

Interim CEO Role : Social Enterprise Scotland

Organisational Summary

Social Enterprise Scotland is the single enhanced intermediary for the social enterprise sector in Scotland. We are a member-led intermediary, representing the “broad church” of organisations trading for a social purpose in Scotland.

Our Vision

To build a thriving economy where people and the planet come first.

Our Mission

To promote and strengthen social enterprise in Scotland and be the go-to place for organisations to collaborate, partner and invest with social enterprises.

Our key long-term goals:

- Representation, communications, and engagement: We will work to support our members to be connected and heard.
- Policy development and research: We will work with members and partners to influence and shape the policy environment and provide a robust evidence base on the impact of social enterprise.
- Developing markets and working with partners: We will work with partners to unlock markets to develop opportunities, skillsets, and capacity for social enterprises to flourish.

Enabling factors:

- Financial sustainability: We will be a sustainable, well-managed organisation;
- Good governance: We will have a governance structure fit for purpose;
- Positive team culture: A well-resourced, skilled, motivated, and happy team;
- Strong partnerships: With a diverse range of collaborators; and
- Modelling best practice: A ‘net positive’ ambition and leader in innovation.

As a member-led organisation, we will represent and engage with our members to reflect their views and aspirations to inform policy levers and build markets to ensure the landscape is conducive to empowering social enterprises to thrive. We will build our membership, ensuring we are inclusive, and remain credible to the movement and external stakeholders. We will consult widely and evolve our governance structure to ensure we are effectively able to balance accountability with inclusion and diversity of the social enterprise movement, our members, and funders.

The position we are in and what we need

Following a transition period, SES is at a stage where it is finalising the development plan for 2023-24 with the Scottish Government and are at an exciting time ready to become the fully fledged intermediary, though there are still elements of the work to be resolved and agreed with the wider sector, stakeholders, partners and our own membership.

Due to the long-term absence of the CEO, we are seeking an interim CEO to take leadership of the organisation. This could be up to six months, though there will be a one month notice period if this is shorter.

Key tasks

- Servicing the board and supporting the board to drive the strategic direction of the organisation.
- Working closely with the board and Senior Leadership Team to ensure that our development plan is finalised and implemented successfully, while also growing and strengthening the organisation to make it more sustainable for the future.
- Growing and strengthening the organisation to make it more sustainable by implementing existing plans for income generation and considering options for new enterprise activity.
- Working with the treasurer and Senior Leadership Team to monitor the agreed organisation's annual budgets, analyse the risk and manage variables monthly.
- Representing SES at functions, public meetings, and sector events alongside the senior leadership team.
- Leading the development of the organisation's vision, mission and priorities with the staff, board and membership.
- Leading the development of our vision, mission, and priorities with our staff, board, and membership.
- Working with our HR consultant and core staff to assure the wellbeing of all employees and embed processes and policies.
- Liaising with the Scottish Government and other funders and ensuring monitoring systems are in place to gather data for the end of year review.

This is an incredible opportunity to lead and inspire a team of dedicated professionals who are committed to improving the lives of others.

Person Specification

Essential	Desirable
Significant experience in the third sector Evidence of experience at a CEO level An understanding of national and local strategic context for Scotland Supportive of the social enterprise model Track record in relationships with key national agencies and intermediaries An in depth understanding of how boards work.	Experience in a social enterprise setting with a knowledge of the enterprising third sector. Comfort with budget analysis Experience in income generation, particularly for support organisations or intermediaries

Commitment

We are happy to accept applications for full time, part time, secondments or job share and will weigh up the pros and cons of each in relation to our needs.

Salary

£65,000 FTE

How to Apply

Please send a CV and cover letter to Kate Walshaw (kate.walshaw@socialenterprise.scot)

The deadline is 9am on Monday 3rd April

As we are having to accelerate this process, we will hold interviews on the week of the 3rd April so please let us know your availability that week. We will require a quick start soon after that date so please also let us know of holidays or absences you may have.

For further information, please contact one of two board members

Alex Stobart - alex@mydex.org;

Neil McLean - neil@socialenterprise.academy