



Charity Director Recruitment - Information Sheet

Context of this appointment

The current Trustee group is energetically engaged in the development of the Community Centre. We have worked to create this new role in order to supplement the existing staff team and to take a lead in shaping and delivering the next stage of the Centre's development.

In the last 18 months the Centre has developed and grown its Communities Activities Programme, introduced a successful Wednesday Lunch café, and developed other partnership arrangements which have also added value through the delivery of additional services and activities at the Centre. There is a current programme of work around the development of the gym's health referral scheme. The negative impact of the Covid periods of closure and increasing costs of energy and other key resources have led us into a successful programme of grant fundraising, which has ensured we have been able to maintain and develop services from the Centre.

The Centre Manager and Trustees took time out together in the middle of 2023 to develop a strategic plan for next stage of the Centre's development, which also identified capacity limitations leading to the development of this new post. The Charity Director will play a key role in shaping and taking forward the next stage of the strategic development of this much loved Community Centre.

The Centre is supported by Richmond Parish Land's Charity, London Borough of Richmond upon Thames and the South West London Integrated Care Board.

Richmond Parish Land's Charity is also our Landlord and has indicated the potential for significant improvements to the Centre building. There are also plans in place to extend and refurbish the Centre's kitchen. An area of parking, at the rear of the Centre, will be developed by Richmond Parish Land's Charity into a new public open space which will significantly enhance the potential for the Centre to put on outside activities.

Overview of the Cambrian Centre

The Cambrian Community Centre is a registered charity and an incorporated company limited by guarantee and is located in an area of social and sheltered housing and alms-houses, the Queen's Road Estate, in Richmond upon Thames. We work to improve health and community strength by providing exercise and leisure activities and encouraging participation in them. We welcome everyone and we particularly focus on people who may be disadvantaged by health, age or social or economic circumstances.

The immediate community has an aging profile and is associated with low income, health inequality and social isolation with a high proportion of single person households. The profile of people accessing our directly provided activities and services reflects that profile. Over 70% are over 70 years of age and 24% identify themselves as disabled. Activities provided by other organisation balance

that profile attracting families, children and young people and we want to ensure that overall the Community Centre users reflect the whole community.

The Centre consists of two meeting rooms and a small community gym and has been in operation since 1989. It occupies the ground floor of a small block of flats.

The Centre works to fulfil its charitable mission through:

- a uniquely friendly and welcoming Community Gym available to everyone
- a Health Referral Scheme, under which health professionals and partner charities refer people with a wide range of acute health conditions for rehabilitative exercise programmes with qualified specialist instructors
- directly-provided community activities including yoga, pilates, Tai Chi, choir, drawing, creative writing and table tennis and 'Polybat' for those with reduced mobility
- a weekly lunchtime café, delivered in partnership with The Real Junk Food Project, which uses supermarket surplus food to provide a three-course hot lunch on a pay-as-you-feel basis
- additional activities provided in partnership with other organisations, for example, our weekly Teenagers' Club provided by the LBRuT Youth Service, and IT support sessions provided by Age UK
- spare room space to hire to local people, for example, for children's parties, local organisations as a meeting space and children's ballet classes etc.

The current staff team amounts to a total of 1.6 FTE, consisting of a part time Centre Manager (22.5 hours), a part time Gym Manager (15 hours) and 3 part time gym instructors working 22 hours per week between them. There are opportunities for volunteers.

Recruitment process

If you are interested in applying for this post please review the job description and person specification and then complete the application form and send it to Chair@Cambriancentre.org.

Closing date: Wednesday 21st February 2024

We plan to hold initial, remote, interviews for shortlisted candidates on Wednesday 28th February 2024. Candidates who are shortlisted, following that, will be invited to visit the Centre and meet the Centre Manager and other people involved with the Centre. A final interview will be held in person.

Sue Pendle
Chair of Trustees
January 2024

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