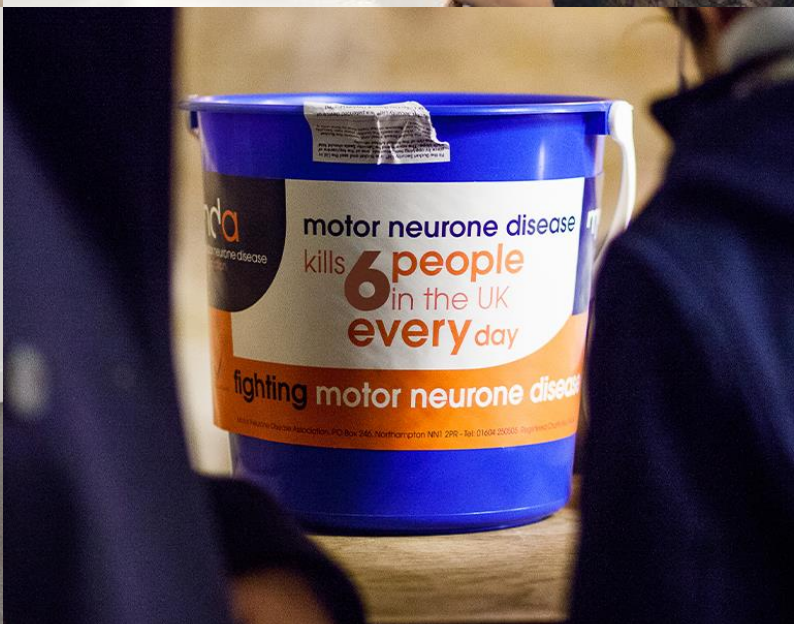


Recruitment Pack

Working towards a world free from MND



About MND and the work of the Association

Motor neurone disease (MND) is a fatal, rapidly progressing neurological condition affecting more than 5,000 adults in the UK at any one time. The disease causes messages from nerves (motor neurones) in the brain and spinal cord that control movement to gradually stop reaching the muscles, leading them to weaken, stiffen and waste.

The result is that people become locked in a failing body, unable to move, talk and eventually breathe. Some may experience changes in thinking and behaviour, with a proportion experiencing a rare form of dementia. MND does not usually affect senses such as sight, hearing and touch.

MND kills a third of people within a year and more than half within two years of diagnosis. It affects people from all backgrounds and a person's lifetime risk of developing MND around 1 in 300. Today six people will be diagnosed and six will die from MND. There is no cure.

The MND Association focuses on funding research, improving access to care and campaigning for people living with or affected by MND in England, Wales and Northern Ireland. We have over 11,000 members forming a powerful network that provides information and support for people with MND, their families and carers. We fund and promote research that leads to new understanding and treatments, and brings us closer to a cure. We campaign and raise awareness so the needs of people with MND are recognised and addressed by wider society.

People with MND, their families and carers are at the heart of everything we do



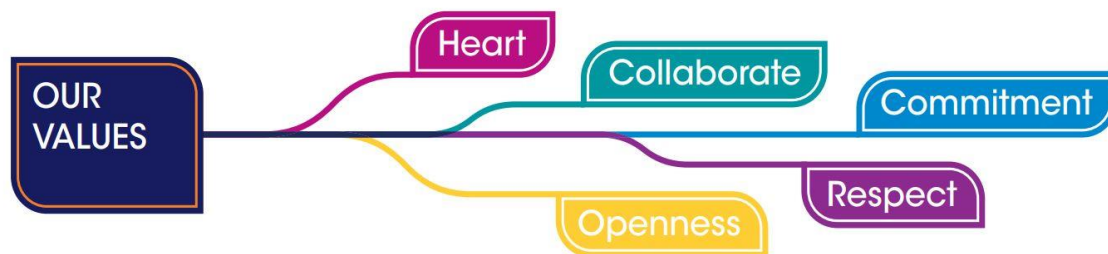
Our vision and values

Our vision

A world free from MND.

Our values

- People with MND, their families and carers are at the **heart** of everything we do.
- We **collaborate**, and value everyone's contribution.
- We achieve excellence through personal **commitment** and ongoing improvement.
- We **respect** and respond to people's diverse needs, backgrounds and views.
- We achieve our aims through building **open** and transparent relationships.



Our Promises

To harness the hope within our community to speed up progress towards a world free from MND, the MND Association has committed to five Promises. Our Promises give us focus to work faster and fight harder to strive for better – together with our community. Simply put, they drive everything we do.

Promise 1 We will not rest until: MND is treatable and ultimately curable

We are seeking new collaborative drug discovery and development projects, helping to fund and facilitate the research that is taking us ever closer to uncovering the causes of MND, effective treatments and ultimately a cure.

Promise 2 We will not rest until: Everyone gets the care they need when they need it

Co-ordinated multi-disciplinary care is the very best way to ensure a person with MND has access to all the healthcare professionals they need, at the right time. Our 22 care networks across the country provide this. But not everyone with MND has access to the same level of support. That must change.

Promise 3 We will not rest until: Every day with MND counts

For people with MND, technology can help life be the best it can be. We are working with tech giants from around the world to find solutions to real-life problems.

Promise 4 We will not rest until: You are heard

If we shout louder and to the right people, things will change. If we all join together we can't be ignored.

Promise 5 We will not rest until: No one faces MND alone

We will work to break down barriers that prevent people with and affected by MND from accessing the help and support they need.



About the role

Title: Chief Technology Officer (CTO)

Team: Digital

Directorate: Finance

Salary: £85,000 per annum

Location: Northampton office with hybrid-working

Hours: 37 hours per week

Contract Type: Permanent

Hybrid expectations: Minimum 3 days per week office attendance

(flexibility to attend the office more regularly on occasion may be required to meet business needs)

Brand-new exciting and challenging opportunity for a highly motivated Chief Technology Officer. Joining the team at the start of a pivotal journey, you will be driving change, improvement, and measurable success across our digital, technology and data projects.

As the Chief Technology Officer at the Motor Neurone Disease (MND) Association, you will play a crucial role in defining, leading, and executing our technology, digital, and data strategy. Collaborating with the Executive Leadership Team, and the wider organisation to deliver innovative solutions aligned with our digital and data strategy.

We are looking for a dedicated individual with proven leadership skills, capable of steering our technology, digital, and data programs to new heights. The ideal candidate will possess strategic vision, the ability to build and motivate teams, and demonstrate a strong commitment to advancing technology for social impact.

Key Experience, Knowledge, and Skills:

- Proven senior digital leader with strong data and technology experience.
- Evidence of creating and executing innovative and successful digital, data and technology strategies.
- Familiar with current core technology/digital practises: audience led, content driven, device and channel neutrality, and dynamic personalisation.
- Experience of leading transformation and achieving excellence in teams.
- Experience of working as part of a senior leadership team.

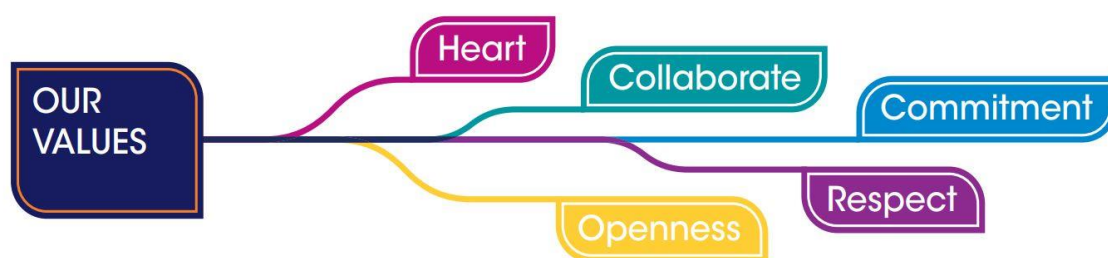
Job purpose

In collaboration with Directors, Heads of function and the wider organisation, define, lead and execute the Motor Neurone Disease technology, digital and data strategy.

Principle accountabilities

- To develop a compelling vision and strategic plan which fully supports the organisational strategy for 2024 and beyond; and the tenacity and skills to deliver against this plan.
- Ensure the Association has the organisation capabilities and ways of working to deliver sector leading digital solutions across care, fund-raising, research, policy & campaigning, and volunteering.
- Ensure the Association has appropriate core platforms which allow it to continuously improve its operational performance.
- Ownership of the technology, data, and digital architecture across the organisation, ensuring the best use of technology and platforms with integration / interoperability key considerations.
- Delivery of digital, data and technology programmes and projects ensuring they provide the optimal solutions at the lowest cost on time and with minimum business risk.
- Ensure data is used to enable improved decision making and improve performance across the organisation and digital platforms.
- Thought leadership to the Executive Board on how digital and technology can help to deliver the Association's strategy and goals.
- Appropriate and informed advice to Executive Board, on the potential benefits and risks of alternative business models for the delivery of technology, data, and digital services.
- Ensure all operational activities across digital, data and technology perform appropriately and fit for purpose.
- Develop and implement a transparent, robust, and relevant framework and process for prioritisation, workload, and capacity planning.
- Provide a truly effective business partnering model which engages and informs stakeholders, providing them with technology enabled business solutions appropriate for their needs.
- Address the technology cost base, benchmarking the spend and technology needs.
- Build and maintain a highly motivated and collaborative technology team with the appropriate skills to deliver the current and future technology needs.

- Put in place the skills and business processes/ways and working and technology to keep the organisation safe from cyber-crime and mitigate any reputational risks.
- Bring the outside in – monitor advancements in technology, educate organisation and wider staff groups in ways in which the Association benefit from digital and technology enabled business solutions to drive income and core purpose.
- Increase digital awareness and cultivate digital literacy throughout the organisation.
- Build an appropriate external profile within the sector and beyond to allow the Association to be better informed of technology developments and to contribute to the advancement of technology in the sector.
- Build an appropriate risk framework, audit and corrective action process to help minimise business reputational risk and cost associated with the technology solutions.
- Provide technology solutions to optimise the work environment, improve communications and collaboration and allow the organisation to work flexibly in ways that appeal to different generations, backgrounds, and needs.
- Undertake any other task relevant to the job purpose and ensure that all functions performed reflect the Association's mission and core values.



Essential criteria

Education:

- Ideally educated to at least degree level preferably in technology, science or commercial discipline and ideally to MSc or MBA.

Key Experience, Knowledge, and Technical Skills:

- Proven senior digital leader with strong data and technology experience.
- Evidence of having created and executed innovative and successful digital, data and technology strategies in sophisticated organisations which are considered digitally enabled.
- Experience of leading transformation, preferably with 'agile' and "waterfall" methodologies to implement change.
- Familiar with current core technology/digital practises: audience led, content driven, device and channel neutrality, and dynamic personalisation.
- Proven success of achieving excellence in teams, who are highly respected for their results, expertise and energy.
- Experience of working as part of a senior leadership team.

Key Behaviours and Competencies:

- Displays leadership and creates a vision which underpins the organisation's strategic objectives.
- Role models excellent behaviours and sets stretching goals to drive performance in the leadership team and broader organisation.
- Creates, builds on and implements innovative ideas, finding creative ways to mitigate barriers. Has a strong external view informed by current market trends and developments.
- Forward thinking with a strategic view that looks to create sustainable and scalable strategies.
- Applies strong interpersonal and collaboration skills to build relationships and influence stakeholders internally and externally.
- Creates valuable networks within the technology sector and leverages these to capitalise on latest insights, practices.
- Has a passion for people and proactively nurtures talent, builds capability, and ensures robust succession.
- Leads others to formulate solutions to complex problems.
- Demonstrates a flexible and adaptable approach to managing change and ambiguity.

How to apply

Please submit a CV and supporting statement via our [website](#). This ensures your application is processed correctly and we have all the required information.

Your supporting statement should be no longer than one side of A4 and demonstrate how you meet the following areas of the role:

- Proven senior digital leader with strong data and technology experience.
- Evidence of having created and executed innovative and successful digital, data and technology strategies.
- Proven success of motivating and achieving excellence in teams.

Where experience is asked for, please give one example showing what you did and what it achieved. Where we require evidence of ability, please explain either how you would approach that particular competence or give an example to support your suitability.

Please note, adverts may be closed before the deadline if sufficient applications are received. To avoid disappointment please apply early.

All applications will receive a response once shortlisting has been completed.

Inclusive recruitment

We are committed to providing people with disabilities an opportunity to compete fairly for jobs.

- We guarantee interviews for disabled applicants that meet the requirements of the role as part of our commitment to the Disability Confident Scheme.
- We can provide reasonable adjustments throughout the recruitment process.
- We communicate with applicants in a way that works best for them to ensure a positive and supportive candidate experience.

Alternative application process

To support an inclusive application process, we are open to receiving alternative applications from candidates who may find it difficult to complete our online form. If you would like to apply via video or audio file, please send your recorded application - ensuring you cover the supporting statement aspect - to HRRecruitment@mndassociation.org

Privacy Policy:

The information provided to the MND Association when applying for a vacancy will be treated in full accordance with the General Data Protection Regulation (GDPR).

The MND Association is committed to protecting your personal information and being transparent about what information we hold, whether you are a donor, volunteer, shopper, campaigner or a person living with or affected by MND.

For more information, visit [Privacy Policy | MND Association](#)

Right to work:

If you are successful in securing a role at the MND, you will be asked to produce your valid right to work documentation as part of our pre-employment checks. To find out more please visit our [website](#).

DBS checks:

Depending on the nature of your role you may be required to complete a criminal records check with the Disclosure and Barring Service (DBS).

Animal testing statement:

Research using animals has led to a greater understanding of MND. Because of the complexity of MND, at the moment animal models are still one of the most powerful tools used to help us understand, prevent and one day cure MND. Many of the achievements that stem from research funded by the MND Association, and by other organisations worldwide, would not have been possible without animal research. Even so, a great deal of our research is carried out without involving animals.

Any decision to use animals in research is never taken lightly. We understand that not everyone agrees with animal research. For more information, visit [Animal research | MND Association](#)

Looking out for our people

The wellbeing of our staff is very important to us, and that's why we've developed a wellbeing offer and programme of activities. These include:

- Mindfulness sessions
- Wellbeing sessions
- Menopause support group
- Parent and carer support group for children who are neurodivergent
- Less visible disabilities and conditions forum
- Coffee and Conversation - a chance to chat or just listen
- The Cornflower Café - aimed at opening up conversations about death, bereavement, and end-of-life
- Mental Health First Aiders who provide support and signpost you to further information.

Learning and development opportunities

We understand the importance and benefits of continual learning. To facilitate your professional and personal growth, we provide a:

- comprehensive induction programme
- range of courses available on our Learning Management System - *Learning Lab*
- job shadowing policy, enabling you to strengthen your knowledge in other areas
- chance to study for an apprenticeship alongside your role.



Our commitment to inclusion

Motor neurone disease doesn't discriminate, and neither do we.

We are determined to become fully inclusive by continuing to embrace diversity, remaining committed to equity and ensuring that our products and services are fully accessible. In this way, we can ensure that **all** people living with and affected by MND get the best possible care and support they deserve.

We offer a variety of network groups and forums that are open to everyone, including our staff, volunteers, people living with and affected by MND, as well as Association members. These groups provide peer-to-peer support, raise awareness, and hold the Association accountable.

We are a Stonewall Diversity Champion, have recently been awarded Disability Confident-Employer status, and are members of the Communications Access Scheme.



Take a look at the [inclusion pages](#) on our website to learn more about our inclusion strategy, see how far we've come and where we are headed.



Where we work

Our central office is situated at Francis Crick House in Northampton, Moulton Park. It's a bright and modern space with a variety of flexible working spaces, meeting rooms, and communal areas.

We also have a shared office space in London (Canopi), which is used predominately by our External Affairs Team. Some of our staff are based regionally and work from home.

Motor Neurone Disease Association

Francis Crick House,
6 Summerhouse Road Moulton Park,
Northampton NN6 3BJ
Tel: 01604 250505

Canopi, London

Canopi Borough Offices
7 - 14 Great Dover Street,
London SE1 4YR



Francis Crick House



Francis Crick House



Staff benefits

The MND Association relies on the dedication and talent of its employees to fulfil its mission and advance towards a cure. That's why it is essential we provide a range of benefits designed to meet both organisational and individual needs, ensuring they are competitive in the market and serve as tools for attracting and retaining great talent.



Enhanced annual leave You are entitled to 28 days of annual leave, which increases by one day for each full calendar year worked, up to a maximum of 33 days after five years of service, in addition to the recognised bank holidays.



UK Healthcare We provide level 1 cover, which reimburses healthcare costs including dentist, optician, health screening, specialist consultation and much more. Discover more [here](#).



24/7 GP service You and your household have 24/7 access to GP appointments, prescriptions and advice, all at no extra cost. Discover more about GP24 [here](#).



Life assurance Additional financial protection for your loved ones, ensuring peace of mind and a secure future.



Cycle to work scheme Save money and spread the cost of a new bike whilst reducing your carbon footprint.



Confidential counselling helplines Support for your health and wellbeing, including challenges related to family, work, finances and health.



BenefitHub Save money on your everyday shopping with access to 100s of high street discounted vouchers and offers, including cash back plans.

Enhanced pension scheme If you contribute a minimum of 5% the Association will contribute 8.1% of your monthly salary.

What our staff say



"Working at the MND Association gives me the chance to help people with MND, and I know that the job I am doing goes some way to assisting people living with this terrible disease. Every day is different, and I enjoy the challenge the work presents."

Matthew Hollis, Area Support Co-ordinator



"Taking that first call from someone who has just been diagnosed with MND fills me with the enormous need to let them know that we are here for them. We are one big happy family and together we will fight this dreadful disease. Those affected with MND are not alone, because we are here for them."

Teresa Deacon, Receptionist



Our history

On 6 October 1979, three independent regional groups set up by people affected by MND came together for the first time as the MND Association. Professor Stephen Hawking accepted an invitation to be the Patients' Patron and remained a figurehead of the Association until his death in 2018.

Within a year, we had funded our first full time research fellow, based at Charing Cross Hospital's neurological department, and just two years later, in 1982, 40 specialists attended the Association's inaugural research conference.

Today, the Association funds the coordination of life-changing care for people living with MND and wide-ranging support for families and carers. We invest millions of pounds every year in the global research effort to discover the causes, potential new treatments and ultimately a cure for MND.

Visit our [website](#) to learn more about motor neurone disease and the important work we're doing at the Association.





Motor Neurone Disease Association

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