white lodge

Chief Executive Officer

Appointment brief

September 2026

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HarrisHill
Executive Search

Welcome to White Lodge

Thank you for your interest in the role of Chief Executive at White Lodge.

For over 64 years, White Lodge has stood as a beacon of excellence in providing specialist support to disabled children, young people, adults and their families. Built on a foundation of quality care, innovation, and community integration, we have evolved to meet changing societal and sector demands while remaining steadfast in our commitment to empowering individuals to lead fulfilling, independent lives.

Today, White Lodge is an established and highly respected charity, impacting hundreds of lives each year through our diverse range of specialist services. Our success is driven by an exceptional team of professionals, dedicated volunteers, an engaged Board of Trustees, and strong external partners.

As we look to the future, our strategic framework is centred on four priorities:

- **Enhancing accessibility and increasing social opportunities** for the people we support.
- **Championing our customers' voices in health and social care**, ensuring their needs and aspirations are heard and understood.
- **Transforming local attitudes** towards disability through greater awareness, inclusion, and advocacy.
- **Strengthening our resources** to ensure White Lodge remains resilient, sustainable, and capable of growing its impact.

This appointment comes at a pivotal time. The landscape for health and social care demands executive vision that balances compassionate, person-centred delivery with commercially astute, resilient leadership. We are seeking a Chief Executive who can build on our strong foundations, drive our strategic ambitions and ensure we continue to deliver life-changing support for generations to come.

Most importantly, we are looking for someone who shares our belief that every individual should have the opportunity to live with dignity, independence, and purpose, and who is passionate about creating a more inclusive society.

If you bring proven leadership capability, executive vision, and a passion for leading high-impact, mission-driven organisations, we would welcome your application.

On behalf of the Board of Trustees, thank you for your interest in joining us to lead White Lodge into its next chapter.

Neil McIntyre
Chair of Trustees

About White Lodge Centre

For more than 60 years, White Lodge has been a place where children, young people, adults and families affected by disability can find support, opportunity, connection and a sense of belonging.

Based on a two-acre site in Chertsey, we bring together a remarkable breadth of specialist services and facilities across three buildings. More than simply a service provider, we are a community: a place where people can access support at different stages of their lives, develop confidence and independence, make friends and take part in opportunities that might otherwise be out of reach.

The breadth of our work is matched by the depth of our relationships. For some families, we are a vital source of respite and practical support; for others, we are somewhere to access therapy, develop skills, maintain independence or simply spend time with people who understand their experiences. Our short-break provision alone delivered 1,654 hours of support, while our wider services span early years, children and young people, adults, therapy, rehabilitation, leisure and community activities. The impact of this work is often deeply personal. People tell us that White Lodge has been a lifeline – helping them regain confidence, develop friendships and participate more fully in their communities.

We are also a substantial and increasingly sophisticated charity. Running White Lodge costs more than £3 million a year, and statutory funding does not cover the full cost of what we do. Fundraising currently contributes around £800,000 annually, alongside income from commissioning and other sources. This gives us valuable resilience, but it also means that financial sustainability is something we need to actively protect. We must continue to deliver high-quality services, maintain strong relationships with commissioners and find new ways to generate the resources needed to meet growing and changing needs.

Like many organisations working across health and social care, we are operating in a challenging environment. Public finances, commissioning priorities and the wider social care landscape continue to evolve, creating uncertainty as well as opportunity. We have already shown that we can respond successfully, including through securing a redesigned Surrey Short Breaks contract and investing in our facilities and infrastructure. But we cannot afford to stand still. The next CEO will need to be comfortable navigating complexity, making difficult choices and balancing ambition with financial and operational reality.

Our outgoing CEO, Lesleigh Bounds, has led a period of considerable organisational development, strengthening our governance, systems, digital infrastructure, income diversity and operational foundations. We are in a stronger position as a result. Our next CEO will have the opportunity to build on that progress and help shape what comes next, rather than needing to rebuild the foundations.

Our **2025–30 Active Plan** gives us a clear sense of direction. We want to **Enhance** accessibility and social opportunities, **Champion** our customers' voices in health and social care, **Transform** local attitudes and **Strengthen** the resources that make our work possible. These ambitions are underpinned by our ENABLE values –

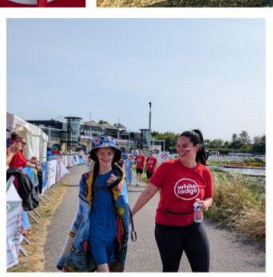
- **E** **Equity,**
- **N** **Nurture,**
- **A** **Advocacy,**
- **B** **Belonging,**
- **L** **Language and**
- **E** **Empathy.**

For our next CEO, the opportunity is to turn these ambitions into meaningful progress: extending our reach, responding to unmet need, strengthening partnerships and ensuring that the people who use our services continue to shape our future.

There is real scope to think ambitiously about that future. We have an established reputation, a strong physical base, committed staff and volunteers, and relationships across health, social care, local government, fundraising and the wider community. There are opportunities to develop our services, diversify our income and increase our influence, including significant potential within children's services. But growth in itself is not our goal. We want to develop in ways that make a genuine difference, respond to need and strengthen our ability to deliver our purpose over the long term.

This is an organisation with plenty to protect, but also plenty to build. Our culture and relationships matter enormously to us, and we want to preserve the sense of trust, respect and community that makes White Lodge distinctive. At the same time, our external environment demands adaptability, entrepreneurial thinking and a willingness to challenge ourselves. We are looking for a leader who can bring stability and continuity while also bringing fresh energy, curiosity and ambition; someone who will listen carefully, understand what makes White Lodge special and then ask what more we could achieve.

For the right person, this is a rare opportunity: to lead an established and much-loved organisation at an important moment in its development, with the platform, relationships and purpose to make a lasting difference. Our ambition is not simply to maintain what we have built, but to ensure that White Lodge continues to be a place where everyone belongs, everyone is valued and everyone can thrive.



Job description

Job Title	Chief Executive Officer
Reports to	Chair of Trustees
Management Responsibility	SMT
Hours of Work	Full time, 37.5 hours per week
Location	White Lodge, Chertsey, KT16 0FA

Our vision is a world that is inclusive to all regardless of ability.

Our why: We celebrate abilities, promote inclusivity, foster self-belief, and ensure dignity, equity, and compassion for all.

Our mission: At White Lodge, we champion inclusivity, dignity, and opportunity for individuals with disabilities and/or neurodiversity. We foster environments where every child and adult can thrive and reach their full potential.

Our commitment: White Lodge is more than just a service provider, it is a community. A place where self-belief is nurtured, dignity is upheld, and ambition is encouraged. Our expert teams work collaboratively to break down barriers and deliver high-quality support that is both person-centred and forward-thinking. Together, we are shaping a future where everyone belongs, everyone is valued, and everyone can thrive.

Job purpose

To provide strategic and operational leadership for White Lodge, ensuring the charity delivers its mission, remains financially sustainable, and achieves positive outcomes for children, young people, adults with disabilities, and their families.

Working in partnership with the Board of Trustees, the CEO will lead in the delivery of the charity's strategy, drive organisational performance, champion innovation, and ensure the highest standards of governance, safeguarding, and regulatory compliance.

Job context

White Lodge is a leading voluntary sector organisation providing services and support for children, young people and adults with disabilities and their families.

The CEO is responsible for leading the organisation in accordance with its charitable objectives, values, and strategic priorities, while maintaining strong partnerships with beneficiaries, staff, trustees, funders, commissioners, regulators, and the wider community.

Key Responsibilities

Strategic Leadership and Organisational Development

- Lead the delivery, review and development of White Lodge's long-term strategy in partnership with the Board of Trustees.
- Translate agreed strategic priorities into clear organisational, operational, and financial plans.
- Ensure the charity's vision, mission, values, and objectives are understood and embedded across the organisation.
- Foster a culture of inclusion, innovation, learning, accountability, and continuous improvement.
- Anticipate and respond to changes in the external environment to ensure White Lodge remains sustainable, relevant, and responsive to need.

Leadership and Management

- Provide inspirational leadership to staff and volunteers, promoting a high-performance and values-driven culture.
- Ensure effective organisational structures, systems, and processes are in place to support service delivery and organisational growth.
- Lead, support, and develop the senior leadership team and workforce.
- Ensure robust performance management arrangements are in place to monitor outcomes, quality, and impact.
- Promote effective workforce planning, staff development, wellbeing, and succession planning.
- Ensure services are delivered efficiently, effectively, and in line with agreed quality standards.

Financial Sustainability and Risk Management

- Hold overall responsibility for the financial health and sustainability of the charity.
- Ensure effective financial planning, budgeting, monitoring, forecasting, and reporting.
- Develop and oversee strategies to diversify income through fundraising, grants, contracts, partnerships, and commercial opportunities.
- Ensure effective stewardship of all organisational assets and resources.
- Maintain a robust framework for risk management, business continuity, and organisational resilience.
- Regularly review strategic, operational, financial, and reputational risks and ensure appropriate mitigation plans are implemented.

Governance and Board Relations

- Work closely with the Chair and Board of Trustees to support effective governance and strategic leadership.
- Provide high-quality advice, information, and recommendations to enable informed Trustee decision-making.
- Report regularly to the Board on organisational performance, strategic objectives, financial performance, risks, and compliance matters.
- Support the Board in reviewing governance effectiveness, trustee development, succession planning, and Board recruitment.
- Ensure delegated authorities, governance structures, policies, and reporting arrangements remain effective and fit for purpose.
- Implement Board decisions and ensure agreed policies are effectively delivered throughout the organisation.

External Relations, Influence and Advocacy

- Act as the principal ambassador and spokesperson for White Lodge.
- Strengthen White Lodge's profile, reputation, and influence locally, regionally, and nationally.
- Build and maintain effective relationships with beneficiaries, families, commissioners, funders, regulators, partners, and supporters.
- Promote and market White Lodge's services, achievements, and impact.
- Ensure the experiences and views of service users and families inform organisational strategy, service design, and continuous improvement.
- Identify emerging opportunities, partnerships, and developments that support White Lodge's mission and long-term sustainability.

Legal, Regulatory and Safeguarding Responsibilities

- Ensure White Lodge complies with all statutory, regulatory, contractual, and Charity Commission requirements.
- Ensure effective safeguarding arrangements are implemented across all services and activities.
- Promote a culture of accountability, transparency, equality, diversity, inclusion, and ethical leadership.
- Ensure organisational policies remain up to date and reflect legislative and regulatory requirements.

Governance Responsibilities

The CEO will work in partnership with the Chair of Trustees to ensure the Board is supported to fulfil its statutory and governance responsibilities.

This includes:

- Supporting the development and review of organisational strategy and priorities.
- Ensuring trustees receive timely, relevant, and proportionate information.
- Supporting trustee induction, development, and succession planning.
- Assisting the Chair in planning Board meetings, development sessions, and annual governance reviews.
- Maintaining constructive and transparent working relationships between trustees and the executive team.

Direct Reports
Senior Management Team.

Key Internal Relationships
- Trustees
- Senior Management Team
- Staff and Volunteers

Key External Relationships
- Children, young people, adults and families using White Lodge services
- Commissioners and local authorities
- NHS partners
- Funders and donors
- Regulators and professional bodies
- Corporate and community partners
- Voluntary sector organisations

Person specification

Experience and knowledge

- Significant senior leadership experience within a complex organisation, ideally in the charity, voluntary, health, care or wider public service sector.
- Experience of leading substantial teams and overseeing complex services, operations and organisational resources.
- A track record of developing and delivering organisational strategy and translating strategic priorities into effective operational plans and measurable outcomes.
- Strong financial and commercial understanding, including budget management, financial sustainability, income diversification and effective management of risk.
- Experience of leading or managing organisational change and development while maintaining organisational stability and staff engagement.
- Experience of working effectively with a Board of Trustees or equivalent governing body, with a clear understanding of the distinction between governance and management.
- Experience of developing effective relationships with commissioners, funders, statutory bodies and other strategic partners.

Leadership and personal qualities

- An inclusive, values-led and emotionally intelligent leader who builds trust, creates clarity and brings people with them.
- Strategic and forward-thinking, with the judgement to balance long-term ambition with operational delivery and financial sustainability.
- Entrepreneurial and opportunity-focused, with the ability to identify and pursue new sources of income, partnerships and development opportunities while remaining firmly focused on charitable purpose.
- Comfortable leading through complexity, uncertainty and change, with the resilience and adaptability to respond to a changing commissioning and funding environment.
- Collaborative and engaging, with the ability to work effectively with staff, trustees, service users, families and external stakeholders.
- An effective communicator and ambassador, able to represent White Lodge confidently and build its profile and influence.
- Committed to inclusion, dignity, equity, safeguarding and ensuring that the voices and experiences of people who use services inform organisational priorities and decisions.

Desirable

- Experience of disability, social care, children's services, health or another complex, regulated service environment.
- Experience of securing or managing commissioned services and/or significant tenders.
- Previous experience as a CEO is desirable but not essential; White Lodge will consider senior leaders at Director or Deputy CEO level who can demonstrate the breadth, maturity and organisational leadership required to step into the role.
- Understanding of safeguarding, regulatory compliance and the responsibilities of operating services for children, adults and/or people with disabilities would be advantageous.

Additional Requirements

- Commitment to the vision, mission, and values of White Lodge.
- DBS clearance.
- Ability to travel within the region and beyond as required.
- Flexibility to attend evening and occasional weekend meetings, events, and stakeholder engagements.

Terms of appointment

Job title:	Chief Executive Officer
Reports to:	Chair of Trustees
Management responsibility:	SMT
Salary:	Circa £75,000
Location:	White Lodge, Chertsey, KT16 0FA Flexible working – hybrid, min. 3 days a week in the office
Hours of work:	Full time, 37.5 hours per week
Contract:	Permanent, full time
Pension:	3% employers' contribution
Annual leave	Enhanced holiday leave 30 day + 8 bank holidays
Other benefits	• 4 x death in service benefit • Enhanced sick pay 8 weeks full pay and 8 weeks half pay • Employee Assistance Programme • Free parking

How to apply

If you would like to apply for this CEO role at White Lodge Centre, please send the following:

- An up-to-date CV outlining your employment history, academic and professional qualifications, and contact details.
- A Supporting Statement (no more than 2 x A4 pages), which:
    - Explains your interest in becoming the CEO of White Lodge Centre.
    - Demonstrates how you meet the criteria outlined in the Person Specification.

If possible, please combine your CV and supporting statement into one document (Word or PDF).

Please submit your completed application to **executive@harrishill.co.uk by 9am, Monday 5th October 2026.**

If you require any further information, please contact our recruitment partner, Jenny Hills at Harris Hill at **executive@harrishill.co.uk**.

Recruitment timeline

Application close:	9am, Monday 5th October 2026
Shortlisting meeting:	w/c Monday 12th October
First-stage interviews (remote):	w/c Monday 19th October
Second-stage interviews (in-person at White Lodge Centre):	w/c Monday 26th October 2026

Please state in your application if you have any commitments during the interview period that may coincide with these dates, or if you require any special provisions should you be called forward for interview.

Advertising copy

Chief Executive Officer – White Lodge

Location: White Lodge, Chertsey, KT16 0FA (hybrid, minimum 3 days a week in the office)
Salary: circa £75,000
Contract: Permanent, full time, 37.5 hours per week

Could you lead a charity with deep roots and a strong sense of community into its next chapter – creating even greater opportunities for people with disabilities and/or neurodiversity to thrive?

About White Lodge

White Lodge is a leading charity supporting children, young people and adults with disabilities and their families. With more than 60 years of history, we now support over 2,500 people across Surrey and beyond through specialist services and facilities in Chertsey.

White Lodge is a community as much as a service provider, built around our values of ENABLE: Equity, Nurture, Advocacy, Belonging, Language and Empathy. Our Active Plan 2025–30 sets four clear ambitions: Enhance accessibility and social opportunities; Champion customers' voices in health and social care; Transform local attitudes; and Strengthen its resources.

With strong systems, governance and a diversified income base, White Lodge is well placed for its next phase. The new CEO will provide continuity while bringing the strategic, operational and entrepreneurial leadership needed to respond to a changing funding environment and pursue new opportunities, including a significant children's services tender.

As our next Chief Executive Officer, you will:

- Strategy & Impact: Deliver White Lodge's strategy, translating its ambitions into measurable outcomes and meaningful impact.
- Leadership: Lead and develop a committed workforce, fostering an inclusive, accountable and values-led culture.
- Governance & Finance: Partner with the Board to ensure strong governance, financial sustainability and effective risk management.
- Operations: Ensure high-quality, person-centred services and effective organisational systems and performance.
- Income & Partnerships: Diversify income and develop productive relationships with commissioners, funders, NHS partners and the wider community.
- Influence & Advocacy: Champion customers' voices, strengthen White Lodge's profile and help transform attitudes towards disability.
- Safeguarding & Compliance: Ensure high standards of safeguarding, regulatory compliance, equality and ethical leadership.

Who you are

- A seasoned senior leader with significant experience in a complex organisation, ideally within charity, health, care or wider public services.
- Experienced in leading substantial teams and complex services, with strong financial, operational and commercial understanding.
- A strategic thinker with a track record of delivering organisational change, sustainable growth and measurable outcomes.
- Experienced in working effectively with a Board, commissioners, funders and strategic partners.
- An emotionally intelligent, inclusive and entrepreneurial leader who builds trust, creates clarity and brings people with them.
- A compelling communicator and ambassador, committed to equity, inclusion, dignity, safeguarding and ensuring lived experience shapes decisions.
- Experience of disability, social care, children's services or another regulated service environment would be advantageous, as would commissioned services or significant tender experience. Previous CEO experience is desirable but not essential; exceptional Directors or Deputy CEOs ready to step up are encouraged to apply.

Why White Lodge?

- Meaningful impact: Help create a world that is inclusive to all, regardless of ability.
- A strong platform: Lead an established charity with a committed team, strong systems and strengthened governance.
- A clear future: Deliver the ambitions of the Active Plan 2025–30 and pursue new opportunities.
- A distinctive community: Work alongside customers, families, staff, volunteers and trustees who share White Lodge's values.

Application

For full details of the role including how to apply, please download the full appointment brief. For an informal and confidential conversation about this position, please contact Jenny Hills at Harris Hill at executive@harrishill.co.uk with times to speak and (optional but appreciated) a CV or professional profile which will be treated with the strictest confidence.

Closing date for applications: 9am, Monday 5th October 2026

As leading charity recruitment specialists and a certified B Corp, Harris Hill is committed to high and ever-improving standards of equitable and inclusive recruitment. We actively welcome applications from all sections of the community regardless of age, disability, gender, race, religion, sexuality and other protected characteristics.