

CHAIR OF THE BOARD

Key Responsibilities, Experience and Personal Qualities

Of course, we want everything – all of the essential skills and experience, most of the desirable ones and the personal qualities of a Saint!

We have some very long lists of all the above but the purpose of this document is to distil those lists into a statement of need that both ticks enough of our boxes and encourages you to find out more about becoming the next Chair of Certitude.

Key Responsibilities

There are five main responsibilities for our Chair:

- Strategic Leadership
- Governance
- External Relations
- Efficiency and Effectiveness
- Relationship with the Chief Executive and the wider leadership team.

Strategic leadership

We will have just completed our Strategic Plan for 2022 to 2025 and our direction of travel until 2030, so we need a Chair who can lead the board and support the leadership team in making it happen.

Although we have our strategy, we need a Chair who can appreciate the bigger picture, think commercially and help us to review major opportunities and risks.

Equally important to what we do is how we do it, and the Chair should lead the board in ensuring that we live our values and desired culture.

Governance

We have worked very hard in the last five years to have high standards of governance and governance behaviour. However, we know that this is a continuous journey, and the Chair needs to ensure that the board as a whole has the knowledge, capability, teamwork and desire to perform at an exceptional level.

External Relations

You will be an ambassador for the organisation and able to demonstrate clarity, professionalism and passion for Certitude in an engaging and authentic way to a wide range of audiences from the people we support to local authorities to politicians to the sector we work in and to all of our colleagues and volunteers.

Efficiency and Effectiveness

Chairing our board meetings will require good planning and preparation, clear thinking, impartiality and objectivity and a consensus approach to decision making. Then there is the role, in conjunction with the CEO, to ensure that we do what we say.

You will need to foster and maintain good and constructive relationships with board and leadership team members.

Relationship with the CEO and the wider leadership team

We know that the relationship between the Chair and the CEO is the most important relationship in the organisation. The Chair leads and develops the Board of Trustees and ensures that the organisation is operating within its charitable objectives.

The Chair will work closely with the Chief Executive to drive forward an ambitious strategy. Together they will work closely to ensure the good performance of the organisation and will be clear about the different roles that they play.

Experience

1. A proven track record of successful strategic leadership.
2. Sophisticated understanding of governance with experience of Board development and well-developed inclusive chairing skills.
3. Significant experience of providing guidance and appropriate support and challenge to senior managers.
4. Commercial acumen, with a strong appreciation of risk management.
5. Significant experience of leading the execution of strategy, driving change and organisational development.
6. Communicating with, engaging and informing a wide range of audiences, and speaking publicly about the work of an organisation.
7. Experience of developing, maintaining, and sustaining partnerships with key stakeholders.

Personal Qualities

1. Passion, alignment with and commitment to our mission and our values.
2. Commitment to equality, diversity and inclusion.
3. A high level of emotional and cultural intelligence and political astuteness.
4. Resilient with the ability to handle tension, conflicts and reach consensus.
5. A calm and measured approach to the many crises that arise in our field of work.
6. Comfortable with ambiguity and the confidence to ask questions.
7. Tact and diplomacy, with the ability to listen and engage effectively.
8. A commitment to understand the health and social care landscape.
9. Empathy and understanding of the needs and aspirations of the people and communities we support.
10. Ability to foster and promote a collaborative and inclusive team environment.
11. Willing and able to commit energy and time to fulfil the role, including travel and attending meetings and events out of office hours.