

Managing Director Application Pack

Rape and Sexual Abuse Support Centre (Cheshire & Merseyside) (RASASC)

Job Title: Managing Director

Reporting To: Board of Trustees

Location: Warrington, with travel across Cheshire and Merseyside and flexible hybrid working arrangements.

Salary: Competitive, dependent on experience.

About RASASC

The Rape and Sexual Abuse Support Centre (Cheshire & Merseyside) is a specialist sexual violence organisation providing high-quality support services for women, men and children who have experienced rape, sexual violence, and childhood sexual abuse.

For over 30 years, RASASC has supported survivors across Cheshire and Merseyside through trauma-informed, survivor-centred services, advocacy, counselling, prevention work, and partnership collaboration. The organisation currently employs approximately 40 staff across multiple locations and continues to grow its impact and influence throughout the region.

Purpose of the Role

The Managing Director is the strategic and operational leader of RASASC and is accountable to the Board of Trustees for the overall performance, sustainability, governance, and development of the organisation.

The postholder will provide leadership, ensuring that RASASC delivers exceptional services to survivors while maintaining strong financial health, effective governance, regulatory compliance, and organisational resilience.

Working closely with the trustees, staff, funders, commissioners, partners, and stakeholders, the Managing Director will lead the delivery of RASASC's strategic objectives and champion the rights, needs, and voices of survivors throughout Cheshire and Merseyside.

Key Responsibilities

Strategic Leadership

- Help develop and lead the development, implementation, and review of RASASC's strategic plan and organisational priorities.
- Ensure that the organisation remains focused on its mission, values, and feminist ethos.
- Identify opportunities for organisational growth, service innovation, and increased impact.
- Identify opportunities to build resilience and funding diversification.
- Provide strategic advice and recommendations to the Board of Trustees.
- Monitor external developments, policy changes, commissioning opportunities, and sector trends to inform future direction.
- Maintain RASASC as a recognised leader and influential voice within the sexual violence and wider voluntary sector.

Organisational Leadership

- Provide inspirational leadership to staff and volunteers, fostering a culture of excellence, collaboration, accountability, and continuous improvement.
- Lead and develop the senior management team, ensuring clear accountability and effective performance management.
- Promote employee wellbeing, professional development, and organisational learning.
- Ensure organisational structures, systems, and resources are aligned to strategic objectives.
- Champion equality, diversity, inclusion, and anti-discriminatory practice throughout the organisation.

Governance and Board Relations

- Support the Board of Trustees in fulfilling its governance responsibilities.
- Ensure trustees receive timely, accurate, and relevant information regarding organisational performance, risks, opportunities, and compliance matters.
- Act as principal adviser to the Board on strategic, operational, financial, and governance issues.
- Support trustee recruitment, induction, development, and succession planning.
- Act as Company Secretary or oversee arrangements to ensure compliance with all statutory obligations.

Financial Leadership and Sustainability

- Lead the development and delivery of a sustainable financial strategy.
- Ensure effective financial planning, budgeting, forecasting, and reporting.
- Safeguard the financial assets and resources of the charity.
- Identify, assess, and manage financial risks.
- Ensure compliance with Charity Commission requirements, Companies House obligations, and relevant financial regulations.
- Present financial performance reports and recommendations to the Board.
- Maintain appropriate reserves and ensure long-term organisational resilience.

Income Generation and Business Development

- Develop and implement a diversified income generation strategy.
- Lead organisational approaches to grant funding, commissioning, contracts, tenders, trusts, foundations, and corporate partnerships.
- Build and maintain strong relationships with funders, commissioners, and strategic partners.
- Identify new funding opportunities and develop innovative approaches to securing sustainable income.
- Oversee the preparation and submission of high-quality funding applications and tenders.

Service Delivery and Quality Assurance

- Ensure the delivery of safe, effective, high-quality services that meet the needs of survivors.
- Monitor organisational performance against agreed outcomes, objectives, and quality standards.
- Ensure robust safeguarding arrangements are in place for children, young people, and vulnerable adults.
- Promote service-user involvement and ensure survivor voices inform service development and organisational decision-making.
- Ensure compliance with contractual, regulatory, and quality assurance requirements.

External Relations and Advocacy

- Act as the principal ambassador and spokesperson for RASASC.
- Build productive relationships with statutory agencies, local authorities, health services, criminal justice partners, commissioners, funders, and community organisations.
- Represent RASASC in strategic partnerships, networks, consultations, and sector forums.
- Influence policy development and public awareness regarding sexual violence and survivor support.
- Lead media engagement and public communications where appropriate.

Risk Management and Compliance

- Ensure effective organisational risk management systems are maintained.
- Oversee the development and monitoring of the organisational risk register.
- Ensure compliance with all relevant legislation, including safeguarding, employment law, data protection, health and safety, and charity regulation.
- Act as Data Controller and ensure compliance with UK GDPR and associated legislation.
- Ensure appropriate business continuity and organisational resilience arrangements are maintained.

Person Specification

Essential Experience

- Senior leadership experience within the voluntary, community, public, or social purpose sector.
- Demonstrable experience of strategic planning and organisational leadership.
- Proven experience managing budgets, financial performance, and organisational resources.
- Successful track record of securing funding through grants, tenders, contracts, or commissioned services.
- Experience of working effectively with Boards, Trustees, or Non-Executive Directors.
- Experience leading organisational change, growth, and service development.
- Experience managing and developing multidisciplinary teams.

Essential Knowledge

- Understanding of charity governance and regulatory requirements.
- Knowledge of financial management and organisational sustainability.
- Understanding of safeguarding responsibilities relating to children and vulnerable adults.
- Knowledge of equality, diversity, inclusion, and anti-discriminatory practice.
- Awareness of the challenges facing survivors of rape, sexual violence, and abuse.

Essential Skills

- Outstanding leadership and people management skills.
- Strong strategic thinking and decision-making capability.
- Excellent communication, influencing, and relationship-building skills.
- Strong financial and commercial acumen.
- Ability to lead through complexity, uncertainty, and change.
- Strong negotiation and stakeholder management skills.
- Ability to balance strategic vision with operational delivery.

Personal Attributes

- Commitment to the values and mission of RASASC.
- High levels of integrity, professionalism, and emotional intelligence.
- Resilient, collaborative, and solutions-focused.
- Commitment to survivor-centred and trauma-informed approaches.
- Passionate about improving outcomes for survivors of sexual violence and abuse.

Additional Requirements

- Willingness to travel across Cheshire and Merseyside.
- Flexibility to attend occasional evening and weekend meetings and events.
- Commitment to continuous professional development.
- Satisfactory enhanced DBS clearance and references.