Disability Together | Because every ability matters



CEO Candidate Pack

Disability Together

Welcome from our Chair

Thank you for your interest in becoming the next Chief Executive of Disability Together. This is an exciting opportunity to lead a well-established, ambitious charity with a proud history of championing the rights, independence and opportunities of Disabled and d/Deaf people across Devon and beyond.

For more than 35 years, Disability Together, formerly Living Options Devon, has worked alongside Disabled people to challenge barriers, promote inclusion and ensure that people have the information, support and opportunities they need to live the lives they choose.

As a user-led organisation, lived experience is at the heart of who we are and what we do. Our dedicated staff, volunteers and trustees bring a wealth of knowledge, experience and commitment to our work, and we are proud of the difference our services make to thousands of people every year.

The charity has undergone considerable change and development in recent years, strengthening our identity, modernising our ways of working and continuing to develop services that respond to the needs of our communities. We have much to be proud of, and a strong foundation on which to build.

However, like many charities, we are operating in an increasingly complex and challenging environment. Financial pressures across health and social care, changing commissioning arrangements and growing demand for support mean that we must continue to adapt, innovate and think differently about how we deliver our charitable purpose.

Our next Chief Executive will have an important opportunity to shape the organisation's future, working alongside the Board, colleagues and the people we support to develop a new long-term strategy. We are looking for someone who can combine clear strategic thinking and sound financial judgement with compassionate, inclusive leadership and a genuine commitment to disability equality.

You will join a committed and experienced team, with the opportunity to build on our achievements, strengthen partnerships, develop sustainable services and ensure that Disabled people continue to have a strong voice in the decisions that affect their lives.

We recognise that excellent leadership can come from different backgrounds and career paths. What matters most to us is finding someone who shares our values, understands our purpose and has the experience, vision and determination to lead Disability Together confidently into its next chapter.



On behalf of the Board of Trustees, thank you for considering this opportunity. We look forward to hearing from you.

TG Naldrett

Tina Naldrett

Chair of Trustees, Disability Together

About Disability Together

Disability Together is a Devon-based, user-led charity dedicated to reducing barriers and creating opportunities for Disabled and d/Deaf people. Established in 1990 as Living Options Devon, we work to remove barriers, champion rights and promote greater choice, control and inclusion. We support individuals to live fulfilling, independent lives while being fully included in their communities. We offer a wide range of services each designed to help people build confidence, exercise choice, and lead happy and healthy lives.

Our work brings together practical support and advice, independent advocacy, wellbeing, access to opportunities, training and partnership working. We listen to people with lived experience and work with communities and organisations to challenge discrimination and improve accessibility. Together, we aim to build a fairer, more accessible society for all.

We operate in a culture of open communication, empowerment and development, where individual differences and abilities are respected, and people are encouraged to achieve their full potential.

We are a user-led organisation and welcome and encourage applications from Disabled and d/Deaf people.

Making a difference 2025-26

Over 11,000 Disabled people and their families supported between 1 April 2025 and 31 March 2026

Health and wellbeing

- Over 270 people helped to manage low mood and improve mental wellbeing
- Over 170 people supported to manage their condition
- Over 330 people had a safe space where they felt listened to, less alone, and empowered to make positive changes in their lives

Voice and influence

- Over 870 people had opportunities to share their views on issues affecting their lives
- Over 3,000 people involved in decisions affecting their lives

Connection and community

- 60 people helped to feel better connected, reducing loneliness and isolation
- 74% of volunteers now feel part of their community

Active and fulfilling lives

- Over 8,000 people able to live more active lives

Accessible services and places

- Nearly 100 organisations supported to improve accessibility
- In addition: Over 8,500 people increased their awareness with training

Independence

- More than 240 people helped to remain or become more independent

Empowerment

- Over 400 people were more informed and better equipped to manage their circumstances / make choices that met their needs

Skills and confidence

- 240 people had opportunities to increase their skills and confidence
- Of our volunteers:
  75% learned new skills
  67% grew in confidence
  84% gained valuable experience

Our vision and values

Our vision

An accessible and inclusive society for d/Deaf and Disabled people.

We are a **user-led organisation** of d/Deaf and Disabled people working together to promote accessibility, unlock potential, develop understanding and raise standards within society. This means we will:



Our values

Courage — We demonstrate our courage and integrity by:

- Treating each other with dignity, respect and kindness
- Trusting and standing up for each other and ourselves
- Always learning improving and innovating

Communication — We create a transparent, honest and safe environment by:

- Actively listening to and engaging with our teams and communities to understand what they actually need.
- Gaining honest feedback on our services to help design and shape our future direction.
- Always learning improving and innovating

Collaboration — We recognise that we are stronger together and will:

- Working in partnership with people and organisations to provide, joined up services that meet the needs of our communities.
- Raise awareness of issues that impact our communities in order to deliver a positive change.
- Take responsibility and challenge each other to do more and better.

Community — We build our community by:

- Providing a warm welcome, empathising and connect, connecting with people and creating an open and inclusive environment.
- Working together with a shared purpose to achieve a common goal, embracing ambitions, and celebrating success.
- Supporting and empowering each other to reach our full potential.

What we do

At Disability Together, we believe everyone should have the opportunity to live life their way. We work alongside Disabled and d/Deaf people to remove barriers, challenge inequality and create a more accessible and inclusive society.

Our work is shaped by the social model of disability and the experiences of the people we support. Through a diverse range of services, we help people access information, understand and exercise their rights, improve their health and wellbeing, build confidence and independence, and connect with their communities.

Our services include independent advocacy, disability information and advice, accessible counselling, Deaf wellbeing support, and specialist support for people with sight and hearing loss. We also provide opportunities for peer support, volunteering and community engagement, helping people develop skills, share experiences and have a stronger voice in the decisions that affect their lives.



Through initiatives such as Countryside Mobility, we open up access to the outdoors, enabling people with limited mobility to explore countryside and coastal locations using all-terrain mobility scooters. Our training, accessibility consultancy and awareness-raising work also helps organisations, employers and communities become more inclusive.

We work in partnership with local authorities, health and social care providers, charities, businesses and community organisations to reach more people and create lasting change.

At the heart of everything we do is a simple belief: Disabled and d/Deaf people should have the same choices, opportunities and freedoms as everyone else.

Role profile

The Chief Executive provides strategic, values-led leadership to Disability Together, ensuring that its services, people, partnerships and resources advance its charitable purpose.

Accountable to the Board of Trustees, the CEO will lead the development and delivery of the next organisational strategy, safeguard financial and operational sustainability, champion disability equality and ensure that lived experience informs decisions at every level.

Key responsibilities

Strategic leadership and organisational development

- Lead the development of a new long-term strategy with trustees, staff, volunteers and people with lived experience, translating it into clear plans, priorities and measures of success.
- Anticipate developments in disability policy, commissioning and the voluntary sector; identify opportunities and make appropriate decisions about change and growth.
- Set clear priorities across the organisation, understanding which activities are core to impact and mission and where to focus energy and resources.
- Lead organisational improvement, innovation and effective use of digital systems and data.

Service quality, safeguarding and impact

- Oversee the delivery of high-quality, innovative and cost-effective services.
- Maintain safe, accessible, person-centred and effective services, with appropriate safeguarding, quality assurance and learning from feedback.
- Embed meaningful participation and co-production and strengthen evaluation and reporting of outcomes.

People, culture and partnerships

- Lead and inspire staff and volunteers, building trust, motivation and stability and a culture of inclusion, safety, learning and wellbeing.
- Support and develop the executive team, building leadership capability, delegation, succession planning and a healthy organisational culture that is open to change.
- Responsible for HR systems and processes that ensures recruitment, management, training and development of staff are directed to achieving the objectives of the Organisation, including the implementation of current employment legislation.
- Model Disability Together's values and champion inclusive employment, wellbeing, accessibility and meaningful staff and volunteer involvement.
- Build productive relationships with commissioners, funders, partners and communities.

Financial sustainability and income

- Take executive responsibility for financial stewardship, budgets, forecasts, controls and sustainable use of reserves and charitable assets.
- Develop and diversify income through commissioned services, fundraising and marketing, business services, corporate & community partnerships and other mission-aligned opportunities.
- Ensure sound contract management, business planning and value for money.

Governance, assurance and reputation

- Provide timely, balanced advice and performance information to the Chair and Board to support effective trustee oversight.
- Ensure appropriate risk management, statutory compliance, data protection, information security, business continuity and organisational policies.
- Act as a credible public ambassador for Disability Together, building trusted relationships with communities and supporters, protecting its independence and reputation and influencing change for Disabled people.

What you will bring

We welcome applications from leaders with different career paths and relevant experience from the voluntary, public or other purpose-led sectors. What matters most is a strong executive track record, alignment with Disability Together's purpose and values, and the ability to turn strategy into organisational performance and impact.

Experience

- Substantial senior leadership experience with accountability for people, finances, resources, performance and organisational outcomes.
- Evidence of setting strategic direction, translating strategic priorities into measurable delivery and outcomes and delivering change through others.
- Proven leadership of organisational change, transformation or service redesign.
- Responsibility for significant budgets, financial planning and managing organisational risk.
- Experience of building partnerships and influencing external stakeholders.
- Experience of developing high performing teams and a positive, inclusive organisational culture.
- Experience of creating and sustaining a positive, values-led organisational culture through periods of change.
- Experience of working effectively with a Board, governing body or equivalent and providing high quality assurance and advice.

Knowledge

- An understanding of disability equality, lived experience and the barriers faced by Disabled and d/Deaf people.
- Sound understanding of governance, safeguarding, legal compliance and risk in a charity or comparable organisation.
- Awareness of public service commissioning, fundraising and financial sustainability in a changing environment.

Skills and attributes

- Clear strategic judgement, sound financial and commercial awareness, and an ability to prioritise.
- Excellent communication, listening, relationship-building and influencing skills.
- Ability to make difficult decisions thoughtfully and transparently, balancing ambition with resources.
- Curiosity, adaptability and a commitment to evidence, learning and improvement.

- Confident representing an organisation publicly (including in the press) and engaging effectively with a wide range of stakeholders.

Leadership style and values

- An authentic, collaborative and inclusive leader who models Courage, Communication, Collaboration and Community.
- Someone who empowers others, welcomes constructive challenge and creates trust and accountability.
- Visible, approachable and authentic, able to connect equally well with staff, trustees, volunteers, service users and senior external stakeholders.
- A champion of disabled people's voices, equality, accessibility and co-production.

Additional experience that would be helpful

- Leadership within a disability, health, social care or advocacy context.
- Experience of commissioned services, income diversification or organisational integration.

Don't meet every requirement?

If this role excites you but your experience does not match every point, we still encourage you to consider applying. Leadership capability can be developed through different routes, and we value transferable experience, lived experience and potential alongside direct sector knowledge. We are committed to an accessible recruitment process and welcome conversations about reasonable adjustments.



Terms of appointment

Job title	Chief Executive Officer
Reports to	Chair of the Board of Trustees
FTE Salary	£55,000 pa
Hours	Full Time
Place of Work	Disability Together, Units 3-4, Cranmere Court, Lustleigh Close, Matford Business Park, Exeter, EX2 8PW. Hybrid Working Policy in operation. Minimum 2 days per week at Exeter office and travel across the South West
Contract Type	Permanent
Period of Notice	3 months
Annual Leave	25 days holiday (pro-rata) plus bank holidays increasing with length of service.
Pension	An Auto-Enrolment Pension Scheme is in place with a 3.5% contribution from the employer, up to 5% contribution provided it is matched by the employee.
Pre-employment checks	The successful candidate will be required to undertake an enhanced disclosure check

All duties and responsibilities must be carried out in line with requirements of the Data Protection Act, Equalities Act and with due regard to own and others' health & safety.

This job description is intended as a summary of the main elements of the job described. They may be varied from time to time in consultation with the job holder without changing the general character of the duties or the level of responsibility entailed. Such variations are a common occurrence and cannot of themselves justify a reconsideration of the grading of the post.

How to apply

Send a completed application form available from our website to jobs@disabilitytogether.org.uk before the closing date.

We welcome applications from Disabled and d/Deaf candidates and people from a wide range of backgrounds. Please email jobs@disabilitytogether.org.uk for accessible formats, communication preferences or adjustments at any stage of recruitment.

If you would like an informal and confidential conversation about the role with the CEO or Chair of Trustees, please contact job@disabilitytogether.org.uk to arrange.

Recruitment timetable

Applications close	Friday 27th November 5pm

Interview Date	Tuesday 8th December