



National Leader (CEO)



Together
With and without learning disability



WELCOME

Are you passionate about building a world where everyone belongs, and where people with learning disabilities can thrive and lead?

Are you an experienced leader who can lead our £20m charity into a new generation of brilliant care and support and beautiful community, enabled by more effective organisation?

Are you excited by the idea of belonging to an organisation that aims to be truly radical and truly human, building community with some of society's most marginalised people?

If those questions light a spark in you, please read on, because this role could be a life-changing opportunity for you.

Our Communities have always been places where people are inspired and grow personally as well as professionally. In L'Arche, you will be part of changing the world. I believe you could be profoundly changed too.

If you like the sound of that, please read on and consider applying.



A handwritten signature in black ink, appearing to read "Aedan MacGreevy".

Aedan MacGreevy
Board Chair, L'Arche in the UK

Role Summary

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- Job title:** National Leader
- Salary** Circa £100,000 (including London weighting)
- Location:** Hybrid, but with a base in our London office, or in another L'Arche location. If your base is outside London, you can expect to spend 2-3 days a fortnight in the London office.
- The role also involves regular travel to L'Arche Communities UK-wide, and to national and international meetings.
- Reports to:** Board Chair
- Direct reports:** Director team covering Care and Communities; Finance and IT; Fundraising and Communications; People and Culture. Executive Assistant.
- Key relationships:**
- L'Arche UK Board
 - L'Arche International federation Leadership
 - National Leadership Team and 11 Community Leaders
 - Members of the National Speaking Council
 - Sector-wide bodies, donors, church leaders.
- Purpose:** Lead and mobilise L'Arche to thrive as a care and support provider, as a network of intentional Communities, and as an effective organisation.
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Introducing L'Arche

INTRODUCTION

L'Arche is a worldwide movement of people with and without learning disabilities building community together. We aim to be a beacon for our society - of what social care can be, what life with learning disabilities can be, and what a more human society can be.

L'Arche in the UK is a registered charity and a regulated provider of care and support. Our 11 Communities in England, Scotland and Wales offer a varied mix of adult supported living, registered care, and activity programmes.

Our UK annual turnover is about £20m. Well over a thousand people across the UK belong to a L'Arche Community, including about 300 people with learning disabilities and more than 700 employees and volunteers.



L'ARCHE UK VISION AND VALUES

OUR VISION

L'Arche is here to show that everyone belongs.

We create Communities where people with and without learning disabilities live, share, and grow together.

We build relationships with people in our neighbourhoods.

We work towards a world where people with learning disabilities are included and valued.

OUR VALUES

With and without learning disabilities, we try to:

- be welcoming and kind
- be committed to each other
- bring out the best in each other
- celebrate being different and diverse
- encourage one another's spirituality.

Who We Are

L'ARCHE'S WORLDWIDE MISSION

L'Arche is a movement of over 150 Communities, across 37 countries, where people with and without learning disabilities share life. In these diverse contexts and cultures, we work for a world where everyone belongs, and the contributions of people with learning disabilities are held up and celebrated. The International Federation of L'Arche Communities is led by the International Leadership Team, of which the UK National Leader is a member.

L'ARCHE COMMUNITIES IN THE UK

L'Arche Communities bring together people with and without learning disabilities to live and work alongside each other as equal partners in our mission. We focus on building mutual relationships and going beyond traditional care models to celebrate the value of every individual.

That might mean:

- [following Rory on his dream](#) of dancing to Take That on the London stage
- trekking across the country for a [weekend of fun, music and celebration](#) at L'Arche's annual Hopefest
- [inviting a famous politician and podcaster](#) for a cuppa tea and a Jammy Dodger
- [bringing a fairy tale to life](#) by becoming a cat, a rooster or a donkey

Our eleven UK Communities are each made up of people with and without disabilities sharing life in a local neighbourhood within a particular town or city.

Each Community aims to combine outstanding care and support with a distinctive commitment to intentional community. We care about everyone's emotional and inner life, building spaces of vibrant friendship, opportunity, spirituality and fun. One feature of our model is that some L'Arche households include a small number of live-in assistants, who share home life with those they support.

We offer our employees not only a great place to work, but an invitation to find friendship and meaning, to grow in relationship with people with disabilities.

People with learning disabilities are integral to everything we do – not just as service users but as members, leaders, activists, colleagues, and friends.

L'Arche works hard to raise funds and community support, and enable our supporters, volunteers and friends to get involved in community life as well.

L'Arche was first founded on Christian principles. These principles mean we stand for radical inclusion, and for the right of every person to flourish in their spirituality, whatever their background.

We welcome people of all faiths and no faith, including in senior leadership roles - like this one. We actively encourage people in L'Arche to nurture and share their spiritual life. And we intentionally draw on the diverse faith and spirituality traditions of our members, to create a spiritually rich community life for everyone.

FOR FURTHER INFORMATION, VISIT...

www.larche.org.uk/our-unique-approach

- includes 2-minute "We are L'Arche" video

www.larche.org.uk/Pages/Category/our-impact

- includes 5-minute video telling our 50-year story

www.larche.org.uk/impact-report-2023

- 2023 Impact Report and Annual Report

[International Charter of L'Arche Communities](#)

L'Arche 2030

OUR ORGANISATIONAL JOURNEY

Since 2012 L'Arche has transformed from a network of local Communities with a largely volunteer workforce. We have built a cohesive national entity, with governance and management centred in the National Board and National Leadership. Employee numbers have increased significantly.

We have developed UK-wide finance, QA, HR and digital infrastructure. These national systems initially evolved in response to specific needs and priorities, including austerity in social care funding, new expectations from CQC and other regulators, COVID, Brexit and visa rules.

L'ARCHE 2030

In Big Conversations across L'Arche from 2022-2024, we have been clarifying and co-producing our 2030 vision and plan.

And we are now finalising a 2030 plan to act with more intent as a single national organisation, with strategic direction, and coherent and effective systems, data and decision-making.

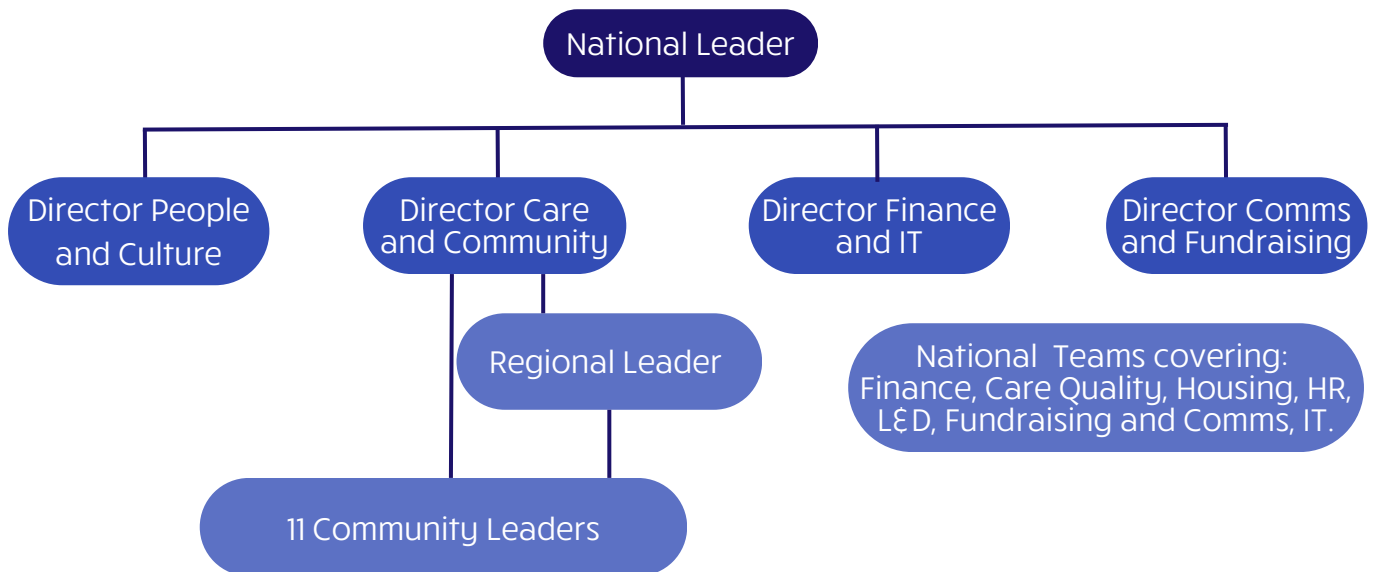
We have confirmed our driving purpose - brilliant care and beautiful community, through commitment to relationships of mutuality, to spirituality and to our localities.

This plan identifies four priority pillars: finance, people, care and housing.

We have set new ambitions to be a beacon of excellence in the learning disability world for: the voice and power of people with learning disabilities, opportunity and employment, relationships of all kinds, and supporting people in sadness and loss.



Our National Team



NATIONAL LEADERSHIP TEAM

The National Team is responsible for L'Arche as a national organisation and gives oversight and support to our 11 Communities. We lead L'Arche's UK-wide support services, programmes and strategy.

CURRENT UK-WIDE INITIATIVES INCLUDE:

- Modernising finance process and management information.
- Finalising the 2030 vision and plan, and launching and resourcing annual implementation plans.
- Co-creating new frameworks for Quality and for Values, Behaviours, and Skills.
- A 2-year programme to digitise our care processes and modernise our IT systems.
- Investing in a more national approach to people and culture, to increase our diversity, to find and develop new leaders, and to build competence, confidence and wellbeing across L'Arche.
- Developing an integrated and resourced overall strategy for learning, development, and formation (our term for how people develop in personal growth and calling as community members, as well as in their professional skills as employees).
- Creating a national housing vision, and property strategy, supported by national housing leads.



National Leader role

KEY RESPONSIBILITIES

- Strategic direction, oversight and planning to nurture the mission, identity and impact of L'Arche, and implement the 2030 plan.
- Ensure L'Arche is sustainable in finances, people and housing, with effective processes and data.
- Ensure L'Arche is a place of well-being, flourishing and whole-person relationships, for people with and without disabilities alike.
- Build shared vision, culture and ownership among L'Arche Communities and members with and without learning disabilities.
- Champion and model L'Arche commitments to mutuality, to the voice and power of people with disabilities, and to spirituality.
- Represent L'Arche externally in outreach, advocacy and fundraising.
- Represent L'Arche UK in its membership of the L'Arche International Federation;.

KEY CRITERIA FOR SUCCESS

In your first year, you will work with people across L'Arche to:

- Get to know the people, mission, ethos, and daily realities of L'Arche.
- Oversee ongoing performance and compliance, with a focus on ensuring financial surplus.
- Shape and support priority change initiatives to achieve the ambitions and systems improvements in the 2030 plan.
- Strengthen the National Leadership Team, developing key leaders and making sure people, finance, QA and housing functions are resourced and fit for purpose.
- Be visible and credible explaining and modelling the mission, ambition and ethos of L'Arche internally and with external funders, partners, commissioners and policy-makers.



Responsibilities

STRATEGIC DIRECTION AND OVERSIGHT

- Ensure L'Arche is properly accountable to the UK Board and to L'Arche International, for financial sustainability, quality, safeguarding, compliance, and fulfilling the mission and identity of L'Arche.
- Translate the L'Arche 2030 plan, and other priority risks and opportunities, into well-sequenced and well-resourced implementation initiatives.
- Build clarity and confidence in L'Arche's mission, identity, and ambitions in a way relevant to the UK today.
- Lead and manage the National Team, and meetings of national bodies including the National Council, National Reflection Council and National Speaking Council.

RESOURCING AND SUSTAINABILITY

- Support the Finance Director and Communities to improve financial systems and information, and generate consistent surplus.
- Support the People and Culture Director and Communities in ensuring employees and volunteers can join us, develop, stay and thrive.
- Support the Care and Communities Director and Communities to ensure housing is strategically managed to ensure quality, choice and value for money.
- Support the Care and Communities Director to ensure care and support is outstanding, and the L'Arche impact well understood.

SECTOR BEST PRACTICE

- Ensure direction and resourcing to achieve our ambitions to be a sector beacon of relational care and voice and power.

GROWTH AND DEVELOPMENT

- Identify and explore opportunities to grow the impact and reach of L'Arche in the UK, including developing new income streams and models of Community.

COMMUNITY, MUTUALITY, SPIRITUALITY

- Model personally and promote organisationally the distinctive L'Arche commitments to mutuality, spirituality and our localities.
- Ensure that participative decision-making, delivery and outreach are intrinsic to L'Arche, especially attending to the voice and power of people with learning disabilities.
- Contribute to professional training and personal formation of L'Arche employees, growing current and future leaders.
- Invite and support L'Arche to live and express its spirituality more confidently, drawing deeply on our Christian roots and offering equal welcome to all.

OUTREACH AND EXTERNAL RELATIONSHIPS

- Represent L'Arche in the International L'Arche Federation, including as a member of the International Leadership Team, and promote solidarity with Communities worldwide.
- Build relationships with potential partners and with relevant government, religious and professional contacts.
- Initiate and develop fundraising opportunities, in coordination with the Director of Fundraising and Communications.
- Promote the visibility and voice of L'Arche and its members in sector, policy, faith and media spaces.

Person Specification

Experience and knowledge

ESSENTIAL

- Senior leadership and management in an organisation of similar size and complexity.
- Financial management and business decision-making at an organisation-wide level.
- Substantial and senior experience of managing people, and leading and inspiring change.
- Creating effective systems and processes.
- Setting strategy and culture.

DESIRABLE

- Knowledge of social care or of supporting adults with learning disabilities and autistic adults / Experience of a regulated sector or working with marginalised groups.
- Experience of relationships with people with learning disabilities.
- Leading through influence in a dispersed organisation, and of participative decision-making.
- An understanding of the charity sector and charity governance.
- External relations / representation / networking.
- Fundraising.

Skills, attitudes, and values

YOU WILL BE:

- Passionate to see people flourish and society become more inclusive and human.
- Inspired by the vision of people with and without learning disabilities creating both outstanding support and community life together.
- Committed to seeing justice, care, voice and power for people with learning disability.
- Someone who innovates, spots new opportunities, and turns ideas into change that sticks.
- A leader who can set vision, build collaborative partnerships, and lead performance across an organisation.
- An effective communicator with different kinds of audiences, including with people with disabilities.
- Caring, curious and self-aware as a manager, a colleague, and in L'Arche community life.
- Committed to your ongoing professional and personal development and to acquiring new knowledge and skills for your role.
- A person of hope, integrity and compassion, able to articulate your values, your limits, your spirituality, and your life story.



Inclusive recruitment

L'Arche is part of the global movement for inclusion and diversity.

We actively encourage people with a wide diversity of backgrounds and stories to join us.

We will welcome and support applications from people of all backgrounds. We encourage candidates who are disabled, who identify as LGBTQ, or who are from a minority ethnic background, since these perspectives are currently under-represented in our senior leadership team.

Our application process is designed to reduce the impact of unconscious biases, and to support people from backgrounds that haven't always been well-represented to contribute to L'Arche.

If there are a few areas in the job description where you feel less experienced, don't let that put you off. We are happy to support people to learn, and to make adjustments to make this job the right fit for the right person.

L'Arche is committed to inclusive working practices, so during the application process we commit to:

- Pay for childcare while you are at any in-person interviews.
- Pay your travel costs to and from interviews.
- Make any reasonable adjustments for the interview process.
- Offer a guaranteed first stage interview for disabled candidates who meet the minimum requirements for the role.



Terms and Next Steps

Salary:	Circa £100,000 (including London weighting)
Annual leave:	33 days including bank holidays
Pension:	A Group Personal Pension Plan
Professional Development:	A Leaders' Learning and Development fund is available.

TO APPLY FOR THIS ROLE:

We are being supported on this appointment by the executive search firm, Macaulay Search.

Applications should be sent by email to Sam Stephens at: sam.stephens@macaulaysearch.com. The closing date for applications is 18th February 2025.

YOUR APPLICATION SHOULD INCLUDE

- A CV including a full employment history showing responsibilities held, relevant achievements, and a mobile telephone number (to be used with discretion).
- A cover letter (max 1.5 pages) describing what attracts you to this role and the career and personal experiences that prepare you to serve in it.

THE PROCESS

A selection of candidates will be invited to a first round zoom interview on 14th March with the appointment panel comprising Aedan MacGreevy (Chair of the Board), Lucy Winter-Neil (Director of People and Culture), and Peter Oakes (Trustee). A second round of interviews is planned for 4th April. You can expect to hear from Macaulay Search by 6th March if you have been invited for a first round interview.

