



STRENGTH  
& *Stem*

INTERIM CEO  
(MATERNITY COVER)

Role description

December 2024

## Strength & Stem – Interim CEO (Maternity Cover)

### ABOUT STRENGTH & STEM

Strength & Stem is a charity and social enterprise that uses floristry to help female modern slavery survivors experience restoration and empowerment.

Our core programme, “Flowers for the Future”, is led by a small staff team and runs annually from May to January in Kings Cross London. Over nine months, participants complete vocational floristry training, prevocational and wellbeing skills training, mentorship, and work experience to increase their agency, strengthen relationships and wellbeing, and become prepared for employment. Working with flowers, participants gain valuable skills, build a brighter future, and engage with a therapeutic tool to support their healing from trauma.

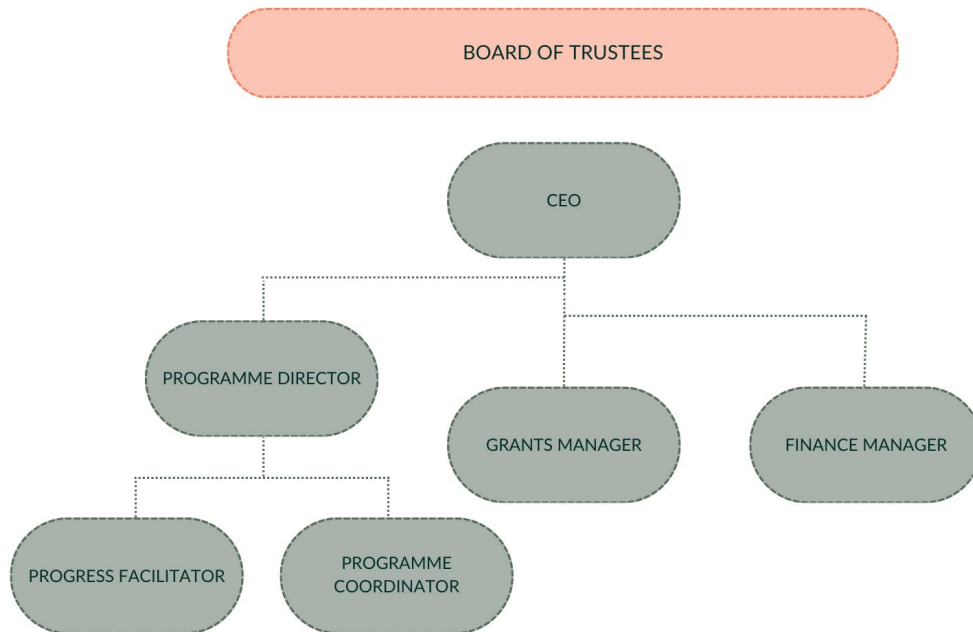
Ultimately, our vision is to see survivors restored from their trauma, empowered for the future, and able to sustain a good quality of life.

Strength and Stem started with a pilot project in 2019, and we are now into our third year of running a programme based on a well-developed theory of change and monitoring and evaluation approach.

We are a values-led and faith-based organisation which welcomes everyone and works hard to live out its values of

- Empowerment
- Restoration
- Inclusivity
- Connection
- Regular Reflection
- Creativity

Strength and Stem employs six part time staff and is supported by a team of volunteers. This is our current organisational structure:



Strength & Stem the charity works alongside a small business Strength & Stem Flowers which is in the early stages and has been set up as a social enterprise to produce income for the charity and employment opportunities for charity programme graduates. The connection between the two Strength & Stem entities is currently under review. However, the interim CEO will have overarching responsibility for ensuring that the social enterprise remains a going concern through the delivery of some floral events and semi-regular floristry workshops to corporates. They will be expected to work closely with key staff and contractors to ensure the social enterprise operations continue and its reputation remains intact.



# THEORY OF CHANGE



**VISION**

Female survivors of modern slavery are restored from their trauma, empowered for the future and able to sustain a good quality of life

## SHORT TERM OUTCOMES

**Wellbeing restored**

Participants understand key wellbeing concepts

Participants develop the skills to strengthen their emotional wellbeing and so continue their healing journey

The therapeutic and creative experience of floristry benefits participants wellbeing

**Relationships nurtured**

Participants actively engage with and develop confidence in social settings and group work contexts

Participants begin to develop a network of positive relationships

**Agency strengthened**

Participants commit to the programme and take responsibility for their attendance

Participants are able to set goals for their future and start taking steps towards those goals

**Future secured**

Participants gain floristry skills

Participants gain the 'hard' and 'soft' skills required for job acquisition and maintenance

Participants have a plan for future employment, volunteering or training

## LONG TERM OUTCOMES

Participants have strengthened emotional wellbeing and so feel happier, more interested in and satisfied with life

Participants practise wellbeing skills in their everyday lives

Participants have strengthened social wellbeing - they feel they have something to contribute to others and that they belong to a community

Participants are actively participating in a community of warm, trusting and mutually supporting relationships

Participants have strengthened psychological wellbeing - they can manage the responsibilities of daily life, are confident to express ideas and opinions, and feel their life has direction and meaning

Participants feel empowered to make decisions and are able to plan for the future with a sense of hope, freedom and purpose

Participants are able to secure safe and meaningful work, and to earn a living to sustain themselves and their family

Participants are able to access other training and volunteering opportunities

## OUTPUTS

- Floristry skills training
- Wellbeing and prevocational skills training
- Mentoring
- Work experience practice placements
- Alumni support
- Peer support

## JOB DESCRIPTION

This is a maternity cover role with a fixed term contract of twelve months.

Given the close connection with women who have faced trauma and experienced violence and the faith-based nature of the charity culture there are Genuine Occupational Requirements (as set out in the Equality Act 2010) for the postholder to be female and actively supportive of the Christian faith.

**Please note that this is one of two maternity cover posts currently advertised by Strength & Stem. We are also looking for an Interim Programme Director (maternity cover post) – details can be found [here](#).**

**Role Title:** Interim CEO

**Reports to:** Chair of Trustees

**Background:** Leadership, strategy, governance, fundraising, operations.

**Hours:** 0.5 FTE. This is the equivalent of 2.5 days a week (18.75 hours) but there is mutual flexibility in the structure of how these hours are agreed. Some attendance at the programme in Kings Cross, London and at evening or weekend meetings will be required.

**Salary:** £50,000 pro-rata, equating to £25,000 per year for 2.5 days per week (18.75 hours per week). Reasonable programme-related travel expenses will be covered (this does not include accommodation).

**Location:** Hybrid working with some travel into London and other locations as required.

**Start date:** March 2025.

## ROLE SUMMARY

The Interim CEO will be responsible for providing leadership and effective management to achieve the charity's mission and goals. They will oversee all aspects of the organisation, including impact, fundraising, financial management, and stakeholder relations.

As Interim CEO you will be expected to safeguard the charity's culture and staff wellbeing, ensure the continued delivery and effectiveness of our high-quality programme, and ensure the organisation remains financially fit for the future.

We are looking for a versatile, forward-thinking, and empathetic leader with excellent communication abilities, fundraising expertise, a commitment to support the organisation through its period of growth and change, and a deep dedication to empowering survivors of modern slavery.

## KEY RESPONSIBILITIES

### Governance

- Work with the Board of Trustees to:
  - Embed excellent governance and organisational leadership, ensuring that statutory and regulatory requirements are fulfilled.
  - Oversee strategy and policy and provide regular reports on operational and financial performance.
  - Manage an effective risk register and ensure awareness of changes in the external environment affecting the charity.
- Oversee and provide support to the Survivor Advisory Board so that their input to governance and development is meaningful.

### Leadership

- Provide inspirational leadership to the charity, developing strong and effective working relationships with staff, volunteers, programme participants and the Board of Trustees.
- Provide line management to the Interim Programme Director, Grants Manager and Finance Manager.
- Create and support a culture that is welcoming, inclusive and empowering because of its faith base and mission and which evidences the organisation's values.

### Operations

- Oversee the charity's strategic objectives, create delivery plans and clear KPIs which can be monitored and learnt from.
- Oversee operations, ensuring that the organisation has the right management systems and structures in place to provide a safe, inclusive, cohesive, and effective service to women who have experienced modern slavery and human trafficking.
- Oversee the effective implementation of safeguarding policy and practice and ensure all policies are up to date, relevant and pragmatic.
- Demonstrate effective delegation, team, and project management and develop good internal communications within a dispersed organisation so that people feel inspired, valued, supported, safe, and able to work to the best of their ability.
- Ensure that the charity communicates its messages clearly, persuasively, and cohesively through its written work, email marketing, website, and social media platforms.
- Take overarching responsibility for ensuring that Strength & Stem Flowers Limited (the social enterprise) operations continue, and its positive reputation remains intact.
- Work closely with the team at Strength & Stem Flowers Limited to ensure that organisational goals and outcomes are aligned.

### Strategic

- Keep up to date with developments in the field of anti-trafficking and modern slavery and ensure that the charity can respond rapidly to them.
- Develop strategic relationships and partnerships with other charities, private sector organisations and other stakeholders.
- Lead on the development of special projects.

### Finance and Fundraising

- Take responsibility for the overall financial health of the charity through effective budgeting, forecasting, financial planning, monitoring and reporting with support from the Finance Manager and the Treasurer.
- Develop and implement the charity's fundraising strategy and workplan, to ensure growing and sustainable income streams.
- Engage in networking and fundraising and coordinate the work of fundraising staff and volunteers to build a sustainable pipeline of individual, corporate, and trusts/foundations income, and ensure a high-quality donor care experience.
- Oversee the effective implementation of the charity's monitoring and evaluation plans in line with its Theory of Change. Ensure effective frameworks are in place, analyse impact data, and develop and provide regular reports to the Board of Trustees, partners, and funders.

### Other

- Undertake ad hoc duties as required to support the organisation's evolving needs.

## PERSON SPECIFICATION

### Experience

- Record of success at a senior level (Chief Executive, Director, or senior management) within a values-led organisation.
- Managing, motivating, and developing staff.
- Fundraising, effective partnership, or external relationship management.
- Financial management and budget development and/or oversight.
- Development of policies, processes, and controls.
- Risk management and charity governance.
- Project management and service delivery.
- Experience of working in the charity sector is preferred.

### Skills and knowledge

- Strong leadership skills and the ability to enthuse, motivate and develop a small team to deliver results.
- Financial management skills including the ability to analyse budgets and accounts and manage an annual budget of c.£200,000.

- Ability to deliver on income/fundraising targets.
- Ability to establish and develop strong project management systems and organisational structures.
- Excellent written and verbal communication skills and relationship management abilities.
- Ability to think strategically and to communicate strategic vision.
- Advocacy and representation skills to promote Strength & Stem's mission.
- Knowledge of the modern slavery sector and trauma informed practice is preferred.

#### Personal attributes

- Strong commitment to the aims, ethos and values of Strength & Stem and a desire to bring about positive change in the lives of women who have survived human trafficking and modern slavery.
- A clear sense of professional boundaries and extremely high ethical standards.
- Personal drive, energy, integrity, and responsibility.
- Highly organised, proactive, and pragmatic.
- Comfortable working within and growing an organisation with limited existing organisational structures.
- Supportive of the Christian faith and comfortable with our faith policy (see page 9).

Please note that the successful candidate will be required to undertake a DBS check.

#### HOW TO APPLY

Please send an up-to-date CV along with a cover letter of no more than two pages to [recruitment@strengthandstem.com](mailto:recruitment@strengthandstem.com)

Please ensure your cover letter references how your skills and experience match the job description.

Application deadline is midnight on **Wednesday the 8<sup>th</sup> of January 2025**.



FAITH POLICY

Strength & Stem has a Christian ethos. Our work is motivated by God's unconditional love, shaped by Jesus' teachings, and inspired by the wisdom of the Spirit for the purpose of supporting female survivors of human trafficking as they begin to heal, gain independence, and experience true freedom.

Many of the Strength & Stem team hold a Christian faith, but this is not a requirement to work or volunteer for the charity, and it is never a requirement for the women we work with to benefit from our services. All are welcome to become part of the Strength & Stem community.

For anyone looking to work or volunteer with Strength & Stem we ask that you are sympathetic to our vision, mission and aims as we prepare female survivors of human trafficking for meaningful employment, using floristry as the tool. We also ask that any staff member or volunteer is respectful of faith views and is comfortable working within a faith-based organisation.

For the women we work with, our service is fully inclusive and non-discriminatory, maintaining respect for other world views and not passing judgement. All beneficiaries, regardless of the faith background they may or may not have, are treated equally and with wholehearted dignity and respect.