

JourneymanUK

Contemporary rites of passage for young men

Role Title	CEO
Salary	£40,000 pro rata
Responsible to	Trustee Board
Responsible for	Provision of collaborative leadership in strategy development and the creation, growth and development of the charity's operational delivery capabilities.
Location	This is a fully remote role - with the ability to travel throughout the UK. Our key staff currently work in the Southwest of England (Bristol, Stroud, Frome, and Hereford).

Role Description

A vital leadership position in a successful and well-established small/micro charity. The CEO will take a central role in guiding the organisation to a new phase of stability and growth.

As well as leading the coordination of day-to-day affairs (including budgets, core SOP's, project planning and promotion), developing internal and external relationships and working on core fundraising aims in association with other Charity resources, the right candidate will also work closely with the Board of Trustees to ensure that the ethos, principles and values of the organisation are expressed across all levels of our operations.

This post will be full-on! Our values and vision MUST excite you. Our mission is an important one for society and it will require a magical mix of experience, personality, resilience, creativity and collectivity. As an ambitious micro-charity, we have lots of opportunities, lots of ideas and projects, and limited resources. As a successful candidate, you will be equally comfortable in the boardroom as with rolling up your sleeves and getting your hands dirty to solve problems. Your focus will be on delivering results, yet understand it takes a village to deliver them. You know how to marshal support for your plans, and your follow through is key to who you are.

Although we deliver much of our work in 'gendered' spaces there is no specific gender requirement for this role and we welcome candidates from all classes, ethnicities and orientations.

About The Charity (Brief)

JourneymanUK is a grassroots community mentoring charity addressing the needs of teenage boys and their parents as they traverse the choppy waters of adolescence.

Volunteer coordinators and mentors in local communities are trained and supported to run regular 'Journeyman Groups'. These provide regular and ongoing opportunities for young people who identify as male (including those uncertain and wishing to explore their identity) to be heard, seen and welcomed into a community of kind, open and engaged adults. Sometimes these are better known as *Mens Circles*, or *Men & Boys Circles*.

Key Responsibilities

- Responsible for all aspects of the organisation including the central functions.
- Status, progress and planning reporting to the Board and the Membership.
- Engagement and coordination of multiple stakeholders to create, develop and deliver the Charity's strategy.
- Providing collaborative leadership to enable the charity to deliver substantial growth in the impacts of its work.
- Attracting, galvanising and exciting local communities and national stakeholders around JourneyMan's offer.
- Promotion and representation of JMUK at local and national levels, including marketing communications and activities.
- Collaborative leadership, coaching and support of the operations delivery teams to establish and maintain the right structures and roles with the right people deployed into them.
- Coordinating the actions required to create financial self-sustainability of the Charity including fundraising and grant bids, and holding of the operations budget including full P&L responsibility.
- Facilitating the development and implementation of the events and training delivery plan, including an annual calendar of events.
- Oversight of event delivery ensuring that events are properly resourced, planned and supported.
- Build and Maintain an understanding of the charity's services through active participation in local groups and training courses.
- Safeguarding the values and ethos of the charity in collaboration with multiple stakeholders across charity's communities.

Membership of Groups and Committees

- Non-voting Member of the Trustee Board
- Member of the Finance Committee

Person Specification

In your written application please provide evidence of your knowledge and experience against the first part of the person specification below. For selected candidates - an exploration of your skills, abilities and leadership style will be included in the subsequent interview process.

Experience - Essential

- Substantial experience in working with young people in a youth work or educational environment
- Producing and delivering high level projects (including planning and implementation)
- Successful experience in charity or non-profit funding applications and fundraising activities (one off and ongoing donations)
- Competent, collaborative line management of a team
- Effective communication using a range of approaches to engage new and existing stakeholders with programmes and projects
- Successful management of strategic relationships with multiple and varied stakeholders and ability to develop new relationships
- Three years' or more leadership with responsibility for a company, CIC, charity, large-scale project or programme with a track record of success
- Has participated in their own therapeutic process and/or a significant period of structured self-examination
- Experience of managing volunteers, a substantial part of our team are volunteers

Experience - Desirable

- Experience of reporting to a board of trustees and facilitating successful governance within a charitable, community interest company or non-profit setting
- Acting as the lead Ambassador for an organisation or a significant long term project
- Mentoring processes and practicalities
- Managing budgets including financial reporting and management
- Experience working remotely or in a hybrid setup

Skills, knowledge and abilities - Essential

- Managing budgets, including financial reporting and management
- Self-motivated with good interpersonal skills, ability to inspire and motivate a staff team - working independently and as part of a team
- Strong planning and personal organisational skills and be accountable across a range of activities to deadlines
- Confident public speaker, willing and able to communicate in a range of formats, including in person or virtually
- Excellent verbal and written communication and presentation skills and the ability to communicate complex ideas and issues to different audiences
- Confident and effective use and administration of IT and communication systems, such as virtual meeting platforms.
- Knowledge and awareness of diversity, inclusion and equality principles and experience of working to improve these outcomes within an organisation, programme or project
- Practical knowledge of legal obligations, policies, procedures and data protection regulations the Company is obliged to adhere to

Skills, knowledge and abilities - Desirable

- Monitoring, evaluation and learning skills, including the ability to communicate impact of the Company's activities, programme or projects
- The ability to use different channels of communication, such as written, video, presentations, visuals, newsletters, auditory, kinesthetically
- Writing copy for engaging marketing material

Key Attributes

Key attribute #1: Mental Acuity

Mental acuity is the ability to see, hear, or understand concepts easily. Juggling the many duties of the CEO role requires someone with a sharp mind, a good memory, and a high success rate.

Key attribute #2: Organisational skills

With many priorities and duties to perform, a successful CEO has impeccable organisational skills. They value planning and have the ability to prioritise and anticipate. They are able to understand project deadlines, and use their time, energy and mental capacity to achieve and expand the Charity's goals.

Key attribute #3: Orientation toward process and structure

A successful CEO has the skill set to rise above all the moving parts, take a high-level view of the company, and establish processes and structure. This involves reducing complexity, creating accountability, and being able to systemize, simplify, and apply people and technology to the company's processes—all while remaining consistent.

TERMS OF APPOINTMENT

Salary

£40,000 pro rata - given our budget constraints an initial contract may require part time engagement until such time as we can fund a full time position.

Leave

28 days

Contract

The successful candidate will be initially employed on a 3 month temporary contract (the probationary period) with the intention of progressing to a permanent employee contract subject to successful review.

Notice

Employee required to provide 3 month's notice of termination; employer required to provide 1 month's notice of termination

Equal Opportunities Statement

We are an equal opportunities employer an 'Equal Opportunities Monitoring Form' is included in the application and our 'Diversity Policy' is available on request.

Privacy Notice

The privacy and security of your data is important to us and as an organisation we act in accordance with the EU GDPR directives of 2018.

HOW TO APPLY

To make an application, please email phil.pryer@journeymanuk.org with the following:

- A downloaded and completed copy of the [‘Chief Executive Officer Application Form’](#) (including details of two referees).
- Your CV (no more than three sides).
- A supporting ‘personal statement’ that sets out why you think this role is the right move for you and how you meet the Knowledge and Experience criteria (no more than two sides).
- A downloaded and completed copy of the [‘Equality & Diversity Monitoring Form’](#) - the information you provide will be treated as confidential and used for statistical purposes only. The form will not be treated as part of your application.
- If you have completed any psychometric assessments (such as Disc profiles, Emotional Intelligence, or Hogan, PQ, AQ or others) please include these in your application.

Recruitment Timetable

- Closing date for applications: Wednesday 17th April
- Preliminary interviews with JourneymanUK: Thursday 25th April through Friday 3rd May
- Board interviews with short listed candidates: by 13th May
- Successful candidate to be informed: by 24th May

ABOUT JOURNEYMAN UK

Massive Transformative Purpose (MTP):

Our Moonshot: Over 1 million teenage boys have been positively impacted by Journeyman by 2030

Our Focus:

A sustainable growing model of culturally relevant tools and training to support and enable communities, in empowering teenage boys toward healthy adulthood.

Teenage boys in the United Kingdom are facing a number of significant issues that require attention and intervention, including mental health problems, educational challenges, and social and economic disadvantage. These issues are complex and multifaceted, and addressing them will require a coordinated and holistic approach that addresses the underlying structural and social factors that contribute to these problems.

Our Niche:

- Highly experienced Gold standard, nationally recognised community training organisation, focussed on supporting young men, with accreditations and proven mentorship and support tools.
- Contemporary rights of passage and initiation for teenage boys
- Better not Bigger - scalable models of excellence to follow
- Highly collaborative with parents, communities, youth orgs and schools to scale impact

3 Year Goal

Revenue: £400k

Funding: £600k (70% recurring)

People: Operational Staff (12+) Volunteers (50+)

Experienced Trustee Board (8)

Impact: Who are we impacting and how?

Training Hours and no. of boys empowered are our key measure

250,000 Impacted Boys in the UK (Direct & In-Direct)

100+ Communities Impacted (How many communities - and what constitutes a community?)

20,000 people Trained (No. of people by this date - and to what level - accreditations/certs)

5 x Awards or recognitions achieved (Specific awards we value)

Societal impact - we have helped change government policy (EG Curriculum shift)

Target Market/"The List": Who are we a hero to?

Adolescent boys

Mothers

Men Mentors & Fathers

Others: Youth Orgs, Schools, Communities, Teachers, Youth Workers, Guardians, Funders.

Three Uniques: WHAT CAN ONLY WE DO?

We are experts in planning and delivery of contemporary Rites of Passage

We provide an environment where boys can be their honest, authentic & whole selves

We create relevant tools grounded in relevant experience and societal shifts and needs

Timing: Why is this relevant NOW in this age we are living in?

1. Suicide - 2019 - 8.2/100k Suicides in males 10-24, increase of 16% on the previous year with this number predicted to rise (note the ratio of males to female in suicides in the UK in the age group are 16:9 m/f)

2. Boys who grew up without a father were more than twice as likely to report suicidal thoughts, and almost three times as likely to attempt suicide, compared to boys who grew up with a father. Fatherless boys were more than twice as likely to report symptoms of depression and anxiety, compared to boys who grew up with a father.

3. Approx 2.5 million lone-mother families in the UK as of 2020, and this number is predicted to be growing (ONS Families and households in the UK)

4. Gender-based violence continues to be a drastic societal issue. In the year ending March 2020, 92% of defendants in domestic abuse-related prosecutions were male, according to the ONS. 77% of the victims were female.

Proven Process: What have we built that makes an impact that's aligned to our vision and that's repeatable and scalable?

ROPA - delivery, promotion, and packaged

JGroup - Package & Certification Process

UYM - Evergreen, consistently updated online and in person courses

IMT Part 1 - Moving Conscious men towards Mentorship of themselves and Teenage boys (IMT Part 2 future)

1:1 Teenage Boy Mentorship

ABOUT JOURNEYMAN UK (Extended)

Journeyman UK (www.journeymanuk.org) is a registered charity dedicated to supporting boys aged 13 to 17 in discovering their potential as they navigate the choppy waters of adolescence. We enable communities to skilfully take responsibility for supporting their boys and young men become the adults they want to be.

Our Vision

We create communities in which experienced adults support young men during their transition from childhood to maturity, equipping them to deal with life's challenges and empowering them to contribute positively to society.

What We Do

Journeyman UK supports boys to become the men they would like to be with trained support and expert Mentorship. We are dedicated to helping boys in discovering their potential and to providing support during challenges.

In adolescence boys embark on a journey to maturity during which they will encounter changes, challenges, and new experiences, many of which will shape them for life. Although each path is different, the journey to healthy masculinity is far more likely to be successful with support, guidance, and encouragement from the older men of the community.

We encourage local people to turn up for their adolescents, by forming cohesive groups of adults to create a healthy functional culture to bring the boys into, which they then become an integral part of co-creating, in an intergenerational experience.

We rely on a network of volunteers, multi-generational-aware mentors, parents, teachers, and trustees of all genders and backgrounds who support our work. We run small group mentoring circles, where several men and boys participate in a long term offer of weekly or fortnightly groups - usually outside in nature around a fire.

It is easier to grow strong boys than to fix broken men.

Our Approach

Our work requires a recognition and witnessing of the boy on the verge of stepping into adulthood; a moment where he can be seen and accompanied on the journey of leaving childhood attitudes behind and stepping up to be the man he wants to be, with all the responsibility, courage, and honour that this requires. This is his rite of passage.

True community support for these young men requires ongoing time and connection with adult male role models. They need space to explore and practice their interactions with others. They can learn how to handle conflict, fear, anxiety, responsibility, stress, feelings of shame, joy, anger, i.e. the full range of emotions, and what feelings are for and how to work with them constructively. This includes mind, body / somatic, emotions, meaning and purpose, passion, and the 5th element spirituality - however they relate to it (we are open to all healthy expressions of this - what gives your life meaning passion, purpose and places your life in a bigger context).

Using experiential and informal education techniques, Journeyman teaches critical life skills including: learning to listen and communicate in groups, how to build relationships at home and beyond (regardless of background/class/colour), how to speak up and build self-awareness, how to understand their emotional, cognitive and physical needs/changes. This is achieved through patient mentoring on a regular basis in local groups.

A lot of the work we do revolves around supporting the men who step up to mentor the boys. To be effective adult male role models, we must be willing to explore our own challenges and triggers as men. 'Being an adult' can never be reduced to some perfect ideal; we need to deal with the conflict, responsibility, stress, feelings of shame, joy and anger that come up for us in this work. Creating communities of men means working with this ourselves as well. We emphasise a culture of service and giving as we receive – this is fundamental to the Journeyman way.