,000 - 50,000 pro-rata



Eilish McDowell

Will be the Consultant who will lead on this role

Contact details

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How to Apply

Caithness Consulting has been appointed by Eczema Outreach Support to conduct this search on their behalf. We pride ourselves on our candidate centred approach and welcome initial confidential discussions with potential candidates before deciding to apply. Should you wish to do so, please contact Eilish to arrange a convenient time.

Alternatively, please submit a copy of your CV to Eilish along with a one page covering letter outlining why you believe you are a good fit for this role.

Suzi Holland, Depute Chief Executive Officer, would be pleased to have a conversation with you prior to applying.

For more information about Eczema Outreach Support visit www.eos.org.uk

Eczema Outreach Support is committed to being an inclusive employer with a diverse workforce and we want to strengthen the diversity of our team. We encourage applications from people from the widest possible diversity of backgrounds, cultures and experiences.

Closing Date: Tuesday 28th February Interview Date: Thursday 9th March

A full job and person specification, plus other documents of interest are available to download from the vacancy page on our website. www.caithnessconsulting.co.uk



Our professional integrity underpins and informs everything that we do individually and as a company.

As the world of recruitment becomes ever more reliant on technology and while we embrace these benefits, we never forget that we are in a “People Business” and People matter.



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