







# SAY Women

## Chief Executive Officer Recruitment Pack

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# Welcome from Sam Barnett, Chair, SAY Women

Thank you for your interest in the role of Chief Executive Officer at SAY Women.

Our current CEO, who has enabled significant growth and success for the charity over the past 6 years, plans to retire later this year. We are therefore seeking a dynamic, passionate and strategic woman to lead our charity and ensure it reaches its full potential over this next period. You will be joining a fantastically committed and skilled team of staff, incredible young women alongside a strong and dynamic Board.

SAY Women, based in Glasgow provides safe semi-supported accommodation and emotional support for young women aged 16 to 25 who are survivors of sexual abuse, rape or sexual assault and who are homeless, or threatened with homelessness.

The successful candidate for this role will be leading our unique and vital services at a time of both challenge and opportunity for the sector, and the women we support. You will be expected to lead and support a positive culture, a refreshed strategy, alongside the Board, ensuring our young women thrive, our staff flourish and our organisation goes from strength to strength.

If you have a passion for our cause, believe in our purpose, can lead with our values of compassion, courage and connection and you have the skills and experience to lead Say Women, we would love to hear from you.

We are particularly keen to hear from individuals who can bring:

- A feminist perspective and a passion to support young women
- A clear understanding of trauma informed services
- A strong track record of building and sustaining positive partnerships across all sectors
- Experience of strategic planning, operational management, and team leadership
- Strong skills in fundraising and funding
- A collaborative and empowering leadership style

This is an extraordinary opportunity to lead a vibrant organisation making a real difference to the lives of young women. If you, or someone in your network, might be interested in this role, we would be delighted to hear from you. Full details of the role and application process can be found at the end of this pack.

Thank you for taking the time to consider this opportunity. Should you have any questions, or wish to discuss the role further, please feel free to contact me directly at [sam@thepartnershiplab.co.uk](mailto:sam@thepartnershiplab.co.uk)

With best wishes



Sam Barnett  
Chair of the Board of Trustees

# Role Description

## Our Vision

SAY Women's vision is of a society where homelessness and sexual abuse and all forms of Gender-based violence against women and girls is prevented and eradicated.

## What do we do

SAY Women is a registered social charity with turnover of over £700k and 20 staff based in Glasgow. The Charity supports young women aged 16-25 who are at risk of homelessness due to sexual abuse.

The Charity recognises that its staff are fundamental to fulfilling the strategic aims and supporting the core values of our charity therefore we strive to recruit the best candidates with the necessary skills and attributes to fulfil these roles.

The Charity operates out of two buildings one in the centre of Glasgow and the other in a suburb of Glasgow.

Following the retirement of our current CEO, we are now looking for an inspirational leader to work closely with the Board of Trustees and the Senior Management Team to deliver our vision, values and strategic objectives for our service users.

The CEO will lead SAY Women into its next phase of growth and development. As the CEO, you will be responsible for providing visionary leadership, managing operations, and driving our strategic objectives. You will work closely with the Board of Trustees to ensure the charity's mission is effectively communicated and implemented while engaging with the community, stakeholders, and partners to promote our initiatives and values.

Key responsibilities include:

## Strategy

- Leading the charity to deliver its mission and strategy enabling the young women in Scotland to have the opportunity to thrive
- Developing and implementing the charities strategic plan, ensuring alignment with the mission and values.
- Leading the organisation, identifying opportunities for growth and innovation.
- Researching and implementing innovative ways of delivering services and influence to meet the strategic objectives and needs of the young women
- Steering the organisation through periods of change
- Overseeing strategic effectiveness by ensuring effective operational planning and financial sustainability
- Developing key strategic partnerships so that more young women can access the support they need through
- Raising the profile of the organisation



## Profile

- Representing the charity with a broad range of stakeholders including young women, Scottish Government, Cross Parties, supporters, funders and donors.
- Building a network and engaging with a wide range of stakeholders who can enable the delivery of the strategy, including politicians, academia, funders, private sector companies and other charities
- Identifying and securing productive partnerships that help to accelerate the delivery of the charity's mission and vision
- Advocating for the charity's mission and values within the community and across different sectors

## Governance

- Ensuring the organisation fulfils its legal, statutory and regulatory responsibilities
- Collaborating with the Board of Trustees and Advisory Board, providing regular updates and insights on organisational performance, challenges, and strategic initiatives.
- Advising the Board on governance standards, and meeting regularly with the Chair to ensure strategic objectives are being met
- Ensuring the charity activity is high in quality, compliance and has demonstrable outcomes
- Effectively managing risks and opportunities, including monitoring changes to the external environment that affect the charity activity
- Ensuring that assurance checks in place across the organisation and regularly reported to the Board

## People Leadership

- Ensuring that the young women are at the core off all the SAY Women do
- Leading, motivating, and developing a diverse team of staff and volunteers.
- Developing a positive organisational values led culture that encourages collaboration, accountability, and continuous improvement.
- Modelling a respectful, thoughtful and open-minded approach in relation to management and relationships with staff, volunteers and all stakeholders
- Covering for the role of any of the senior management team members in their absence
- Supporting the high performance and continual development of the senior management team

## Finance & Operations

- Overseeing the daily operations of SAY Women, ensuring efficient and effective delivery of programs and services. Implement policies and procedures that promote operational excellence.
- Overseeing the charities sound financial management, including budgeting, financial planning, and reporting.
- Ensuring compliance with regulators, auditors and funders. Build effective relationships with funders, auditors and stakeholders.
- Ensuring the charity is financially sustainable through fundraised and earned income
- Identifying and supporting new revenue generation opportunities



## What does SAY Women need from you?

### Essential Criteria:

- **Female Only Candidates** – This role is designated for female candidates only, in line with our commitment to diversity and the specific needs of the communities we serve.
- **Strategic Leader Experience** – Proven experience in strategic leadership, with the ability to develop and implement long-term plans that drive organisational growth.
- **Experience Working with the Board** – Significant experience collaborating with a board of directors, facilitating effective governance and strategic decision-making.
- **4+ Years Managerial Experience** – A minimum of four years of managerial experience, demonstrating strong leadership and people management capabilities including culture development.
- **Knowledge of Funding Mechanisms and Processes** – Familiarity with various funding sources, grant writing, and compliance requirements to support the charity's financial sustainability.
- **Passion for the SAY Women Cause** – A genuine commitment to the mission of SAY Women, inspiring others to engage with and support our initiatives.
- **Change Management** – Experience in leading change initiatives, with the ability to manage resistance and communicate effectively with stakeholders throughout transitions.

In addition, applicants will be expected to demonstrate the following personal attributes and qualities:

- Personal credibility, integrity and authority
- Nurturing and caring approach
- Ambition and drive for impact
- Results focused and solution orientated
- Experienced in balancing being strategic and operationally hands on
- Passionate about the cause of SAY Women

### Salary

£50,000

### Pension

13.5% contribution after 6 months' probation

### Holiday entitlement:

25 days rising to 27 after 5 years' service

# Our Purpose



WORKING TOGETHER  
TO MAKE SCOTLAND  
AN EQUAL, KINDER,  
SAFER PLACE

## Our Purpose

Our reputation as leaders in dealing with a gendered approach to childhood sexual abuse and homelessness is based on the growing impact and support we provide for young women across Scotland

Young women are supported to reclaim power and control over their lives, wellbeing and healing process.

We help make their lives more manageable so they can re-connect with themselves, their community and the world around them

# Our Priorities

We continue to strengthen our strong positive culture ensuring colleagues have great and fulfilling development opportunities, making us an aspirational employer in our sector

We are recognised as the "go-to" training provider in the sector, driving sector-leading revenues that ensure our long term financial viability

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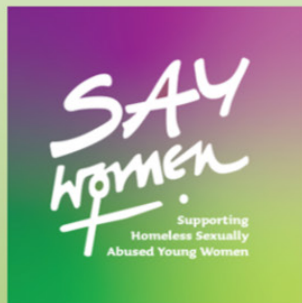
## Our Priorities

Be a partnering organisation with an amazing network of partnerships that support young womens' growth and potential

Build internal capacity and capability, to be resourced and ready to support growth in our service

Diversify funding streams so that we can support greater numbers of young women

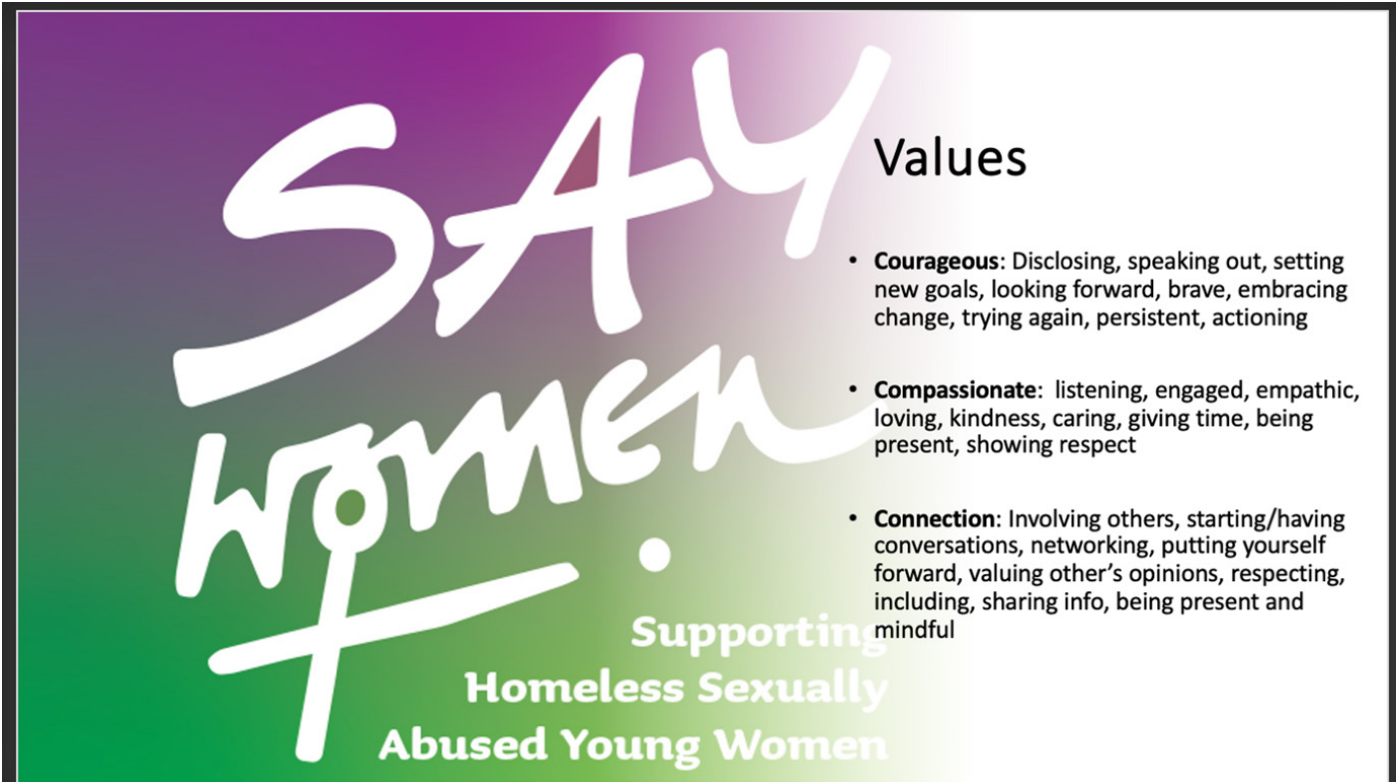
Raise our profile as a key to reaching more young women and building partnerships



Increase Tenancy Sustainment provision across the Housing Association and Local Authority arena, championing a gendered approach to tenancies, ending homelessness for CSA survivors

For more information visit [www.say-women.co.uk](http://www.say-women.co.uk)

# Our Values



**SAY Women**  
Supporting Homeless Sexually Abused Young Women

## Values

- **Courageous:** Disclosing, speaking out, setting new goals, looking forward, brave, embracing change, trying again, persistent, actioning
- **Compassionate:** listening, engaged, empathic, loving, kindness, caring, giving time, being present, showing respect
- **Connection:** Involving others, starting/having conversations, networking, putting yourself forward, valuing other's opinions, respecting, including, sharing info, being present and mindful

# Our Services



# Financial Summary

## 2023-2024 Finance and Funding



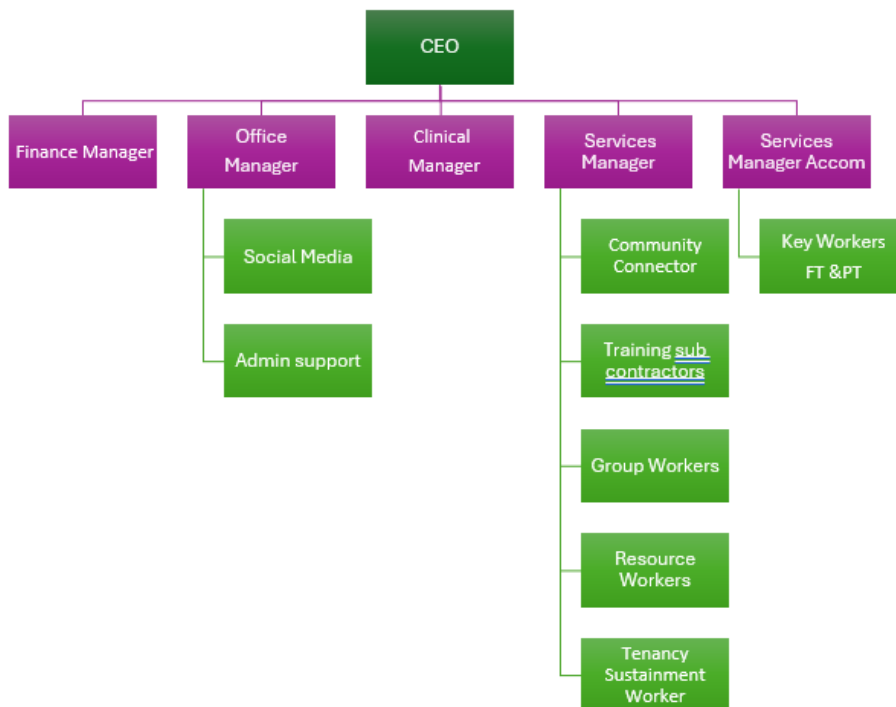
**Trufts & Foundations** £238,867  
**Government** £502,086

**Donations & Legacies** £18,847  
**Grants** £740,953  
**Earned/Other** £5,373  
**Total Income** £765,173  
**Total Expenditure** £784,574

## Our Funders 2023/24



# Organisational Chart



## Recruitment Process and How to Apply

Outlined below are key timescales for the recruitment campaign. All candidate applications will be acknowledged and treated in the strictest of confidence.

Appointment of the successful candidate will be subject to pre-employment checks including satisfactory references.

**To apply please send a CV and supporting statement to [sarah.gracie@edenscott.com](mailto:sarah.gracie@edenscott.com), for further information email Sarah directly or contact on 07999 421314**

Closing date for return of applications – **3rd February 2025**

Stakeholder meeting w/c – **24th February 2025**

Panel Interview w/c – **3rd March 2025**

## Special Requirements for Recruitment Process

We are fully supportive of discussing any reasonable adjustments to the recruitment process to ensure no candidate is disadvantaged as a result of a disability or any other health condition. If you require any special arrangements to be made to ensure your full participation in the selection process, please let Sarah Gracie of Eden Scott know.

If you have a disability or long-term health challenge, we are committed to offering reasonable adjustments throughout the recruitment process and employment.

