



**TEAM
DOMENICA**

Chief Executive Officer

Appointment brief • March 2026

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About us

Our purpose

Team Domenica exists to help young people with learning disabilities build independent, fulfilling lives through sustained employment. Too many talented young people leave education without meaningful work opportunities. Team Domenica's model responds to that gap by combining specialist education with practical, real-world work experience and long-term support.

Candidates develop confidence, communication skills and workplace capability through a programme that blends classroom learning, employment coaching and placements with local employers. Crucially, the charity continues to support candidates once they have secured a role, helping both the individual and the employer make the relationship sustainable over time. This commitment to long-term outcomes is central to the organisation's success: around 80% of programme graduates move into paid employment.

Our latest exciting development is the purchase and opening of our new commercial venture, The North Star pub, at a prime location next to the Royal Pavilion, which is a £1.3m turnover operation. As of April this year, it will be a peerless training environment for our candidates as well as growing into a thriving, profitable business.



Our story

Team Domenica was founded in 2016 by Baroness Rosa Monckton, inspired by her daughter Domenica, who has Down's syndrome, and by the lack of employment opportunities available to young people with learning disabilities once they leave education.

The organisation is now approaching its tenth anniversary. Over that time it has supported more than 200 candidates and built strong relationships with employers across Brighton & Hove. Many organisations from across the UK and internationally visit to understand how the model works in practice. Despite this growth, Team Domenica has deliberately retained a personal and community-focused ethos, rooted in close relationships with candidates, families and local partners.



Our people and culture

The organisation has grown significantly in recent years and now brings together education professionals, employment specialists, hospitality teams and central support staff. Many colleagues have been with the organisation for a long time and share a deep commitment to the candidates they support.

Visitors often remark on the warmth and positivity of the culture. For many candidates and families, Team Domenica feels like an extended community. Staff are known for their dedication and willingness to go above and beyond to help candidates succeed.

At the same time, the organisation has grown quickly. The workforce has expanded significantly following the opening of the pub and the move into new premises at the Pavilion Buildings. This growth has created new opportunities but also placed pressure on systems, communication and organisational structure. Strengthening the organisation's internal foundations while preserving its culture will be an important part of the next phase.

What we do

Team Domenica combines education, employment support and social enterprise in a distinctive model designed to prepare young people for sustained employment.

At the heart of the offer is a Department for Education-recognised Specialist Further Education College providing supported internships and structured training. Candidates develop core life and work skills alongside practical vocational experience.

Employment partnerships are central to the model. The organisation works closely with employers across Brighton and the south coast to secure meaningful roles for candidates. The support does not stop once someone secures a job; employment coaches continue to work with both candidates and employers to ensure placements are successful and sustainable.

Alongside this, Team Domenica operates several social enterprises which provide real workplace training environments while also generating income to support the charity's mission. These include Café Domenica and a coffee roastery. The North Star, our recently opened pub, is our new jewel-in-the-crown, as both a commercial business with a turnover of £1.3m and a training venue for our candidates. Now it is up and running, it represents a huge opportunity for commercial development.



Strategic direction

Team Domenica is entering a new chapter in its development. The core model is proven and has strong outcomes, but the organisation now needs to consolidate its foundations and consider how its impact can grow.

One priority is ensuring that the charity's trading enterprises operate sustainably and profitably. These ventures are central both to training candidates and generating unrestricted income to support the wider mission.

Another priority is strengthening organisational infrastructure. As the charity has grown, some systems and processes have evolved organically. The organisation now needs clearer structures, stronger communication and operational discipline to match its scale now and for future growth.

Looking ahead, there is strong interest in how Team Domenica's model could reach more people. Many organisations already visit Brighton to learn from the approach. Over time, the charity hopes to extend its impact geographically - with a presence in London being the first priority in a geographical expansion - though this will need to be done carefully to protect the quality and integrity of the model.

Governance and leadership

Team Domenica is a registered charity and company limited by guarantee governed by a board of trustees. Rosa, as well as being the Chair, remains an important public ambassador and supporter of the organisation, particularly in fundraising and advocacy.

The charity has recently been led by an interim chief executive during a period of significant change, including the opening of the pub and the move into new premises. The board is now seeking a permanent Chief Executive who can lead the organisation into its next phase.

Funding and financial context

Team Domenica's income comes from a combination of education funding, trading activity and philanthropic support. Education provision represents a significant proportion of turnover, while trading income from the café, roastery and pub provides important unrestricted revenue.

The organisation has benefited from strong relationships with supporters and funders, many of which have been developed through the Rosa's personal networks. At the same time, there is an opportunity to strengthen and diversify fundraising so that the charity's long-term income base is more resilient.

Commercial activity also plays a critical role. The hospitality enterprises provide valuable training environments for candidates, but they must also operate successfully as businesses to support the charity financially.



What this role offers

Leading Team Domenica is an opportunity to shape a distinctive and impactful organisation at an important moment in its development. The role combines mission-led leadership with commercial oversight and public engagement.

The Chief Executive will need to balance careful stewardship of the charity's culture and quality of provision with the practical realities of running a growing organisation. For the right leader, it offers the chance to help many more young people with learning disabilities move into meaningful employment and independent lives.

What success will look like for the next Chief Executive



First 6 months

- CEO has built strong relationships and trust established with staff, trustees, the founder and key partners.
- CEO has a clear understanding of the organisation's operations, finances and priorities, with a focused plan for the next phase.
- There has been stability across the organisation during leadership transition, with particular attention to education delivery, commercial operations and fundraising capacity.
- CEO is leading on sustaining and improving the commercial performance of the hospitality enterprises, primarily The North Star.
- A clearer organisational structure and stronger operational foundations is in place to support the charity at its current scale and for future growth.
- Hospitality enterprises and fundraising activity are on a more secure and sustainable footing.
- There is stronger internal communication across the organisation and a shared sense of direction across teams.
- A clear strategic pathway for future growth is agreed with the board.

1–3 years

- Expansion of Team Domenica's impact beyond Brighton, with delivery in additional locations – London being the priority.
- A resilient and diversified income model combining trading, statutory funding and philanthropy.
- A confident leadership team and effective governance supporting the organisation's growth.
- A strengthened national reputation for enabling young people with learning disabilities to move into sustained employment.

Find out more

Team Domenica website:

<https://www.teamdomenica.com>

Charity Commission entry: <https://register-of-charities.charitycommission.gov.uk/charity-search/-/charity-details/5072308>

Impact and programme information: latest impact report available on request to executive@harrishill.co.uk – please title your email “Team Domenica impact report”

The North Star pub:

<https://www.thenorthstarbrighton.com>

Job description



Role: Chief Executive Officer (CEO)

Organisation: Team Domenica

Location: Brighton & Hove (hybrid; regular on-site presence across college, cafés, roastery and The North Star pub)

Reports to: Board of Trustees

Purpose of the role

The Chief Executive Officer (CEO) will lead Team Domenica through its next phase of development, providing strategic leadership and oversight of its education and enterprise activities, with a particular focus on the commercial development of The North Star pub. The CEO will ensure sustainable growth, financial resilience and consistently high-quality outcomes for its candidates - young people with learning disabilities.

This is a highly visible role. The CEO will act as ambassador, strategist and operational leader, safeguarding the organisation's culture while preparing the model for sustainable expansion. The CEO will combine strong commercial leadership - ensuring The North Star, the charity's social enterprises and fundraising pipelines are financially robust - with a commitment to specialist education and person-centred practice.

Working closely with the executive team and board, the CEO will strengthen organisational systems, build a more resilient income base beyond founder-led relationships, and help shape the future direction and national potential of Team Domenica's model.

Immediate priorities

- Sustain and improve the commercial performance of the hospitality enterprises, recognising the The North Star's strategic importance to training and unrestricted income.
- Secure and broaden fundraising capacity beyond founder-held relationships to create a resilient pipeline (trusts, corporates, individual giving).
- Deliver a clear, board-supported one-year restructure and operational baseline that readies the organisation for scale while protecting candidate outcomes.
- Rebuild internal confidence through visible leadership, improved communications and practical support for managers and frontline teams.

Key responsibilities

Strategy & leadership

- Set and deliver a clear, measurable strategy that balances growth, financial sustainability and exceptional outcomes for candidates.
- Act as the principal ambassador for the organisation - building relationships with employers, commissioners, corporate partners, donors and local stakeholders.
- Provide visible, compassionate leadership that reinforces Team Domenica's strengths and reassures staff during change.

Commercial & enterprise oversight

- Own commercial performance across trading units (including The North Star, Café Domenica and the roastery): set financial targets, strengthen P&L accountability and secure the management capacity needed for each enterprise.
- Ensure trading activity delivers high-quality workplace training that links directly to employment outcomes.
- Break down silos between the different teams at the organisation.

Education & quality

- Ensure the specialist FE and supported internship offer remains high quality, compliant and focused on sustained employment outcomes.
- Work closely with the Executive Director for Education to protect the charity's USP: intensive, person-centred support that produces strong placement and retention rates.
- Maintain readiness for regulatory reviews and inspections.

Fundraising & external profile

- Rebuild and broaden fundraising leadership and capability; be comfortable as a public fundraiser and spokesperson with high-net-worth donors, trusts and corporate prospects.
- Raise the charity's profile in hospitality and education sectors to open partnership, sponsorship and commissioning opportunities.

Operational & financial stewardship

- Strengthen core systems (finance, HR, IT, risk and communications) at a scale appropriate to the Pavilion campus and multi-site operations.
- Oversee budgeting and commercial forecasting; present timely, high-quality financial information to the board.
- Lead the design and delivery of the board-approved restructure and ensure operational delivery during transition.

People & culture

- Protect and build the organisation's culture: invest in management development, fair reward and staff wellbeing so the organisation is not overly dependent on goodwill.
- Ensure clear internal communications, accountable line-management and succession planning for critical roles.

Governance & board working

- Work with trustees to strengthen governance (including establishing or re-energising subcommittees such as finance/commercial, education and safeguarding).
- Manage the relationship with the founder and Chair - providing clear, candid advice and safeguarding the organisation's independence and long-term interests.

Reporting lines & team

You will lead the executive team and work closely with senior leads across Education, Finance, HR, Fundraising & Marketing and Enterprise (GM for The North Star and heads of cafés/roastery). The board recognise the likely need for strengthened operational capacity (for example a COO or commercial director) and expect you to recommend the best structure.



Person specification



Essential

- Senior leadership experience in an organisation of similar scale and complexity, with responsibility for multi-site operations.
- Proven track record of developing and delivering organisational strategy, including organisational change, restructuring and growth.
- Strong commercial leadership with P&L ownership; demonstrable success improving trading performance in hospitality, retail or other trading businesses.
- Demonstrable track record of successful income generation in a charitable context (trusts, major donors, corporate partners and/or individual giving).
- Genuine commitment to specialist education and employment pathways for people with learning disabilities; operational familiarity or credible strategic experience.
- Confident public spokesperson and networker, comfortable with high-profile fundraising and corporate engagement.
- Skilled at leading cross-functional teams and managing distributed, front-line and central staff.
- Good financial literacy and experience working with finance directors and boards on budgets, reporting and risk.
- Resilient, emotionally intelligent and prepared to be a visible, hands-on leader.

Desirable

- Direct hospitality experience (pubs, cafés, catering) or close exposure to Brighton's hospitality market.
- Experience scaling social enterprises, replication/franchising or opening new hubs.
- Knowledge of FE regulation/Ofsted/Department for Education contracting.
- Experience working with founders or high-profile chairs and navigating complex stakeholder dynamics.
- Established networks in corporate, hospitality or philanthropic sectors.

Behaviours & values

- Candidate-centred and compassionate - prioritises quality of support and sustained employment outcomes.
- Strategic, decisive and outcomes-focused - balances commercial discipline with mission.
- Visible, pragmatic leader - willing to spend time on the shop floor and in enterprise settings.
- Culture-builder - committed to staff wellbeing, fair reward and clearer internal communication.
- Collaborative and politically astute - able to manage founder and trustee relationships while protecting the organisation's long-term interests.
- Calm under pressure, adaptable and curious.

Practical information

- Right to work in the UK and willingness to undergo DBS checks where required.





Terms of appointment

Role: Chief Executive Officer (CEO)

Reports to: Board of Trustees

Salary: Circa £85,000

Hours: Full time (40 hrs/wk); some flexibility required for events/out-of-hours activity

Contract: Permanent

Location: Team Domenica, 2-3, Pavilion Buildings, Brighton and Hove, Brighton BN1 1EE (hybrid, with 2-3 days per week on-site presence required)

Start date: Aspirational 1st May 2026 (flexible)

Pension: 3% employer contribution, 5% employee contribution

Annual leave: 25 days per year plus English bank holidays (8 per year)

How to apply



If you would like to apply for the CEO role at Team Domenica, 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 Team Domenica.
 - Demonstrates how you meet the criteria outlined in the Person Specification.

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

Please submit your completed application to executive@harrishill.co.uk by **9am, Monday 6th April 2026**.

Recruitment and appointment timelines:



Applications close	Monday 6 th April 2026
Shortlisting meeting	Tuesday 14 th April 2026
First-stage interviews (remote)	Thursday 16 th April 2026
Second-stage interviews (in-person, Brighton)	Tuesday 21 st April 2026
Preferred start date	May 2026 (flexible)

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.

For any queries or to arrange a confidential conversation, please contact Jenny Hills at Harris Hill (executive@harrishill.co.uk) with your availability.

Advertisement



Chief Executive Officer (CEO) – Team Domenica

Location: Brighton & Hove (hybrid; 2-3 days per week on-site)

Salary: Circa £85,000

Contract: Permanent, Full time

Could you lead a warm, community-centred charity that turns specialist education and hospitality enterprises into sustained employment for young people with learning disabilities?

About Team Domenica

Team Domenica exists to help young people with learning disabilities build independent, fulfilling lives through sustained employment. Founded in 2016 by Baroness Rosa Monckton, the charity combines a Department for Education-recognised Specialist Further Education college, employment coaching and long-term employer support to achieve unrivalled outcomes for young people with learning disabilities - around 80% of programme graduates move into paid work.

Over the last decade the organisation has supported more than 200 candidates and built a portfolio of social enterprises that provide genuine workplace training: Café Domenica and a coffee roastery. Most excitingly, we have recently opening The North Star pub. The North Star is a purpose-acquired, prime-location commercial venture adjacent to the Royal Pavilion, operating as a full-scale hospitality business (circa £1.3m turnover) and functioning as a peerless, day-to-day training environment for candidates while contributing vital unrestricted income. Now that the pub is fully up and running, it presents a major opportunity for commercial development. Growth to date has been rapid and successful, but the organisation now needs a Chief Executive who will consolidate operational foundations, secure sustainable trading and fundraising, and protect the quality and culture that make Team Domenica distinctive as we prepare for further growth.

As our next Chief Executive, you will:

- **Strategic Leadership & Direction** - Set and deliver a strategy that balances growth, financial sustainability and strong employment outcomes for candidates.
- **Commercial & Social Enterprise Performance** - Lead the charity's commercial enterprises, primarily The North Star pub, but also Café Domenica and the roastery - ensuring strong commercial performance and high-quality training opportunities.
- **Fundraising & Income Growth** - Diversify fundraising beyond founder-led networks, building sustainable income from trusts, corporates, major donors and individuals.
- **Education & Programme Quality** - Work with the Executive Director for Education to maintain high-quality, compliant specialist FE and supported internship provision.
- **Organisational Leadership & Infrastructure** - Strengthen operational foundations across finance, HR, systems and communications to support a growing, multi-site organisation.

- **People & Culture** - Provide visible leadership that supports staff, strengthens management and protects the charity's candidate-centred culture.
- **Partnerships & External Profile** - Act as ambassador, building relationships with employers, partners and supporters to expand employment opportunities.
- **Governance & Board Partnership** - Work closely with trustees and the founder to strengthen governance and ensure long-term sustainability.

Who you are

- Seasoned senior leader with experience of running organisations of similar scale and complexity, including multi-site operations.
- Proven strategist with a strong track record of delivering organisational change, restructuring and sustainable growth.
- Confident commercial leader with P&L ownership and demonstrable success improving trading performance in hospitality, retail or other trading businesses.
- Experienced income generator in the charitable sector - trusts, major donors, corporate partnerships and individual giving.
- Credible and committed to specialist education and employment pathways for people with learning disabilities.
- Strong communicator and public spokesperson, comfortable with high-profile fundraising and stakeholder engagement.
- Financially literate, resilient and emotionally intelligent; visible, hands-on and pragmatic as a leader.

Desirable: direct hospitality experience, experience scaling social enterprises or knowledge of FE regulation/Ofsted would be advantageous.

Why Team Domenica?

- A proven, distinctive model that delivers real, long-term employment outcomes for young people with learning disabilities.
- A rare leadership role that combines mission-driven practice with commercial stewardship across cafés, a roastery and a training pub.
- Hybrid working with regular on-site engagement at Pavilion Buildings and social enterprise sites, offering visible day-to-day impact.
- The opportunity to shape national growth, with London the priority for careful expansion and a high-profile platform to influence practice nationally.

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 6th April 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.

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