

CEO RECRUITMENT PACK



Kaleidoscope
est.1968

Kaleidoscope's Story



Our story begins in Kingston upon Thames. It's 1968 and sex and drugs are the height of fashion. Pubs close their doors at 11pm, unrest brews in the streets and large brawls erupt. A safe place is needed for Kingston's youth to gather.

Kaleidoscope, set up within an urban church, became that place. The name reflected the shattered pieces of youth culture coming together, be they mods, rockers, teddy boys, hippies or Hell's Angels – everyone was welcome at Kaleidoscope.

Kaleidoscope's mission was to protect people. We began organising a clinic for those visiting the club. The clinic was held in the Minister's office, where both treatment and advice were dispensed without judgement. The services grew in popularity, whilst also courting controversy, and we began to offer services to the wider community, many of whom were not strictly members of the club. By 1975 a new building had been designed, and in 1977 the red brick church, hostel and club were opened.

Originally, Kaleidoscope's clinics focused on providing assistance for sexual health. Over time, the organisation adapted its services to support people who use drugs, becoming a pioneer in harm reduction. It was the first in the UK to establish a needle syringe exchange program in 1986 and later developed the first methadone dispensing service. Their approach eliminated waiting lists, ensuring people could access the help they needed without delay.

Kaleidoscope's influence extended overseas, and during the 90's we supported emerging drug services in Central and Eastern Europe, as well as in Asia. Our work in India and Nepal was pivotal, with the first needle syringe exchange set up in Calcutta, and a methadone dispensing service in Kathmandu.

The millennium proved another dramatic change for Kaleidoscope. In 2002 we were approached to start a new service in Newport, which became our new home. The service supported people across Gwent, and within just 3 months 100 people were in treatment. In a year, that number swelled to 500.

Since moving to Wales we have become a major substance misuse service provider and run projects across the country, as well as our 25 bed in-patient detox and rehabilitation facility in the Wirral. We now have a staff team of 300 supporting upwards of 10,000 people a year.

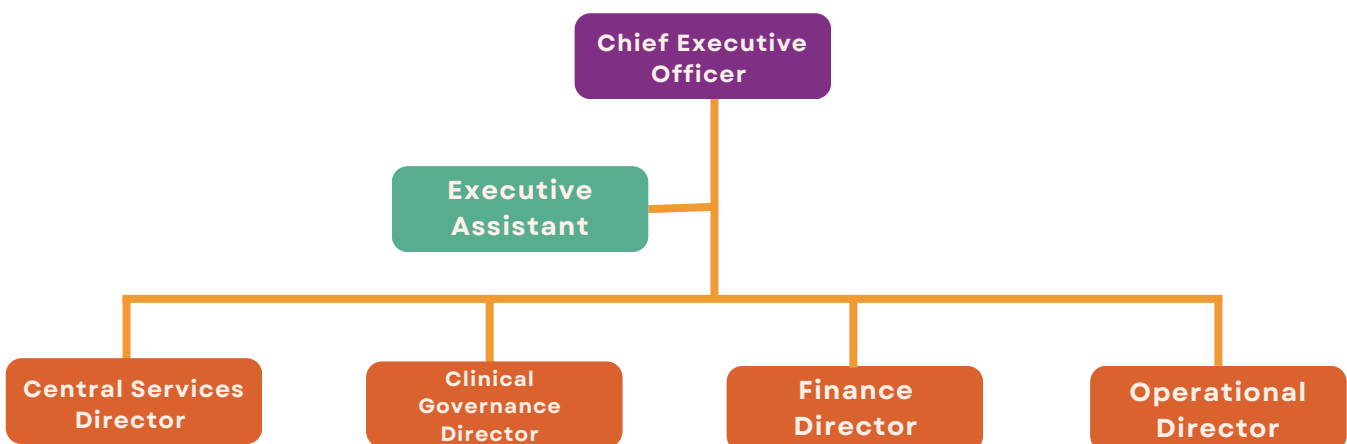
We are one of the few remaining not for profit Organisations that has always been a family led organisation with our CEO Martin Blakebrough, the son of Kaleidoscope's founder Eric Blakebrough.



Our Values



Executive Team Structure



Job Description

Vision for the Role

Are you ready to make a real difference? Join Kaleidoscope, the leading drug and alcohol charity in Wales, as we champion harm reduction and transform lives. This is your chance to step into a crucial role where your leadership will shape the future of our services and support for vulnerable individuals. As CEO, you'll be at the forefront of driving innovation and fostering collaboration across a diverse network of partners, colleagues, stakeholders and the people we support. Your vision and strategic direction will be crucial in navigating the complexities of substance use and harm reduction, ensuring we deliver impactful and sustainable solutions.

You'll assure our Trustees with robust governance and bring dynamic leadership to a constantly evolving environment. With your proactive approach, you'll inspire our teams to uphold Kaleidoscope's values, ambitions, and quality standards. People are the heartbeat of Kaleidoscope. As a collaborative leader you'll work seamlessly with a broad range of stakeholders, from vulnerable individuals to policymakers, creating opportunities for everyone to feel valued and empowered.

Central to this role is a commitment to co-production—placing the people we support at the heart of service design and delivery. We believe in working with individuals rather than merely providing services to them. Your ability to elevate the voices of those we serve and ensure they are true partners in shaping Kaleidoscope's future will be crucial. By embedding co-production, you'll foster a culture where everyone's experiences are valued, and the solutions we create are built collaboratively.

In this role, you'll champion our ethos of acceptance and innovation, addressing the root causes of substance use and dependency and helping people find their own paths to recovery. Your ability to build strategic partnerships and develop business opportunities will be key to our mission. If you're passionate about making a tangible impact and leading a dedicated team towards a brighter future, Kaleidoscope is the place for you. Join us, and let's create a Wales where everyone has the chance to thrive and feel optimistic about their future.



About You

Kaleidoscope is at a pivotal moment. Led by the same family since 1968, we are proud of our heritage, but now we are looking for a dynamic leader to take us into the future. We don't just want someone to steady the ship – we need a leader bursting with drive, motivation, and a deep understanding of our mission. You'll quickly grasp the challenges and opportunities ahead and be eager to make your mark.

We're looking for a tenacious trailblazer who shares our values, has a clear vision, and thrives on working with vulnerable individuals and dedicated colleagues. You will build on our successes and lead us forward as a proactive, inclusive, and empowering innovator – someone who embraces new ideas and isn't afraid to take risks to advance our mission.

Your talent for building connections will make you a powerful voice in government discussions on substance use and harm reduction, both in Wales and beyond. We are a proud campaigning organisation that tackles tough issues head-on. As the face of Kaleidoscope, you'll be a compelling communicator and advocate, always fighting for the people we support and for our colleagues. With sharp commercial acumen and a forward-thinking approach, you'll be eager to develop business opportunities and strategic partnerships. Your aim: to cement Kaleidoscope as the leading drug and alcohol charity in Wales, helping vulnerable individuals through strategic vision and measurable impact.

All we ask is that you have experience in the non-profit or social impact sector, with a strong understanding of the complexities of substance use. Strong political acumen is also essential to navigate and influence policy effectively. This may be your first CEO role, but if you bring the resilience, passion, and leadership we're after, we want to hear from you.



Terms and Conditions

Job Title: Chief Executive Officer

Responsible to: Board of Trustees

Salary: £80,000- £90,000 per annum

Working Hours: 35 hours per week

Contract: Permanent

Location: Our Head Office is based in Cardiff, and we would like the new CEO to be based within commuting distance for regular visits to all sites in Wales, however we are flexible on working location.

Benefits: We have a flexible approach to colleague benefits at Kaleidoscope and will agree the additional benefits with the successful candidate.

Contact us
today if you
have any
questions
about the role!

careers@kaleidoscope68.org



Closing Date: November 29th 2024