

# COMBAT STRESS

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## FOR VETERANS' MENTAL HEALTH



## Role Description- CEO

**We are seeking an inspiring leader to deliver Combat Stress's vision, mission, strategic objectives and operational plans. The next Chief Executive's leadership will be critical as the organisation builds on its success and shapes the next chapter of its role as the leading organisation supporting veterans experiencing complex mental health challenges.**

**Reporting to the Board of Trustees, our Chief Executive Officer provides leadership to the organisation and has key responsibility for its development and performance. You will be responsible for the design and achievement of the strategic plan and financial sustainability, overseeing our programmes, fundraising and advocacy, as well as the leadership of the organisation. You will have the authority and responsibility for directing the charity's staff, resources and relationships in line with the overall strategic policies, direction, goals and budget, for the purposes of advancing the organisation's objectives, purpose and identity.**

**You will work with the Board and Executive Team to continue to shape and evolve Combat Stress' culture, strategy, systems, structure, programmes, innovation and integrated ways of working to deliver outstanding results and impact for veterans.**

**Our Chief Executive Officer has direct line management responsibility for the executive leadership team (ELT) and is responsible for developing a culture that encourages collegiality, top performance and high morale. You will be responsible for delivering on the charity's four strategic aims:**

1. **Quality** Deliver the most effective service for veterans with complex mental health needs.
2. **Service** Enhance our leading role in the veterans' mental healthcare system.
3. **Improvement and Innovation** Advance and share our knowledge for the benefit of the veteran community
4. **Our People** Make them feel valued and involved in making a difference to the lives of veterans and their families

## 5. Role priorities

- Provide inspiring leadership to Combat Stress in the ongoing development of its strategic direction, implementation of plans and delivering our vision for an outstanding organisation.
- Ensure that Combat Stress is the 'go to' expert for veterans' mental health issues, enabling recovery through integrated support and treatment and collaboration with other providers
- Create a trusting, inclusive, diverse and collaborative culture which values individual contributions with high-performing teams aligned to the overall organisational vision and mission.
- Secure and grow our donor and partner income to enable sustainable delivery of clinical services.
- Take the lead with strategic partnerships to leverage Combat Stress's brand and scope, including working with key partners such as the Government and the NHS.
- Lead and inspire around the new strategy bringing cohesiveness of direction as well as energy around delivering our redesigned services.
- Advocate for Combat Stress, including to medical professionals, policy and influencing audiences and the media, to promote our strategic ambitions and generate further support.
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The Chief Executive will be appointed against a wide set of competencies and capabilities. Candidates will be required to demonstrate strength and achievement against the majority of the following:

### Leadership

- Leading with intelligence and empathy, in a way that generates a high-performing, empowering organisational culture that promotes and supports the wellbeing of all staff. Ensuring that our values are embedded in the day-to-day working of the organisation.
- Lead and engage a highly motivated and skilled executive team.
- Develop and maintain a high reputation for Combat Stress, in order to facilitate fundraising and other income generation.

- To be an inspirational lead advocate for Combat Stress by means of a positive image both to raise the profile of the Charity and to influence government policy
- Champion diversity and inclusion both internally and externally.

#### Build pioneering partnerships

- Ensuring Combat Stress contributes positively to the sector. Managing positive and constructive relationships between Combat Stress and other military charities, health organisations and policy makers, representing the needs and interests of veterans.
- Identifying opportunities to develop strategic partnerships and build lasting and mutually beneficial relationships that will extend and enhance Combat Stress's work for veterans.
- Undertaking income generation activities through building influential relationships and supporting the team in engaging in strategic and creative partnerships across sectors.

#### External affairs and advocacy

- Building and maintaining Combat Stress' profile as the leading Veterans' mental health charity and taking an active role in shaping policies for the delivery of national Veterans' Mental Health services.
- Developing and maintaining a high profile for Combat Stress in its influencing of all UK governments and related agencies and stakeholders.
- Liaising directly with the Patron; President of the Charity; Government departments/Central Government; all four devolved Administrations; other Service, Veteran and civilian charities.
- Developing relationships with external stakeholders, including politicians, government officials, regulators (CQC), media representatives, service users, funders and partners.

#### Strategy

- Delivering against the agreed Board strategy and budgets, and to give the direction and leadership necessary to deliver the Vision and Mission.
- Making proposals for strategy and then delivering the strategic plan as directed by the Board of Trustees within agreed budget. Monitoring and reviewing this strategy on a regular basis.
- Together with the Chairman, scanning the external environment to identify developments that can affect the charity, and ensuring that Trustees receive appropriate advice and information on all relevant matters to enable the Board of Trustees to fulfil its functions.

## Finance and operations

- Managing the overall financial health of Combat Stress, to exploit its diverse streams of income and to maximise the overall income potential of the charity.
- Ensuring that Combat Stress's resources are effectively and efficiently managed with strong financial and organisational accountability and transparency.
- Ensuring compliance with all statutory and other regulations appropriate to the conduct of the charity's affairs.
- Ensuring the safe and effective provision of therapeutic and clinical services.
- Developing robust performance management systems and providing clear communication around its value and accountability.
- Ensuring the development of technology and digital solutions meet internal and external needs.
- Set departmental objectives, effective performance and risk management and encourage collaborative working to deliver high quality service to our Veterans and stakeholders.

# Person Specification

Combat Stress wishes to encourage applications from senior leaders drawn from a wide variety of backgrounds who demonstrate a passion for the cause, personal integrity and positive leadership, and who will put the veteran at the heart of everything we do.

Our ideal candidate will be an inspirational, bold, and emotionally intelligent leader with proven experience of shaping organisational vision and strategy, as well as delivering outstanding operational results in a complex stakeholder context.

## About you

An inspirational, credible, and bold ambassador for the organisation, you will be committed to achieving our long-term vision, and to our next chapter of collaboration and partnership working. You will have exceptional communication and ambassadorial skills and will demonstrate understanding of the work and ethos of Combat Stress, with empathy and understanding of the particular needs of the community we serve. You will be able to galvanise a team of diverse professionals and work with a multi-disciplinary organisation.

You will bring a collegiate, collaborative, partnership focused and solutions-oriented approach as you join a team of passionate, committed people who are genuinely, and justifiably, proud of the work they do in supporting veterans.

### Personal qualities

- A natural bridge builder, seeking to build and develop relationships across teams, sectors, organisations and professional communities.
- Empathy with the cause and a commitment to the Combat Stress vision and mission.
- Highly credible with diverse groups of people, across Whitehall, the NHS, military charities, mental health professionals, veterans, and staff.
- A good listener, with an accessible, approachable style of leadership.
- Resilience and adaptability in managing a multi-faceted, multi-disciplinary organisation.
- Passion, idealism, integrity, positive attitude, mission-driven, and self-directed.
- Action-oriented, entrepreneurial and adaptable approach.
- Emotionally intelligent with an understanding of people and relationships, an appreciation of the nuances of working in, and across different professional cultures particularly the NHS and the armed services

### Core knowledge and skills

#### Essential:

- Successful track record at board/executive level in distributed, UK wide organisation.
- Demonstrable success in forming organisational alliances, and highly developed relationship building skills able to effectively engage and influence both internal and external stakeholders, ideally including Government, military charities and NHS.
- Understanding of the health sector and mental health service delivery.
- Strong affinity with HM Forces.
- Strong decision-making skills that are analytical, commercial and pragmatic.
- Strong ambassadorial, communication, and networking skills. The ability and presence to promote the Combat Stress's mission with confidence and authority.
- An understanding and appreciation of the value of clinical therapeutic services.

#### Desirable:

- Large scale budget holding experience.
- Leadership and management experience in a multi-disciplinary organisation operating in a highly regulated environment.
- Experience of the charity sector, Mental Health or Armed Services experience.
- Media trained / experienced.

Closing date for Applications will be Monday 12th February 2024. Please feel free to contact our retained consultant - Simon Bell on **07766 714 951** or [simon@grayssearchandelection.com](mailto:simon@grayssearchandelection.com) for more information or an initial discussion in confidence

