



## Chief Executive Officer

**Organisation:** The Sophie Lancaster Foundation

**Location:** Haslingden, Lancashire (hybrid)

**Salary:** £45,000 - £50,000

**Reports to:** Board of Trustees

**Contract:** Full-time, permanent. Job share considered

## About us

The Sophie Lancaster Foundation was established as a small grassroots organisation by Sylvia Lancaster, Sophie's Mum, following her daughter's murder in an unprovoked hate crime attack. We're a ground-breaking charity working at the intersection of alternative subculture education, social justice and hate crime prevention. We champion alternative communities who are often misunderstood, marginalised, or excluded - using education, creativity and lived experience to challenge prejudice, dismantle harmful narratives and build safer, more inclusive societies.

Through innovative programmes, partnerships and research and advocacy, we empower young people, educators, institutions and communities to understand difference not as threat, but as strength. Our work spans schools, community spaces, cultural venues and policy environments. We amplify voices rarely heard and transform knowledge into action.

Though our reach continues to expand, we remain firmly rooted in the massive community that built us. Our supporters are passionate, principled and unapologetically committed to our mission. Leading us means stewarding a vibrant community that is fiercely loyal, values-led and driven by a shared determination to challenge prejudice and create lasting change. They are the heartbeat of our work - and our greatest strength.

We're entering an ambitious new phase of growth and are seeking an exceptional Chief Executive to lead us into our next chapter.



## **The opportunity**

This is a rare opportunity to lead a pioneering organisation redefining how education and hate crime prevention are delivered in the UK.

The Chief Executive will provide visionary leadership, strategic direction and operational excellence, ensuring the charity expands its reach, deepens its impact and remains authentic to the communities it serves.

You will be both a strategic leader and cultural ambassador - equally comfortable shaping long-term strategy, influencing national conversations, securing sustainable funding and inspiring staff, partners and supporters.

## **Key responsibilities**

### **Strategic leadership**

- Develop and deliver a bold organisational strategy aligned with the Foundation's mission and core principles.
- Identify emerging social issues, cultural trends and policy opportunities relevant to alternative subcultures and hate crime prevention.
- Position the charity as a national leader in innovative educational practice and social impact.
- Work closely with the Board of Trustees to ensure strong governance and accountability.

### **Organisational leadership**

- Lead, inspire and support a small, multidisciplinary team, fostering an inclusive, creative and value-led culture.
- Embed equity, diversity and lived experience at the heart of decision-making.
- Ensure effective operational management, safeguarding and regulatory compliance.
- Oversee programme development and evaluation to maximise measurable impact.

### **Impact & innovation**

- Champion innovative approaches to education and community engagement.
- Ensure programmes remain authentic, evidence-informed and community-led.
- Drive evaluation, learning and sector leadership through research and insight.

### **External relations & advocacy**

- Act as the public face and spokesperson for the charity.
- Build strategic partnerships across education, community organisations, government, cultural sectors and academia.
- Influence public discourse and policy relating to hate crime, inclusion and subcultural understanding.

- Represent the organisation confidently across media, conferences and stakeholder forums.

### **Income generation & sustainability**

- Lead fundraising strategy across grants, trusts, statutory funding, partnerships and earned income.
- Cultivate relationships with funders, donors and strategic supporters.
- Ensure financial sustainability through strong planning and resource stewardship.
- Work with the Board to diversify income streams and scale impact responsibly.

### **Person Specification**

#### **Essential**

- Senior leadership experience within charity, education, social justice, cultural, or community sectors.
- Proven success in strategic development and organisational growth.
- Experience securing significant funding and managing organisational budgets.
- Demonstrable commitment to equity, inclusion and social change.
- Experience working with marginalised or underrepresented communities.
- Strong understanding of governance and working with Boards of Trustees.

#### **Essential skills**

- Visionary and values-driven leadership.
- Knowledge of alternative subcultures preferably gained from lived experience.
- Exceptional communication and influencing skills.
- Ability to balance creativity with operational rigour.
- Entrepreneurial mindset with strong problem-solving ability.
- Emotional intelligence and collaborative leadership style.
- Confidence representing complex or misunderstood communities with integrity.
- Access to own transport and clean driving licence essential due to location and nature of events.

#### **Desirable**

- Experience in hate crime prevention, safeguarding, or community cohesion work.
- Policy or advocacy experience at regional or national level.

## Our core principles

- **Belief** We believe and act on what people tell us.
- **Recognition** We validate identity as legitimate, not culpable.
- **Impact** We ensure actions translate into measurable outcomes.
- **Authority** We are trusted and credible across communities and institutions.
- **Inclusion** We respect all communities and will build change together.

## Why join us?

- Lead a nationally distinctive and socially transformative organisation.
- Shape new models of education and inclusion.
- Work with passionate staff, Trustees and communities.
- Make measurable, lasting social impact.

## How to apply

Please submit:

- A CV (maximum 3 pages).
- Covering letter outlining your vision for the role and alignment with our mission (maximum 2 pages).

Applications should be emailed to Fiona Horton, Chair of Trustees at:

[fiona@sophielancasterfoundation.com](mailto:fiona@sophielancasterfoundation.com)

Closing date: 30 March 2026.

To arrange an informal chat about the role, email current CEO, Alison Vincent:

[alison@sophielancasterfoundation.com](mailto:alison@sophielancasterfoundation.com).

## Safeguarding

In the process of recruitment, the Sophie Lancaster Foundation implement actions including criminal record checks to ensure children and vulnerable people are safeguarded and abuse is prevented. The successful candidate will require an Enhanced DBS Check.