

Person Specification – Chief Executive Officer (CEO), Respected

The **CEO of Respected** needs to be a strategic, values-driven leader with experience in small-charity operations, safeguarding, education partnerships, and hands-on management. In particular the CEO needs to have professional experience in Relationship and Sex Education in schools and/or public health contexts. Respected works within statutory national guidance and we are seeking a leader who can balance this requirement whilst inspiring our staff and Trustees to uphold the underlying Christian motivation and driving force for all that we do at Respected in accordance with our Ethos statement.

★ Essential Criteria

Experience

- **Leadership experience/ Small-charity leadership** in a senior management role within a charity, education, youth, or related sector.
- **Evidence impact when leading RSE and/or sexual health education** for young people including in a youth-focused context.
- **Operational delivery**, including planning, reporting, evaluation, and programme oversight.
- **Experience working in or with schools,**
- **Charity governance** and working directly with a Board of Trustees.

Knowledge and Skills

- **Degree level** in health or education
- **Strong understanding of RSE curriculum and wider sexual health education;** youth work, or related educational fields, including awareness of current RSE policy and curriculum in England.
- **Financial management skills**, including budgeting, forecasting, and reporting.
- **Strategic thinking** with the ability to translate plans into practical action.
- **Excellent communication** skills, both written and verbal, including public speaking and stakeholder engagement.
- **Interpersonal and relationship-building skills**, with the ability to build trust with schools, funders, partners, and volunteers.
- **Risk management**, including horizon scanning and conducting formal risk assessments.
- **Governance knowledge**, including supporting a Board of Trustees and ensuring Charity Commission compliance.
- **Safeguarding and data protection**, including GDPR and statutory requirements.
- **Analytical and problem-solving skills**, including interpreting data and evaluating impact.
- **IT proficiency** across standard office and communication tools.

Values and Commitment

- **Commitment to safeguarding** and promoting the welfare of young people.
- **Personal alignment with Respected's values:** respect, inclusion, integrity, and empowerment.
- **Ability to work independently** and flexibly within a small, resource-efficient team.
- **Values-driven leadership** Respected works within statutory national guidance and we are seeking a leader who can balance this requirement alongside inspiring our staff and Trustees to uphold the underlying Christian motivation and driving force for all that we do at Respected in accordance with our Ethos statement.

★ Desirable Criteria

Experience

- **Fundraising experience**, including grant writing, donor stewardship, or income generation.
- **Media or public engagement** representing an organisation externally.
- **Volunteer management**, including supporting, coordinating, or training volunteers.

Knowledge

- **Monitoring, evaluation, and impact measurement** in education or youth work.
- **Best practice benchmarking** and continuous improvement in charity operations.

★ Additional Requirements

- Commitment to safeguarding and willingness to undergo an enhanced DBS check.
- Willingness to travel to schools and meetings as required.
- Ability to work flexibly within a 15-hour week.