

SURVIVING ECONOMIC ABUSE

Chief Executive Officer recruitment pack

Message from the Chair

Thank you for your interest in becoming the Chief Executive Officer (CEO) of Surviving Economic Abuse (SEA).

In just six years, SEA has developed from a bold idea into an established charity. The momentum we've gained shows just how much our work is needed. One in six women has been subjected to economic abuse from either a current or former partner.

Our mission is to raise awareness of economic abuse and transform responses to it. We work in partnership to bring about positive change in the lives of victim-survivors.

We are not a frontline service-delivery organisation, but we are survivor-centred. We work alongside the Experts by Experience Group (EEG) – over 100 women who give up their time to speak about what they have been through so that they can create change.

We are evidence-based. As well as learning from members of the EEG, we analyse the issues women share through facilitating a Survivor Forum. We also learn from what victim-survivors tell our frontline partners: Money Advice Plus via the Financial Support Line for Victims of Domestic Abuse, alongside a national casework service; and the specialist Domestic and Financial Abuse team at Lloyds Banking Group.

Given the current cost-of-living crisis, an effective response to economic abuse is urgent. It is more vital than ever that we have strong strategic leadership to keep our mission on course.

Whilst new to my role as Chair at SEA, I have been part of the charity's journey from the very beginning. I am hugely proud of the work SEA does and this is an exciting moment to join. In the words of one Expert by Experience - "SEA is creating and riding the waves of awareness and real change around economic abuse. It's truly inspiring to be part of."

I look forward to hearing from you.

Fiona Cannon
Chair of Trustees



Meet our team at survivingeconomicabuse.org/about-us/our-people

About SEA

One in six women in the UK have experienced economic abuse.



The effects can last a lifetime, with some victim-survivors never free of the abuser's control. Surviving Economic Abuse (SEA) is the only UK charity dedicated to raising awareness of economic abuse and transforming responses to it. We work to ensure women both survive and thrive, and to stop economic abuse forever.

Our key achievements

Securing changes to the law:
We ensured the Domestic Abuse Act names and defines economic abuse, and successfully campaigned for post-separation abuse to be criminalised.

Influencing financial services:
We worked with UK Finance to shape the 2021 Financial Abuse Code so that financial services organisations can offer a safe and consistent response.

Find out more in our latest Impact Report

> I pay special tribute to Surviving Economic Abuse, which has campaigned on the issue of post-separation economic abuse with such determination and skill, in response to concerns raised by victims and survivors.
> **Baroness Lister, House of Lords**

Our strategy

Our 'Making Waves' strategy captures our ambition to build on the strong foundations that we have worked hard to develop and carry forward that momentum.

1. Public understanding and behaviour change
2. Professional response and systems change
3. Legal, regulation and public policy change
4. Survivors, partnerships, evidence, and equality

Working for SEA

At SEA, we live our values. We are a friendly, thoughtful, and caring team. We celebrate each other and our achievements and there is a real sense of connectedness, even though we work remotely.

> Celebratory, positive working environment, open to change and suggestions – we share knowledge and improve on things. We are focused on the main goal of helping survivors – and everyone's contributions are valued.
> **SEA team member**

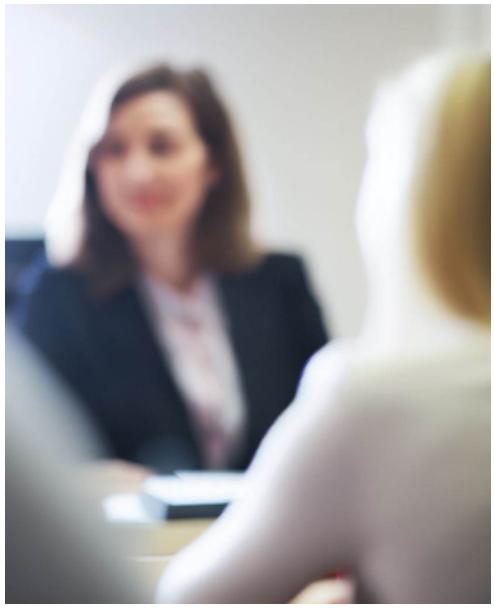
Meet the team

Organogram



SEA adopts a strengths-based approach to objective setting and appraisals, and we invest in individuals and teams.

We have recently been through an external audit to help us develop an inclusion plan which includes working toward implementing the violence against women and girls' sector anti-racism charter – putting an end to unequal partnerships where unhealthy power dynamics systematically disadvantage black and minoritised women's organisations and black and minoritised women working in the VAWG sector.



SEA is a feminist organisation and applies an intersectional approach to our work. We are committed to promoting a diverse and inclusive team which reflects the communities we support. Our culture celebrates diverse voices, and we encourage applications from suitably experienced candidates regardless of age, disability, race, religion or belief or sexual orientation.

This post is only open to female applicants as being female is deemed to be a genuine occupational requirement under Schedule 9, Paragraph 1 of the Equality Act 2010.

We are particularly interested to hear from individuals from communities that are under-represented at SEA.

Our values

We welcome applications from people who share and demonstrate commitment to our values:



We are purposeful

Everything we do is driven by our passion to make the world a safe and equal place for women.



We learn and share

Our team is curious, reflective, always learning and eager to share its expertise.



We work in partnership

We know that we can only achieve our goals if we work alongside others – our colleagues, the women who inspire our work & our partners.



We are agile

We are creative in meeting the challenges that must be overcome to create change



We believe

Our work is led by survivors of economic abuse: their experiences and knowledge shape how we respond.



We value equality

> ...I think SEA is a fantastic place to work and I'm really proud to work here.
> **SEA team member**



100%

of team members would feel able to raise a personal or wellbeing issue if needed.



95%

of team members enjoy working with the people in the charity.

What we offer:

- Flexible working hours
- Working from home allowance
- Monthly all-team meetings - virtual and face-to-face
- 25 days annual leave
- 5 days wellbeing leave
- Pension contribution
- Reflective practice - as a team and individually as needed
- Employee Assistance Scheme
- Training and development

About the CEO role

We are seeking to appoint an exceptional individual to lead and grow the charity. This is an exciting opportunity to build on SEA's formative success, as we enter a new, more established stage of our journey.

Reports to:	Chair of Trustees
Manages:	Senior Leadership Team (five Heads of Team)
Location:	Homebased however ability to access London and travel UK wide and internationally
Salary:	Grade E: £55,000 - £75,000 dependant on experience
Hours:	35 hours per week
Purpose:	To provide the strategic, financial, and operational leadership for SEA working closely with the Board of Trustees and Senior Leadership Team (SLT), whilst ensuring the charity has a diverse team and is survivor centred in all it does.

Strategic leadership

- Work with the Board of Trustees to develop an ambitious survivor-centred strategy for SEA in accordance with the vision, mission, strategic priorities, and values of the charity.
- Work with the SLT develop clear performance measures which can guide the charity in achieving its strategic objectives.
- Lead the SLT in the implementation of the strategy, including reviewing progress and monitoring key indicators of the charity's impact.
- Together with the SLT, maintain awareness of risks and changes in the external environment that affect the charity.
- Adopt a feminist ethos, modelling SEA's values and behaviours.
- Develop and maintain effective relationships with significant decision-makers and stakeholders to advance the charity's aims, ensuring that SEA is presented in an appropriate and professional manner.
- Represent the charity externally.

Financial leadership

- Ensure financial sustainability through working with the Board and SLT to develop a business development and income generation strategy which has diverse funding streams in support of the overarching strategy.
- Develop and build relationships with partners, supporters, funders, and donors to maximise opportunities for income generation.
- Work with the SLT to develop annual budgets for approval by the Board of Trustees.
- Have strategic oversight of the financial management of the charity, working with the Head of Operations to ensure robust and compliance led financial accountability- including operating within the annual budget, monitoring the charity's financial health, and ensuring that potential risks are identified and managed.

Operational leadership

- Lead the SLT in the development and delivery of operational strategies and plans in support of the strategy.
- Work with SLT to define and secure the resources needed to operate effectively.
- Ensure that the charity has the appropriate policies, procedures, systems, and processes in place and that they are being implemented effectively.
- Motivate and engage team members, Experts by Experience, and Advisors & Ambassadors.

Working with the Board of Trustees

- Build an effective working relationship with the Chair of the Trustee Board.
- Ensure that the charity is well administered and work with the Board of Trustees to meet its legal, statutory, and regulatory responsibilities.
- Ensure appropriate presentation and reporting on the progress of the charity and on all matters relevant to the discharge of its responsibilities.
- With the SLT, develop policies and proposals for Board discussion and decision.
- Ensure information that will assist the Board of Trustees in carrying out its responsibilities is provided in a timely and appropriate manner.
- As appropriate, monitor and advise on the composition of the Board of Trustees, its sub-committees, the Ambassador & Advisory Group and the process of self-assessment and development.

Essential skills and experience

- Commitment to SEA's feminist ethos, embodying the values, and behaviours of SEA.
- Track record in organisational management, developing and executing successful strategies for growth.
- Financial acumen with experience of setting and operating a budget.
- Ability to lead and motivate a team in a fully remote environment.
- Exceptional interpersonal skills with the ability to network, build partnerships and work collaboratively with a range of stakeholders across the domestic abuse, financial services, statutory and charity sectors.
- Strong problem-solving skills.
- Ability to communicate in a range of contexts and to a range of stakeholders, including Experts by Experience, senior leaders, and influencers.

Desirable skills and experience

- Knowledge of the violence against women and girls' and/or financial services sector.
- Understanding of economic abuse.
- Experience of working in/have an understanding of the charity world.



The debt has been written off and I feel like I've got my life back. I can take the kids on holiday and we are free.
Victim-survivor



Making an application

If you are interested in this role, then we encourage you to have an informal chat with our outgoing CEO Nicola Sharp Jeffs to learn more about it. Please email ceorecruitment@survivingeconomicabuse.org and we will arrange a time to meet with Nicola.

Please visit our online recruitment portal to apply. You will need to submit your CV and answer the following three questions:

1. Why do you want to work for SEA?
2. Outline 3 challenges you think you might face in this role, and how would you go about overcoming them?
3. Using examples, and based on the essential skills and experience outlined in the job description, tell us why would you be brilliant as SEA's leader?

- **Click here to complete your application**
- **Click here to complete your Equality, diversity and inclusion monitoring form**

Applications close at 5 pm on Wednesday 6 December.

Interviews will be held on Wednesday 13 December.

Shortlisted candidates will be invited to interview in London, with the option to meet virtually if needed.

Interviews will require candidates to give a presentation to the board.

As part of the selection process, candidates will be asked to meet with members of the Experts by Experience Group virtually (via Zoom) on the morning of Friday 15 December.

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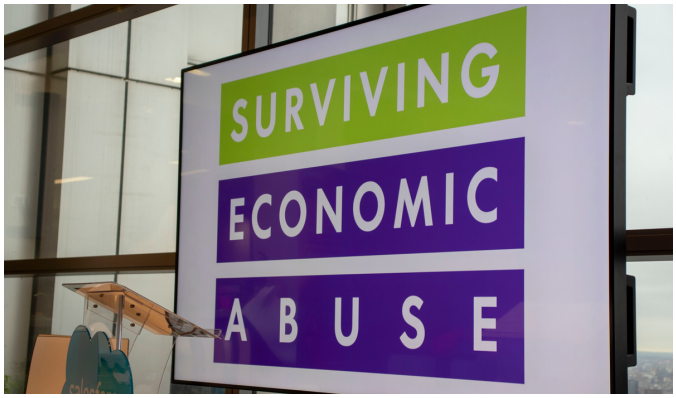

Surviving Economic Abuse (SEA) is the only UK charity dedicated to raising awareness of economic abuse and transforming responses to it. We work day in, day out to ensure that women are supported not only to survive, but also to thrive.

Get involved

If you would like to get involved in our work:

Follow us on Twitter:
@SEAresource

Learn more about economic abuse at:
www.survivingeconomicabuse.org

Access useful resources at:
www.survivingeconomicabuse.org/i-need-help/

Join our international network:
www.survivingeconomicabuse.org/international-network/

Raise funds or donate to us:
www.survivingeconomicabuse.org/donate

Registered charity number 1173256