

Chief Executive Officer – Recruitment Queries

In the interests of transparency and fairness, this document sets out the queries we have received during the recruitment process and our responses to them. Longlisted candidates will have the opportunity to speak with the Interim CEO in early September and any remaining queries will be addressed during those conversations.

Further information about The Belay Foundation

What will be the CEO's priorities in the first year?

- We are keen for the new CEO to work with the Board to shape and agree their priorities for the first year, building on the strong foundations established during the interim transformation period. The priorities we currently anticipate are referenced in the Candidate Information Pack, but we would expect the successful CEO to bring their own experience and perspective in shaping how they are delivered.

Is there a current organisational strategy in place, or is the incoming CEO expected to lead the development of a new one from scratch?

- A key focus of the new CEO will be the development of a long-term organisational strategy in partnership with the Board, staff team, volunteers and beneficiaries.

Are any of the government contracts or income streams from NHS commissioning, or is all LA funding?

- The Belay Foundation does not currently receive any funding through NHS commissioning.

The financial statements note a steep drop in individual donations. Is there a known reason for this?

- Prior to our 24/25 accounts, donations and grants were accounted for together but were then separated in our 25/26 accounts. We are not concerned about a drop in donations and continue to receive regular donations from generous long-standing supporters.

Why is the current CEO stepping down?

- The current interim CEO – Libby McVeigh - was appointed on a one-year contract which ends in September 2026, following which she will be leaving The Belay Foundation to pursue other career opportunities. Longlisted candidates will have the opportunity to speak with Libby in the first week of September.

Is there a reason for the high trustee turnover?

- We are not concerned about Trustee turnover, with our Board comprising of Trustees who have been with The Belay Foundation since its inception, others who have been in post for 2-3 years, and a new influx of six Trustees in early 2026.

Sector knowledge

Could you advise on how to build knowledge of trauma-informed services, DDP or psychotherapy?

- The Candidate Information Pack provides a link to the DDP Network website, and there is a lot of publicly-available information about trauma-informed services and psychotherapy for previously looked after children and those who have experienced early developmental trauma.

Working arrangements

How is the Board thinking about prioritisation, pace, and the practical boundaries of the role?

- We recognise that this is an ambitious remit for a two-day-a-week role. The CEO will be supported by an engaged and hands-on Board, whose members contribute their own expertise where appropriate. The Co-Chairs will also work closely with the CEO to ensure priorities remain realistic and achievable as the organisation continues to develop.

How will the time of the CEO be structured with regards to travel, in-person meetings and home-based working?

- The majority of the work for this role is remote/online, so travel will not be extensive. The Job Description provides a steer on the fixed in-person meetings, and everything else will be for the postholder to determine based on capacity and budget.

What will be the division of responsibility between the Founder/ Services Director and the CEO?

- As with any senior leadership partnership, there will be areas of shared decision-making, and we would expect both roles to work closely together – and with the Board of Trustees - in the best interests of the organisation.