



Winning Scotland

Chief Executive Officer

Salary: £60-70K

Location: blended working between home and office (Edinburgh)

Winning Scotland has an exciting opportunity for a pro-active and highly-skilled leader to take on the role of Chief Executive Officer.

Reporting to the board, the CEO will have full responsibility for the charity whose present focus is the development of confidence and resilience in young people through growth mindset.

You will provide strategic direction for a small, experienced team and be responsible for the successful management and delivery of Mindset in Education and the development of a range of innovative projects, digital products and services to partners and clients.

Key responsibilities include:

- Leading the implementation of Winning Scotland's strategy and purpose.
- Ensuring the quality of the organisation's performance including fundraising.
- Representing the organisation's interests with key stakeholders including public, private and third sector organisations as well as politicians.
- Leading and developing the staff team.
- Assessing risk and implementing risk management strategies.
- Business growth and development including proactively seeking new relationships and projects to increase the spread and impact of the organisation's work.

You must have senior management experience, leadership qualities and a clear understanding of financial management. You will be an excellent communicator with demonstrable thought-leadership qualities and a clear understanding of a purpose driven charity or organisation.



Further details on the role of CEO for Winning Scotland

Thank you for your interest in the position of Winning Scotland's new Chief Executive Officer.

Winning Scotland has achieved much in the 16 years since it was established, from the development of Positive Coaching and Champions in Scotland to its ground-breaking work with Mindset in Education.

We continue to develop and have created new approaches, with our partners, to support a generation of children and young people to be more confident and resilient.

Winning Scotland is looking for an inspiring individual to lead us on the next stage of development with exciting new ideas and innovation in support of Scotland's young people.

We are a trusted and valued partner, with a sector-leading reputation for catalysing and testing new ideas and being able to deliver innovative solutions for developing teachers, leaders, parents and coaches, so they can make an impact on children and young people.

We recognise that to build and maintain such a reputation, it is vital that we keep developing. With an annual turnover of around £500k and a small team of employees and contractors we operate an agile and digitally-enabled organisation, with a successful online learning platform that allows us to service the whole of Scotland.

As we move out of lockdown, after what has been a difficult but inspiring year, the future looks exciting. We want a hands-on, visible leader to inspire the Board, staff team and associates to drive our work forward through catalysing ideas, collaborating with partners and making impact on the confidence and resilience of the next generation.

If you have excellent communication and leadership skills, a commitment to playing an integral role in Winning Scotland achieving its ambitions, and the appropriate qualifications, experience and knowledge, we would love to hear from you.

You may find the following documents useful in providing further information on the role and Winning Scotland:

- [Annual accounts 19/20](#)
- [Annual review 2020](#)
- [Impact report 20/21](#)



How to apply

To apply, please send a comprehensive submission, which should include:

- An up-to-date CV
- A supporting statement - indicating in detail how you meet the criteria and competencies for the role

Please submit your application to Aspen People via the link [here](#).

We trust that you have found the information supplied useful and informative. However, if you wish a confidential discussion about the role, please contact Debbie Shields at our recruitment partners, Aspen People on 0141 212 7555.

Applicants will be shortlisted for interview by matching the details given on their CV and supporting documents against the job description and behavioural competencies.

We would therefore ask applicants to provide clear evidence to show how your experience, skills and knowledge match those requirements, as well as why you are interested in the role.

Recruitment timetable

Provided below is a note of the critical dates, which will help you plan your diary:

Closing date for applications	Friday 21 May 2021
First interviews	8 / 9 June 2021
Second interviews	17 / 18 June 2021



Background information

Winning Scotland is a charity that acts as a catalyst for change. Working with like-minded partners, we build confidence and resilience in all of Scotland's young people.

We collaborate with a range of partners to develop innovative resources and practical solutions that improve outcomes for children in Scotland.

We engage and empower the individuals and groups who have the greatest influence on young people, giving them the tools and knowledge to create sustainable impact. Our approach is highly effective. By creating a dedicated network of trained and informed teachers, carers, leaders, coaches and parents across Scotland, their influence will spread and embed in homes, schools, clubs and communities, supporting young people for years to come.

For example, a school with a positive learning culture will impart crucial skills for life and learning to its pupils, year-after-year. A community with healthy lifestyle habits is more likely to achieve and be aspirational, and a child with confidence and resilience is more likely to be successful in life.

Since our inception in 2005, we have impacted many hundreds of thousands of young people in Scotland, working with partners across the public, private and third sectors, and operating in every corner of the country.

We have achieved this by customising proven approaches for a Scottish context, and collaborating with some of Scotland's largest organisations to create the biggest impact.

In everything we do, we're always:

- committed to young people
- collaborative in our delivery
- pioneering in our approach
- innovative in our solutions
- independent



Job description

We are seeking to appoint a new CEO, who will report to the Chairman and founder Sir Bill Gammell who set up the charity in 2005 and the Board of Trustees.

Location: blended working between home and office (Edinburgh)

Job purpose: the CEO is responsible for the leadership, strategy, priorities and resources of the charity. This includes the delivery and implementation of plans and budgets to ensure the charity makes impact on its charitable purposes.

Key responsibilities and duties:

- to lead Winning Scotland in its purpose and mission, which includes developing innovative projects, catalysing new approaches and partners to deliver impact.
- to represent the charity externally with key influencers, partners and funders.
- to lead the development of strategy and performance goals to maximise the impact of the charity's work in Scotland.
- to ensure the funds of the charity are managed and applied responsibly.
- to manage and develop the human resources of the charity; through investment in the learning and development of all employees and the recruitment and selection of staff, consultants and contractors to enable the charity to fulfil its objectives and support the needs of projects and partners.
- to maximise fundraising efforts in support of the purpose and mission.
- to ensure effective and efficient processes are employed to ensure the charity is innovative, flexible and nimble in pursuit of its mission.
- to ensure that all legal and statutory requirements are implemented when required, such as GDPR and audit and all requirements of a limited company and charity registered in Scotland.

Behavioural competencies

As the leader of Winning Scotland we would expect the CEO to demonstrate the following behavioural competencies in all that they do:

- Change catalyst - leads innovation, inspiring passion for change in others, promotes continuous improvement for Winning Scotland including its use of digital technology.
- Excellent communicator - uses flexible and expert communication to inspire others. Conveys ideas, facts and key messages in an engaging manner that enables the right conversations to take place.



- Trusted partner - credible and knowledgeable. Keeps up-to-date, reflecting external best practice. Does the right thing for Winning Scotland and demonstrates ethical behaviours. Builds trust with stakeholders by being honest, empathetic and respectful of their needs.
- Committed collaborator – creates a work environment that embraces and appreciates diversity. Collaborates with others demonstrating a one-team ethos through constructive working relationships characterised by a high level of trust, acceptance, cooperation and mutual respect.

Proven experience and qualifications required

- Driven to improve the lives and outcomes for children and young people in Scotland and passionate about contributing to create a culture in Scotland where all children are confident and resilient.
- Track record of bringing new ideas and projects to life including through digital means.
- Experience of leading people successfully through change, innovation and growing pilot projects into national programmes.
- Recognised as a highly professional and effective partner and communicator.
- Experience and proven success in leading a charity, company function or significant project/programme including budget, people and clients.
- A degree, equivalent qualification or proven experience of leading an organisation successfully to make impact.

Terms of engagement

- We operate a 37.5 hour week
- As CEO you would be expected to work flexibly to fulfil evening commitments and be willing to travel in Scotland regularly.
- Travel in UK and internationally is likely but not frequent.
- The contract would be permanent and full-time, with an initial six-month probationary period.
- We would welcome applicants who wished to work a four day/30hr week contract.
- Annual leave is 34 days per year (pro rata). Leave can be taken flexibly as required.
- We also offer both a stakeholder pension and private health insurance.

Salary circa £60-70k