



Chief Executive Officer

JOB PACK



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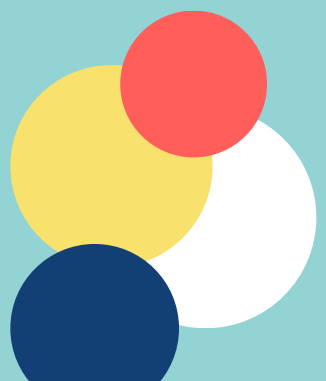
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ABOUT SLRA

SLRA is a frontline community organisation established in 1991 which supports refugees, asylum seekers and migrants in crisis in South London. We provide specialist legal advice and holistic casework to enable people to regularise their immigration status, access rights and entitlements and move on from destitution. Every year we provide support directly to over 1000 migrants in the London Boroughs of Lambeth, Merton, Croydon, Wandsworth, Southwark and beyond. Our support gives marginalised people access to justice and the opportunity to build a safe, stable and positive future.

Our services are shaped by our organisational values of Kindness, Agency, Inclusion and Respect, ensuring that our work remains person-centred and impactful. Our vision here at SLRA is of a community where migrants are welcomed and valued. Our trauma-informed and strengths-based approach to our clients and our work with them enables us to build trusting and strong relationships with local migrant communities and individuals.

SLRA recognises the strength and power of diversity, promotes equity and inclusion, and challenges racism and discrimination. Our staff team reflects these values and we encourage applications from people of all backgrounds. People with lived experience of the impact of the UK immigration or asylum systems are particularly encouraged to apply to join our team.

For further information about us, take a look at our [website](#)



ABOUT SLRA

SLRA's culture and our strategic plans are built on our vision and our values. These reflect our shared commitment to justice and opportunity for everyone. This commitment is reflected in the services we provide, in our way of working and in how we behave as an employer and as a team of colleagues.

Our Vision

Migrants are welcomed and valued. They live safely and are treated with compassion and respect

Our Mission

To ensure that migrants live safely with access to justice and opportunity

Our Values

Kindness

We are caring. We recognise the unique challenges faced by our community. We understand that human connection is the core of everything we do. We focus on wellbeing and a caring environment for those we work with and for our staff and volunteers. We understand that this is key to resilience.

Agency

We amplify the voices of those we work with to demand justice in a system that seeks to make them powerless. We do this by supporting self-advocacy and independence. We believe that those with lived experience of migration must be central to the discussion of migration in the UK.

Inclusion

We create a welcoming, non-judgmental and inclusive culture. We foster belonging and celebrate difference so that everyone can thrive. We appreciate and take account of diverse needs. We understand that inequity shapes the lives of the people we work with.

Respect

We strive to be trustworthy, ethical, reliable and fair in everything we do and say. We trust the people we work with and each other and treat others with dignity. We are determined when advocating for the rights of those we work with.

ABOUT THE ROLE

We are looking for an inspirational new CEO to lead our dedicated team and continue to develop SLRA's outstanding services and impact. You may be an experienced CEO or have the skills and determination needed to step up into the role.

As we look to our new strategic period, we are looking for a new CEO who will ensure the continued exceptional impact of our work with local migrant individuals and communities and who will continue to develop our campaigning and policy influencing work at a time when the hostility of the external environment and government policies is more challenging than ever. If you think you might be the right person for this role, feel that you could bring the best out in those you lead and have the capability to define SLRA's direction over the coming years, then we would love to hear from you.



JOB DESCRIPTION

CEO

Responsible to:	Board of Trustees
Hours of work:	Full time (35 hours)
Salary:	£67,500
Contract:	Permanent
Location:	Hybrid and flexible working hours

Key Responsibilities

Organisational leadership

- Provide leadership, vision and strategic direction for SLRA to achieve its charitable purpose.
- Ensure that SLRA's values permeate the organisation and underpin all activity, decision-making, and working culture.
- Lead, inspire and motivate staff, modelling behaviour and values, authentically representing SLRA and our values internally and externally.
- Ensure the financial sustainability of the organisation through sound financial strategy, monitoring and reporting and the development and maintenance of supporter and donor relationships.
- Further develop SLRA's standing as an expert and capable charity delivering positive impact.
- Oversee all activities of the organisation, working closely with and supporting the Leadership Team to deliver the outcomes identified in our Strategic Plan.
- Champion the involvement of people with lived experience of persecution and/or hardship as migrants so that their participation is valued and supported to play a meaningful role across the organisation.
- Work closely with SLRA's Board of Trustees to ensure effective governance.



Key Responsibilities

Strategy and development

- Work with the Leadership Team to ensure the effective delivery of SLRA's 3-year Strategic plan.
- Identify and act on new opportunities for organisational development or further impact in line with our strategic plan.
- Work closely with all stakeholders to guide future development of organisational vision, values and strategy to achieve our purpose.

Programme delivery and impact

- Ensure overall quality and integrity of SLRA's services and activities, working closely with the Service Leads to ensure quality outcomes and continuous improvement in line with our strategic aims.
- Support the Leadership Team with building key strategic partnerships and relationships across the migration sector and beyond to support our delivery programme, fundraising and influencing activities.
- Act as a key spokesperson and/or support other staff or Experts by Experience to do so.



Key Responsibilities

Fundraising and finance

- Work closely with and support the Fundraising Manager to develop, resource and deliver an effective fundraising strategy to meet income targets while keeping unrestricted reserves within our reserves policy.
- Support the Fundraising Manager with the nurturing and expanding of relationships with current and potential donors.
- Lead on identifying, evaluating and bidding for public sector funding opportunities or contracts which align with SLRA's values, model and capacity.
- Work with the Finance Sub Committee and Trustee Board to ensure effective financial planning and oversight.

Operations, people and culture

- Ensure that SLRA operates as an efficient, agile and inclusive organisation.
- Support the Operations Manager to enhance systems and processes for recruitment, retention and supporting individual team members to learn and develop.
- Work with the Leadership Team to ensure that SLRA is an inclusive, fulfilling and motivational place to work.
- Work with the Leadership Team to improve the diversity and inclusivity of SLRA's team at all levels.
- Develop, lead and manage SLRA's Leadership Team to be the hub of a thriving and creative organisation.
- Overall responsibility for sound resource and facilities management, working closely with the Operations Manager to ensure value for money across all expenditure.





Skills and abilities

Skilled at uniting and inspiring people around a vision.	Essential
Proven ability to think and plan strategically whilst overseeing the operational challenges presented by a busy organisation.	Essential
Operational and management skills to develop and deliver SLRA's Strategic Plan to its full potential, working closely with the Leadership Team to do so.	Essential
Highly skilled at building, nurturing and harnessing diverse collaborations and partnerships at all levels.	Essential
An effective and inspiring communicator and spokesperson.	Essential
Excellent safeguarding knowledge, including understanding legal requirements, implementing robust policies, and fostering a culture of safety and accountability.	Essential

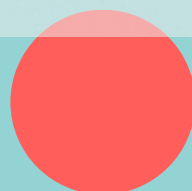
Values and commitment

Genuine desire and ability to work collaboratively and build strategic relationships with other organisations and stakeholders to achieve our aims.	Essential
A belief in the importance of putting the people we work to support at the heart of everything we do.	Essential
Strong commitment to SLRA's values and able to model and promote them with authenticity.	Essential
Active commitment to equity, diversity and inclusion in how you lead and work, seeing the value in different perspectives.	Essential
Commitment to the voluntary sector's role in society, including advocating for systemic change.	Essential
Prepared to be bold and take calculated risks.	Essential

HOW TO APPLY

Experience

Successful experience of fundraising and driving income generation.	Essential
Successful experience of finance, budgets and ensuring sound financial management.	Essential
Experience of working effectively with a Board of trustees and ensuring sound governance.	Essential
An effective manager with experience of supporting, challenging and encouraging a team.	Essential
Excellent leadership experience with a strong track record of leadership through change and challenge.	Essential
Successful experience of helping an organisation to grow sustainably without losing its history, successfully navigating the challenges this brings to operations and culture.	Desirable
Significant experience relating to the UK's immigration, asylum, and nationality law, policy and practice.	Desirable
Experience of drafting and/or amending organisational policies.	Desirable
Experience conducting / reviewing organisational risk assessments.	Desirable
Experience / knowledge of safeguarding in the asylum and immigration context.	Desirable
Experience ensuring compliance with data protection requirements.	Desirable
Lived experience of the UK asylum or hostile immigration system.	Desirable
Resident in/near London and authorised to work in the UK indefinitely.	Essential



HOW TO APPLY

To apply for the role we ask for your CV together with a supporting statement (of no more than 1200 words) that addresses the Person Specification. Please send your CV and supporting statement to **admin@slr-a.org.uk**

DEADLINE: Monday 28th September at 9am

Recruitment timetable

- Week commencing 5th October: First round interviews in person at SLRA office.
- Second interviews in person at SLRA office for those shortlisted after first interview to follow.

Queries

If you would like to have an informal discussion about this opportunity or have any questions please call the SLRA office on 0203 490 3443 and ask to speak to Beth, Operations Manager.



HOW TO APPLY

As an organisation working with migrants, we particularly welcome applications from people with lived experience of the impact of the UK immigration or asylum system. We guarantee an interview for all applicants with lived experience who meet the essential criteria for this post.

We believe that a truly inclusive workplace leads to increased social impact. To understand how we are doing, we ask that you kindly complete the brief equal opportunities questionnaire you'll find on our [website](#). Your response will be confidential, separate from your application and will not be used in any way in shortlisting.

We are committed to providing reasonable adjustments for applicants during the recruitment process. Please contact us to discuss any support you may need.

The benefits of working with us

- 25 days holiday per year (with 3 additional days when the office is closed at Christmas) plus bank holidays.
- Additional long service annual leave days up to a maximum of an additional 5 days per year.
- Flexible and family friendly working arrangements.
- Time Off in Lieu for any additional hours worked.
- Pension scheme with 5% employer contribution.
- We are committed to staff learning and development. Each team member works with their line manager to develop their learning and development plan, and has an annual training budget and allocated development time to support this.
- We prioritise the protection and promotion of staff wellbeing with clear policies which support staff to learn, grow and be fulfilled through the work they do.
- Cyclescheme and travelcard loans.