

December 2022

Group Chief Executive

Kingdom Housing Association

Contact:

Nigel Fortnum, David Currie or Danielle
Cairney on 0141 212 7555





Group Chief Executive Recruitment Pack

Contents:

1. Letter from the Chair of the Board
2. A bit more about the job
3. Group Management Structure
4. Person Specification
5. Job Description
6. Summary Terms, Conditions & Benefits
7. 40 years of Kingdom
8. Corporate Plan
9. Living and working in Fife
10. The Process and How to Apply



Group Chief Executive Recruitment Pack

Letter from the Chair of the Board

Thank you for your interest in the role of Group Chief Executive at Kingdom.

At Kingdom, our mission is to provide More Than A Home and, as the leader of our organisation, your role will be crucial in achieving that during a time of exciting opportunity and significant challenge.

We believe affordable housing and good quality support and care are fundamental elements of a fair, positive and just society in which all people can flourish. Our purpose is to make a contribution to that.

In its 43 years, Kingdom has grown from a small group of concerned local people who were looking to find homes for a group of young, single homeless men in Lochgelly to become one of the leading providers of affordable homes and care in East Central Scotland. In that time, we have only had two Chief Executives and we need someone who can continue to build upon that legacy.

Most importantly, you will be someone who is passionate about our mission and will be relentless in its pursuit. You will inspire our people to work with each other so we can deliver the best possible outcomes for our customers and the communities we operate in.

In return, you'll get to lead, grow and develop an organisation that was the CIH Scotland 2022 Housing Provider of the Year, is committed to improving the lives of our customers and that continues on a journey to truly being an employer of choice. You'll also benefit from flexibility and a work-life balance seldom seen in roles this senior.

Please have a look through the information we've given you in this pack. I hope it gives you a good sense of the role and Kingdom. If you share our passion, feel that we're an organisation you could flourish in and are the person we're looking for, I'd be delighted to receive your application.

If you would like to have an informal conversation, in confidence, about the role or Kingdom, please don't hesitate to speak to our recruitment partners at Aspen People. Similarly, both me and Bill Banks, our current Chief Executive, would be more than happy to speak to you, again, on an informal and confidential basis. If you would like to speak to me and/or Bill, drop a note to Lesley Proudfoot, PA to the Chief Executive & Executive Support Officer, (lesleyproudfoot@kha.scot) with your availability and she'll make arrangements.

Best Regards,

Linda Leslie
Chair of the Board



Group Chief Executive Recruitment Pack

A bit more about the job



A bit more about the job

Group Chief Executive

While you'll see the detail of the duties and responsibilities of the role in the job description, we wanted to give you a bit more context about the background and what the initial priorities will be.

The Kingdom Group has only had 2 Chief Executives in its 43 year history so this is a rare opportunity for the right candidate and a crucial appointment for us.

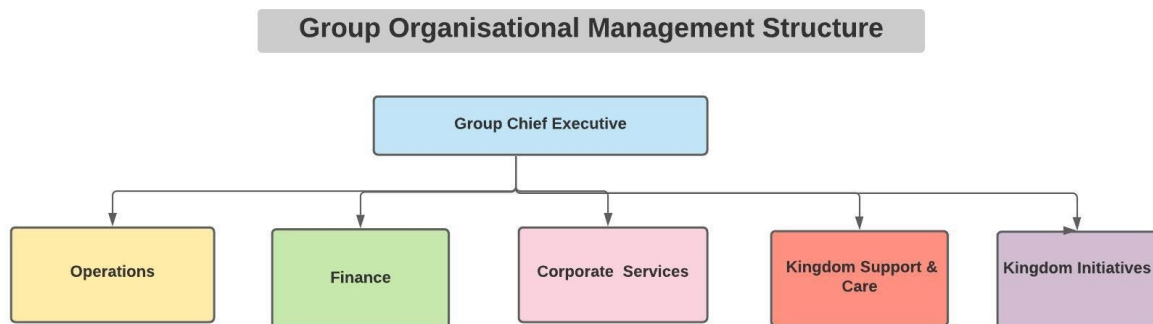
As Group Chief Executive, you'll work closely with our governing bodies and senior team to lead the development of our strategies across the Group but there are a few key issues that will require your immediate attention.

- The entire social housing sector is likely to face a considerable funding challenge over the next few years. Even if the potential rent freeze/cap for 2023/24 from the Scottish Government does not happen, we are extremely unlikely to apply a rent increase anywhere near the level of inflation. That will have a significant impact on our ability to fund our new-stock development programme, other business development plans and our ability to increase our staff numbers or afford staff a 'cost of living' pay increase.
- The care sector has been under significant pressure for a number of years. As with all providers, KSC has found it extremely difficult to recruit and retain staff as funding levels do not allow attractive pay rates so it is challenging to resource and deliver our services.
- The organisation has grown substantially in recent years and we intend for that to continue. We have gone through significant cultural and structural changes but that work will need to continue as we grow further, to enable us to adapt to new ways of working post-pandemic and prepare ourselves and our people for the continuing political, social, environmental and economic challenges we'll almost certainly face in coming years
- Kingdom has a history of being an innovator - that remains an overarching ambition for us

Ensuring the organisation balances robust governance with growth, innovation and measured risk taking will be key to your success. All three Kingdom companies have extremely supportive boards who we are keen to ensure are knowledgeable about our work and informed on how we are performing. A central part of your role will be to ensure that happens and to enable positive relationships between key board members and key senior employees.



In our current structure, the Group Chief Executive leads our Executive Management Team which consists of our Executive Directors of Operations, Finance and KSC (see chart below). In addition, the Group Chief Executive has Executive Director responsibility for HR, Digital, Governance and Board Support; sits as a Director on the KSC and KI boards and; is Secretary to the KHA Board.



You will lead Kingdom by example. You will demonstrably live the behaviours, attitudes and values we want all our people to exhibit. As part of that, you will nurture the right behaviours in the executive and senior management teams, supporting them to engender those same behaviours in their teams and increase collaboration between their departments whilst making yourself a visible and vocal champion of our values for the whole organisation.

Externally, you will forge and develop constructive relationships with key partners, politicians and stakeholders. You will lead the continued promotion of Kingdom as a leading, innovative provider of affordable rented accommodation and care and as an employer of choice.

Our current structure has 4 levels of management roles - Executive Director, Departmental Director, Head of Service and Departmental Manager.

There are 3 groups which the different management tiers sit on:

- **Executive Management Team;** Group Chief Executive, Executive Directors of Finance and Operations and the Director of Kingdom Support and Care.
- **Senior Management Team;** As above plus Departmental Directors and Heads of Service.
- **Managers and Senior Officers Group;** All Departmental Managers or a senior officer for each service.

The key variations between the Executive Director and Departmental Director level are:

- Executive Directors will deputise for the Chief Executive when required.
- Additional delegated authority is applied to posts that are part of the Executive Management Team as part of our policies.



- Executive Directors have increased responsibilities associated with the development and implementation of the Corporate Plan and strategic business development responsibilities.
- Executive Directors have overall strategic and operational responsibilities for a Service Area, whereas Departmental Directors will mainly have strategic and operational responsibilities for a service department.
- There are variations in the authority levels as part of the Financial Regulations
- Executive Directors normally attend all KHA Board meetings, whereas Departmental Directors and Heads of Service will normally only attend to present departmental reports.
- Executive Directors normally attend the joint Board / Management Team Strategy Sessions, whereas Departmental Directors and Heads of Service will attend when invited to participate.

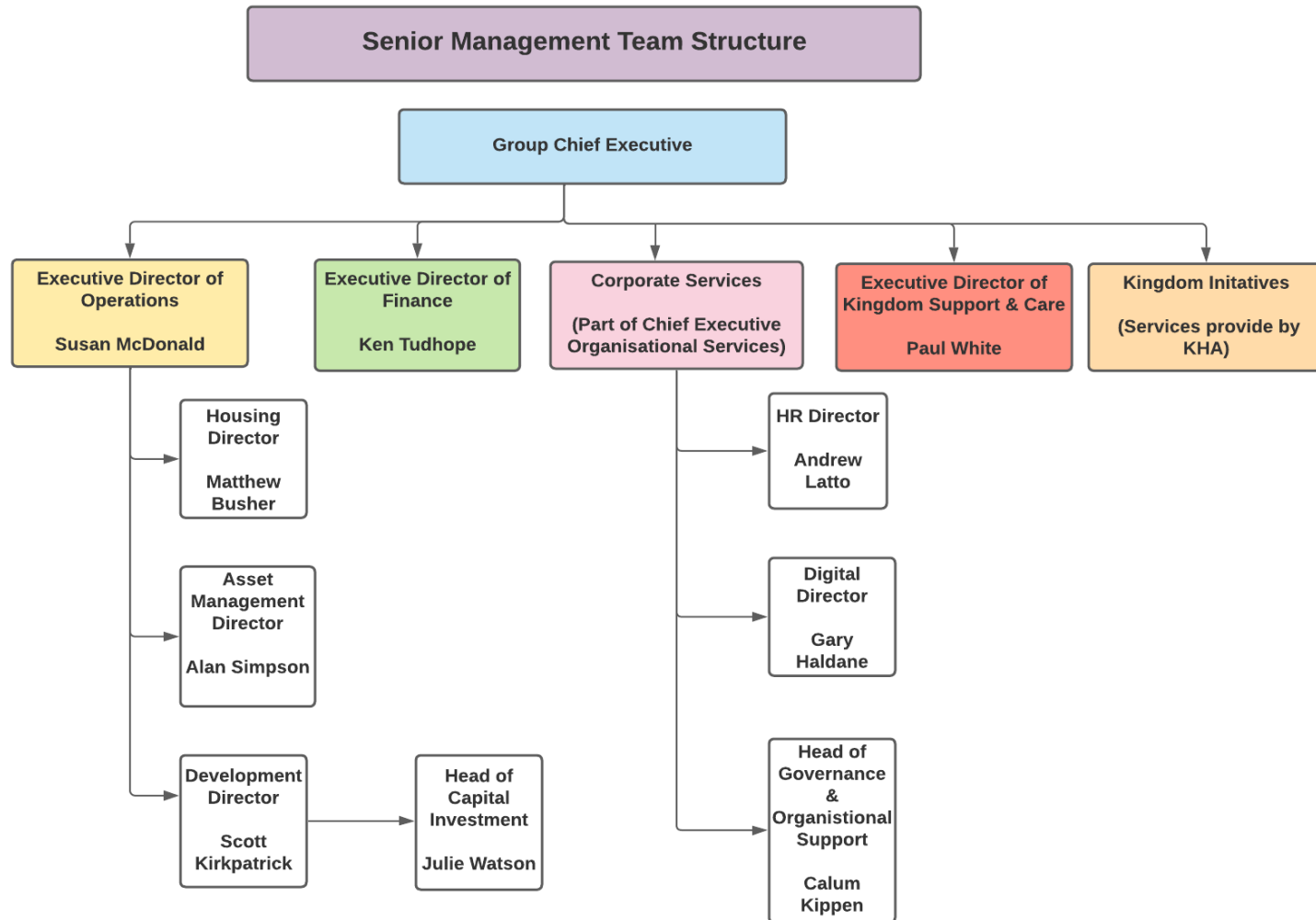
Heads of Service will have the operational responsibilities for their service area, and will be responsible for implementing the approved strategy. They will also assist the Departmental and Executive Directors to develop and implement the corporate strategy, however the main strategic responsibilities will sit with the relevant Executive and Departmental Director.

Departmental Managers mainly have an operational management responsibility, however they will contribute to the development and implementation of departmental and organisational strategies where required.



Group Chief Executive Recruitment Pack

Group Management Structure



Note: Further Departmental Managers positions are also part of the structure in departments which are not shown above, however details can be provided on request



Group Chief Executive Recruitment Pack

Person Specification



KINGDOM HOUSING ASSOCIATION

PERSON SPECIFICATION

Post: Group Chief Executive	Department: Chief Executive's Department
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	Essential Criteria
E1	Qualifications
	Educated to degree level or equivalent experience and membership of a professional body
E2	Experience
	Executive level experience of leading culture change and innovation
	Experience of developing business case proposals, business planning, developing strategies and managing and minimising risk
	Experience of creating and maintaining effective strategic partnership arrangements
	A proven track record of leading a business with a demonstrable balance of customer focus, commerciality and continuous improvement.
	Evidence of relevant management achievements that have delivered business growth and innovative projects
E3	Knowledge and Understanding
	Excellent knowledge and understanding of housing issues, legislation, regulation and financial operations in the affordable housing sector
	Significant knowledge of strategic, policy and financial issues affecting social housing
	Understanding of and commitment to performance management, that has resulted in efficiencies and improved processes related to both organisational and management performance
E4	Business Development and Growth;
	Track record of business development and growth through innovation.
	Experience of balancing performance, business growth and risk management at a corporate level to achieve efficiencies and business improvements.
E5	Leadership
	Excellent leadership, motivational and influencing skills
	Ability to inspire and engage with colleagues, at all levels across the organisation, to enhance a positive organisational culture
	An innovator, who is passionate about continuous improvement and positively leads people through change from the front
	A leader who fosters and demonstrates a strong culture of internal collaboration.

	A leader who enables a culture of innovation and creativity that delivers tangible business improvements.
	A self-reliant individual who leads, inspires confidence and trust through modelling the highest levels of integrity, honesty and accountability
E6	Performance and Change Management;
	Evidence of continuous improvement in respect of service delivery and performance
	Evidence of creating a performance and quality culture
	A passion for developing staff capacity, capability and engagement
E7	Collaborative Working
	A collaborative professional who focuses on achieving the best outcomes for the organisation and our customers
	Track record of successful external collaborative and partnership working
E8	Skills, Abilities and Characteristics
	Well-developed communication skills (including listening, written, influencing and presentational)
	The ability to develop, articulate and implement strategy and vision with passion and enthusiasm
	Ability to challenge in a constructive, proactive and robust manner
	Innovative approach to problem solving
	Ability to engage with different groups, clarify complex issues and generate respect
E9	Shared Values and Objectives
	A strong affinity for the work of Kingdom and its subsidiaries
	A supportive and influencing approach that enhances a positive organisational culture
	Commitment to; <ul style="list-style-type: none"> • Delivery of quality services to tenants and the wider community • Equalities, Diversity and Inclusion • Innovation through collaboration with external partnerships • The environment, sustainability and environmental sensitivity • Enjoying a positive and productive relationship with; <ul style="list-style-type: none"> ○ Colleagues across the organisation ○ The Management team ○ The Board of Management
E10	Business Travel
	A car available for business use, a current full driving licence, or evidence of the ability to efficiently undertake business travel to various, sometimes remote locations.

	Desirable Criteria
D1	Experience, at executive level, within a successful registered social landlord, housing related or other voluntary organisation
D2	Housing Qualification and Chartered CIH Membership
D3	Management Qualification
D4	Good Knowledge and understanding of the following; <ul style="list-style-type: none"> • Housing Association finance and budgetary control skills

	<ul style="list-style-type: none"> • Core housing association operations, related to housing management, customer services and asset management • Delivery of new supply affordable housing, including funding models • Corporate support services related to, HR, health and safety, governance and digital services • Care and Support Services • Commercial and business development
D5	Good knowledge of alternative housing tenures and the private housing market
D6	An understanding of the legal and regulatory requirements of charities
D7	Experience of being a non-executive director/board member of a governing body
D8	Familiarity with wider role potential of housing associations
D9	Good skills, abilities and characteristics related to; <ul style="list-style-type: none"> • Being Decisive • Political awareness • Sound analytical skills

Behaviours and Competencies	
We expect all our people to live by our CARES values and the following summarises the personal characteristics, behaviours and competencies that will be expected of you	
Leading Self	
	Drive own personal and professional development.
	Communicate effectively in an inspiring and motivational way.
	Develop creative and innovative thinking.
	Maintain commercial awareness and see the bigger picture.
	Visibly act as a role model of Kingdom's values as well as professional integrity and ethics and lead by example.
Leading the Business	
	Provide leadership across the organisation and act as an ambassador for Kingdom externally.
	Lead and manage innovation, change and continuous improvement.
	Design and lead on strategic plans for the long term viability of the KingdomGroup.
	Ensure customers are at the heart of everything we do.
	Ensure and enable good governance.
Leading Others	
	Lead and inspire high performing teams both now and in the future.
	Drive career development and performance management which will enable Kingdom's future plans and strategies.
	Promote and value diversity.
	Encourage collaborative working both within and outside of the Kingdom Group.
	Promote a safe and healthy working environment.



Group Chief Executive Recruitment Pack

Job Description



KINGDOM HOUSING ASSOCIATION LIMITED

JOB DESCRIPTION

JOB TITLE:	Chief Executive (Kingdom Group)
JOB GRADE:	£127,245 (Spot salary) plus benefits / flexible working opportunities
ACCOUNTABLE TO:	The Kingdom Group Governing Bodies.

The Chief Executive is employed directly by Kingdom Housing Association Limited and is the Senior Officer across the Kingdom Group.

The Kingdom Group consists of Kingdom Housing Association Limited and its wholly owned subsidiaries. There are currently two subsidiaries; Kingdom Initiatives Limited and Kingdom Support and Care CIC.

Kingdom Housing Association has 3 Executive Directorates;

- Finance and Business Development
- Operations (Housing, Asset Management, Development and Customer services)
- Corporate Support services (HR, Digital, Governance and Organisational Support Services)

OVERALL AIM

To be responsible to the Kingdom group governing bodies for the overall leadership, management, development and promotion of the Group. To enable the governing bodies to carry out their duties to the highest standards of probity and governance.

As the Senior Officer, you will be responsible for overseeing the development, implementation and achievement of the Kingdom Group's strategic objectives and risk management processes, across all areas of operation

You will be responsible for the overall strategic leadership of the Group, leading and collaborating with colleagues across the business to support our culture change journey, visibly champion our values and develop a clear sense of direction for growth and development of the Group.

As Chief Executive you will also have Executive Director responsibilities for our Corporate Support Services Departments, covering;

- HR, Health, Safety and Well-being
- Digital Services
- Governance and Organisational Support.



You will develop innovative strategies, initiatives and interventions to deliver sustainable improvements to performance and business development across the Group.

CHIEF EXECUTIVE ROLE PROFILE

Purpose

To lead the Kingdom Group and to be accountable to the Group Governing bodies for the development of strategy and plans; to develop, deliver and manage high quality, affordable, sustainable housing and care services; to be a major contributor of affordable housing in East and Central Scotland.

Context and Scope

This is a broad strategic role with the responsibility for leading and developing the Kingdom Group in an ever-changing environment. The Kingdom Group must be responsive and adaptable to sustain its position as a significant provider of social housing and care services as well as tackling a range of changes and issues including, community demographics and aspirations, political and social agendas and funding. It is essential that productive relationships are maintained with strategic partners and stakeholders.

The Kingdom Group has taken a holistic approach to the regeneration of the community and a wider role in our areas by providing a range of initiatives, support and care services, employability support, community benefit projects and care & repair services.

The Chief Executive must develop and maintain effective relationships with the Governing Bodies in accordance with governance good practice. The Chief Executive will also lead the management team in the efficient and effective allocation of resources to deliver good quality customer services and the high performance of the organisation and its staff.

Major Tasks

- **Strategy:** To create and promote the Kingdom Group overall strategy within guidelines set by the Governing Bodies.
- **Leadership and People:** To lead the Kingdom Group to deliver high performance. To develop staff capability, capacity and engagement to deliver quality services to customers, tenants and the communities it serves.
- **Governance:** To provide advice, guidance and support to the Governing Bodies to enable them to effectively direct the Kingdom Group to ensure compliance with current regulatory standards of governance and financial management.
- **Financial Resources:** To ensure financial sustainability and value is gained from the capital and revenue budgets. To demonstrate value for money related to our



activities.

- **Quality:** To ensure the provision of high quality service to customers and stakeholders and that our new and existing stock provides warm, safe and secure homes for our tenants.
- **Legal:** To ensure the activities of the Kingdom Group comply with regulatory, legal, procurement and business requirements.
- **Ambassador:** To be an ambassador for the Kingdom Group, representing and promoting its interests and ambitions and developing positive relationships with key stakeholders locally and nationally.

CORPORATE RESPONSIBILITIES

1. To undertake responsibilities identified in our policies, procedures, financial regulations and standing orders applicable at the Senior Officer and Executive Director grade.
2. To lead, and be an active and effective member of the Executive Management Team, working with other members of the management team on all corporate matters.
3. To drive and enable the Kingdom culture programme, demonstrate, apply and promote the Kingdom Values and ensure the Groups Performance Management processes are applied consistently across the organisation.
4. To provide leadership across the Group and be a role model for our staff, in line with our CARES values. To seek and recognise staff views when developing and implementing Kingdom strategies and policies and ensure Kingdom complies with its duties and obligations as an employer.
5. To actively participate in the development, management and implementation of corporate tasks and activities, including the following:
 - Risk Management;
 - Governance;
 - Performance Management;
 - Internal & External Audit Compliance;
 - Business Continuity and Disaster Recovery;
 - Regulatory Compliance;
 - Business Development.
6. To participate in the development and implementation of the annual Corporate and Business Plans, setting and monitoring strategic and operational objectives as appropriate. To plan and implement the annual business planning process, including staff conferences, management strategy sessions and Board strategy events.

7. To promote the aims, strategies, policies, procedures, values and achievements of the Group to all relevant stakeholders.
8. To Identify and implement business development initiatives and prepare business case proposals for approval by the Board of Management.
9. To protect and enhance the reputation of Kingdom, ensure that complaints are dealt with constructively, timeously and in accordance with the Group policies and procedures and that organisational complaints reports are produced as required.
10. Contribute to the development, review and implementation of all organisational policies.
11. To prepare and present reports, etc to the Board of Management, Boards of Directors and Strategy sessions and attend Board/strategy sessions/ meetings where required.
12. To develop and maintain partnerships which promote and further the Group's Strategic aims and objectives.
13. To ensure organisational compliance with Kingdom's Procurement policy, strategy and current procurement legislation.
14. To provide oversight and assistance to the Board, in relation to the consideration, business planning and implementation of any options for constitutional change.

MAIN TASKS AND RESPONSIBILITIES

1. To lead and coordinate the work of the management team on all matters of corporate management and the development, promotion and delivery of the Kingdom Group objectives and activities.
2. To undertake Executive Director responsibilities for the management of Kingdoms Corporate Support Services Departments.
3. To represent and promote the Kingdom Group interests in its dealing with other local and national organisations and the wider public.
4. To develop and compile the annual corporate and business plans, setting and monitoring standards in conjunction with the Management Team as appropriate.
5. Provide advice and guidance to the Kingdom Group governing bodies on potential new activities and opportunities.
6. Enable the governing bodies to develop the forward strategy of the Kingdom Group.



7. Ensure that the Kingdom Group provides a fair and effective service to its customers.
8. Ensure that the Kingdom Group carries out its responsibilities as an employer to a high standard and promote a positive approach to staff and Governing Body relations.
9. To act as Company Secretary, if required to do so, by the Governing bodies.
10. To act as a Subsidiary Board Director, if required to do so, by the KHA Board.
11. Any other duties related to the leadership, management and organisation of the Kingdom Group as may be required from time to time by the Governing Bodies.

OTHER FEATURES

The hours of work are as outlined in the Principal Statement of Terms and Conditions to be worked in accordance with the needs of the Group. We are passionate about flexible working and, while there may be occasions when it is necessary to work evenings or weekends, we can balance that out with working arrangements and times to suit individual needs.

The Group may increase in size in the future; it is likely that the duties listed may need to be varied to suit its changing requirements.

Kingdom gives every encouragement to members of staff to undertake training for approved courses including providing financial assistance where appropriate.

JOB LOCATION

The operational base is as outlined in the Principal Statement of Terms and Conditions although the post holder will be required to work and operate at any of the Association's offices to meet the flexibility requirements of the Service. The Association reserves the right to either temporarily or permanently move an employee to another location.



Group Chief Executive Recruitment Pack

Summary Terms, Conditions & Benefits



KINGDOM GROUP CHIEF EXECUTIVE

Summary Terms, Conditions & Benefits

Hours Worked

The hours of work will be 36 hours per week, not including lunch breaks. Our normal office hours are 9-5 Monday to Friday, but can vary according to the needs of the service. Some evening and weekend work will be required.

We can facilitate a variety of flexible and agile working arrangements such as flexible working hours, compressed hours, remote working, etc as well as significant flexibility around where work is carried out.

Salary

The salary is £127,245 per annum, including car allowance.

Method of Payment

Payment of your salary is in equal monthly instalments in arrears, by bank transfer, no later than the last Friday of each month.

Location

Your operational base is at our Head Offices Saltire Centre, Glenrothes, although you will be required to work and operate at any of the Association's offices to meet the needs of the service. We reserve the right to either temporarily or permanently move an employee to another location.

Relocation Assistance

If you need to relocate to the local area to take up this role, you may be eligible for financial support to assist with relocation expenses.

Car User

The salary for this role includes a car user allowance. As the post is designated a business car user, a current, full driving licence, the use of a car for work and business use insurance cover is required. Payment for business mileage incurred is 45p per mile.

The role also qualifies for our low-interest car loan scheme in which you can borrow up to £30,000 over up to 5 years to buy a car for work use. Interest on the loan will be calculated as the base Bank of England interest rate at the time the loan is agreed plus a margin of



0.75%. The additional 0.75% will be waived if the loan is to purchase a vehicle which is exempt from Road Fund Licence due to low CO2 emissions.

Private Health Care

You will be eligible for annual private health checks and private health insurance paid by Kingdom.

Probationary Period

Your first 3 months will be a probationary period.

We may extend the probationary period if there are any concerns regarding your performance, attendance or conduct. We may end your employment during the probationary period where we believe your performance, attendance or conduct is unsatisfactory.

Notice Period

To end your employment you will be required to provide six months notice.

If we end your employment for any reason other than gross misconduct we will give you the statutory minimum period of notice. Currently this is one week if you have been continuously employed for between one month and two years; one week for each complete year (up to a maximum of 12) if you have been continuously employed for two or more years.

Pension

We are a member of the Scottish Housing Associations Defined Contribution Pension Scheme. The employee contribution rate is 4% and the employer contribution rate is 10% with the option to increase your employee contributions. You will also have the option of making your pension contributions through a salary exchange scheme which also passes on any employer National Insurance contributions to your pension.

For employees not in our Defined Contribution Scheme, auto enrolment pension provision is applicable subject to eligibility criteria. You can find out more about workplace pensions and the benefits of staying enrolled by visiting www.gov.uk/workplacepensions

Annual Leave

The annual leave year is from 1 April to 31 March. Your full leave entitlement (based on a 5 day working week) will be 37 days, comprising 33 annual leave days and 4 public holidays.



Your annual leave entitlement will increase by 2 additional days after 5 years service and a further 2 days after 10 years service.

For a part year, you will be given a proportion of the full year's entitlement based on the number of complete months worked in the year.

Other Benefits

We will pay for your membership of one professional body.

You will have access to our employee benefits scheme which offers a range of discounts at many online and high street retailers, a range of health and wellbeing supports and a salary-sacrifice car leasing scheme.

Access to a free, confidential 24/7 employee counselling service.

A wide variety of opportunities to learn and develop.

Offer of Employment is subject to:

- Satisfactory references (one should be from your current/most recent employer). We do not normally accept references from relatives or friends and we reserve the right to request more than two references.
- Producing documentary evidence under the requirements of the Immigration, Asylum and Nationality Act 2006, to verify that you are eligible to work in the United Kingdom.
- A satisfactory Basic Police Act Disclosure Check.
- Confirmation that you have no conflict of interest in accordance with our Entitlements, Payments and Benefits Policy.
- Confirmation that you are not debarred from undertaking a managerial position with a charity by the provisions of the Law Reform (Miscellaneous Provisions) (Scotland) Act 1990.
- Verification of qualifications/memberships you have stated in your application which are relevant to the post.
- Verification that you hold a current full UK driving licence, possess a valid MOT certificate (where applicable) and have Business Insurance cover.

***This information is provided for general guidance only
and is not intended to be contractual.***



Group Chief Executive Recruitment Pack

40 years of Kingdom

Can be obtained from the following link

<https://www.kingdomhousing.org.uk/wp-content/uploads/2019/11/Kingdom-40th-Anniversary-Book-sml.pdf>

or click on the PDF below



40 years of
Kingdom.pdf



Group Chief Executive Recruitment Pack

Corporate Plan

Can be obtained from the following link

<https://www.kingdomhousing.org.uk/wp-content/uploads/2022/05/Corporate-Plan-2022-2027.pdf>

or click on the PDF below



Corporate-Plan-202
2-2027.pdf



Group Chief Executive Recruitment Pack

Living and working in Fife

Living and working in Fife

Fife lies on the east coast of Scotland, between the cities of Edinburgh to the south and Dundee to the north with Perth and Stirling to the west.

We have superb transport links with nearby access to Scotland's motorway network, the rail network and Edinburgh International Airport.

We offer beautiful natural scenery, great education, a growing economy and a wide range of leisure and housing choices.

You can choose from a variety of places to live in Fife ranging from small, seaside villages to vibrant, larger towns, all of which have their own character so there's something to suit every preference and lifestyle.

Fife is historically 'the home of golf', and the burial place of kings, queens and saints. But we are a forward looking, diverse population with a proud spirit and a positive attitude.

We celebrate our history in our many festivals, embrace our cultural diversity and take pride in the numerous opportunities for sport, the arts and leisure that Fife has to offer.

Fife is diverse in a number of ways including:

- A diverse population from various ethnicities, various historical backgrounds and varying affluence.
- Modern shopping that sits next to burial sites of ancient kings and queens.
- Wild landscapes that contrast with tamed award winning beaches.
- A national motor racing circuit for the speed lovers and a network of cycleways and a 117 mile path that stretches around the Fife coast for the more leisurely experience.
- A full range of sports and leisure facilities
- The contrast of Scotland's oldest university in St Andrews to brand new schools across Fife.

Discover more about what Fife has to offer - visit <https://www.welcometofife.com/>



Group Chief Executive Recruitment Pack

The Process and How to Apply

Enquiries

For a confidential discussion about the post please contact Nigel Fortnum, David Currie or Danielle Cairney on 0141 212 7555.

Application

To apply please complete the Application Form and Equality and Diversity Monitoring Form and email these to Katy Gall at Aspen People – kgall@aspenpeople.co.uk

- Application Form
- Equality and Diversity Monitoring Form

Dates

Closing date for applications: Midnight, Monday 9th January

First interviews: Thursday 19th January

Second interviews: Thursday 26th January

Contact

**Nigel Fortnum, David Currie or
Danielle Cairney on 0141 212 7555**