



Could you be our Community Leader (Director)?



L'ARCHE
Preston

Together

With and without learning disability



L'ARCHE
In the UK

WELCOME

Thank you for your interest in the role of Director / Community Leader (Director) for our L'Arche Community based in Preston, Lancashire.

We are looking for someone with the leadership gifts, values and ambition to enable both:

- brilliant, person-centred support and housing for adults with learning disabilities, and
- beautiful community where people with and without learning disabilities share lives, homes, friendships and spiritual journeys together.

That's been L'Arche's joyful rebellion for the past 50 years. Against a world that is too often unfair and unkind to people with disabilities. Against social care that leaves people lonely or institutionalised. Against modern life that's too disconnected and distracted for all of us.

If this lights a spark in you, please read on, and get in touch.

The closing date for applications is 30 March 2025. If you would like to talk to the hiring manager - to ask questions or get a feel for what being a L'Arche Community Leader is like - then please email Des Kennedy, Regional Leader for the North and Scotland on Des.kennedy@larche.org.uk.

With best wishes,



A handwritten signature in black ink that reads "John Casson".

John Casson CMG
National Leader/CEO, L'Arche in the UK

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 day services.



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

INTRODUCTION

L'Arche Preston is a social care charity, and we support 13 adults with learning disabilities living near the center of Preston in both a residential setting and a supported living setting.

In L'Arche, we celebrate people with learning disabilities, and build Communities with them rather than for them. We aim to combine outstanding care with a distinctive commitment to intentional community, mutuality and the whole person. A feature of our model is that in some L'Arche houses a small number of assistants live in, sharing home life with people with disabilities. We care about everyone's emotional and inner life, building spaces of vibrant friendship, opportunity, spirituality and community life.

People with learning disabilities are integral to everything we do - not just as service users but as members, leaders, activists, colleagues, and friends. Our mission is to discover and share the unique gifts of people with learning disabilities in the world.

We offer our employees an invitation to find in L'Arche, as well as a great place to work, a place to belong, to find friendship and meaning, and to grow through committed, two-way relationships with people with disabilities.

Will you bring your skills, experience and values to support our vision for a more human society?

DIVERSITY PLEDGE

We actively encourage people with a wide diversity of backgrounds and personal stories to join us. If there are 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 new skills, to provide training and to make adjustments to make this job the right fit for the right person.

We welcome and encourage applications from people of all backgrounds protected by the Equality Act. We encourage candidates who are disabled or from a minority ethnic background.

If you would like to talk anything through before applying, please contact:

Des Kennedy, L'Arche UK Regional Leader
des.kennedy@larche.org.uk
or call: 07422 553651

FOR FURTHER INFORMATION, VISIT...

<https://www.larche.org.uk/our-unique-approach>



youtu.be/RSwdYB-czf4
'We Are L'Arche' video



<https://www.larche.org.uk/impact-report-2023>
2023 Impact Report and Annual Report



Role Summary

Job title:	Community Leader
Hours:	37.5 hours per week. Some travel and overnight stays will be required within the UK
Salary:	£47005.92 per annum
Location:	L'Arche Preston Community Houses
Reports to:	Regional Leader
Contract type:	Permanent

ABOUT THIS ROLE

The Community Leader (Director) is responsible for ensuring that the Community is living the mission of L'Arche, by providing excellent and financially sustainable care and support services and engaging with our neighbours and the wider community around us.

As such, the Community Leader will provide continuity of support to the Community by :

- ensuring the Community's services are well-led and managed, coordinating and overseeing the work of the small leadership team;
- supporting the Registered Manager to further develop the quality of our service provision managing the Community's finances effectively, including liaising with funding authorities; and
- supporting and leading collaborations and events that build community belonging.



Key Responsibilities

Responsibilities

- Lead a community that responds and anticipates the needs, choices and context of our members, and is faithful to the L'Arche UK Vision and Values, to the L'Arche International Identity and Mission statement, and to a co-created Community Mandate and plan.
- Maintain and enhance high-quality, person-centred care, support, and housing for people with learning disabilities, both at home and in our fledgling day service. Collaborate with the Registered Manager, L'Arche UK Care Quality team, external partners, individual circles of support, and local partners.
- Ensure the Community's financial sustainability through robust financial planning and management. This includes setting budgets and controlling spending, maximising occupancy in our housing, negotiating care contracts, growing our day services and identifying fundraising opportunities.
- Foster a culture that maximises the voice and power for people with learning disabilities, and builds listening and collaboration between Community members with and without learning disabilities (including developing an active Community Support Group, Community Celebrations, listening circles, and other forums).
- Lead and manage a diverse, committed, and engaged leadership team to achieve objectives, set a positive culture, and support the personal and professional growth of our leaders.
- Cultivate an open, creative, and inclusive spiritual life, inviting everyone in the Community to deepen their collective growth. Support and encourage events that build community belonging.
- Model, advocate for, and embrace the L'Arche ethos of deep, long-term, and mutually transforming relationships between people with and without learning disabilities.
- Be a visible representative of L'Arche locally, developing relationships with community houses, surrounding neighbourhoods, local authorities, professional organisations, schools, faith communities, and L'Arche worldwide.
- Contribute to the national work programmes of L'Arche UK, and collaborate with Community Leaders of other L'Arche Communities, to share skills, best practice and resources



Person Specification

Experience and knowledge

Essential

- Senior leadership experience in support to adults with learning disabilities (or transferable skills and experience in a closely-related field).
- Experience leading and managing an organisation to deliver results, and to change in response to risks and opportunities
- Experience leading and developing diverse teams to flourish, individually and together.
- Good financial planning skills and experience successfully managing a substantial budget.
- Evidence of the ability to think strategically, and work collaboratively to deliver strategy and implement plans.

Desirable

- Personal experience of relationships with adults with learning disabilities – whether providing support, co-creation, or building meaningful personal relationships.
- Experience of negotiating with local authority commissioners, other funding bodies, and housing providers.
- Experience ensuring compliance and accountability to care regulators.
- Experience of intentional communities, or places where very diverse people are in voluntary relationship together.
- Knowledge of introducing and using IT systems in social care or equivalent settings.

Skills, attitudes, and values

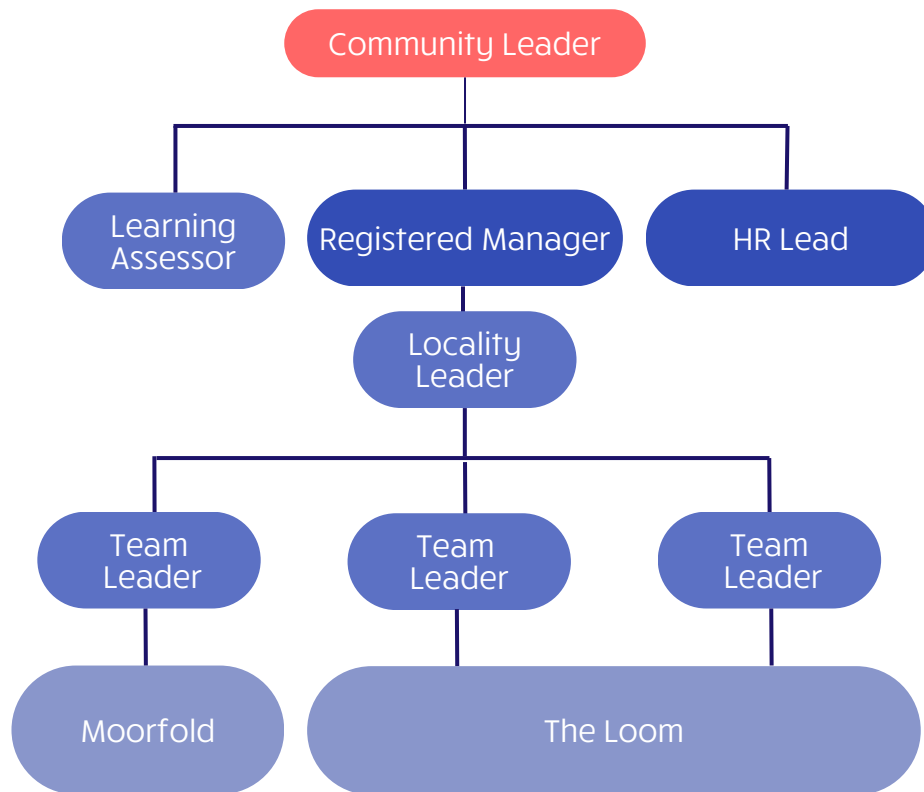
- Passionate about person-centred support, authentic relationships, and full opportunities for people with disabilities.
- Enthusiastic about the values, and mission of L'Arche, with the wisdom to combine our different needs, voices and priorities into an inclusive, dynamic, and nurturing community.
- Collaborative and resilient leader, skilled in setting culture and direction, coaching people, addressing under-performance, and adapting to various people and styles.
- Emotionally intelligent, with compassion, self-awareness, courage, integrity, and humility and a readiness to be present and visible to people across the Community.
- A good listener, able to reflect and lead others in reflective practice.
- Receptive to mentorship and seeking help.
- Organised and capable of prioritising, delegating, and working autonomously.
- Able to listen to the whole community, and foster free speech, innovation, creativity, collaboration and consensus.
- Effective communicator, adept at adapting to diverse groups and individuals, including those with learning disabilities.
- Committed to building a diverse community that includes people of different ages, abilities, cultures, nationalities, sexualities, faith perspectives, and life experiences.
- Dedicated to ongoing professional and personal development, with a commitment to acquiring new knowledge and skills relevant to the role.
- Knows how to have fun.

Desirable

- Comfortable working with MS Office including Excel, Canva, and IT and data security.
- Critical thinking, written and verbal communication, and numeracy skills demonstrated in educational qualifications or professional experience.
- Able to articulate your own story and practices of spirituality, faith, or personal change.



Our L'Arche Preston Team



L'ARCHE ACROSS THE UK IS A SINGLE NATIONAL CHARITY AND COMPANY LIMITED BY GUARANTEE, WITH A SINGLE SET OF ACCOUNTS, A NATIONAL BOARD OF TRUSTEES AND NATIONAL LEADERSHIP TEAM.

The Community Leader (Director) is supervised by a National or Regional I Leader who is part of the L'Arche UK National Leadership Team.

Key functions provided by L'Arche nationally include:

1. Finance - invoicing, payments, producing management accounts, and running payroll
2. HR - including visas and specialist HR advice
3. Care, Support and Housing - quality assurance, oversight and policy setting.
4. Learning and Development - including assistant and leader induction
5. Fundraising and communications.

