

UP FOR OUR FIGHT?

Become our CEO

**YOUNG LIVES
vs CANCER**
CLIC SARGENT

A LETTER FROM OUR CHAIR

If you're reading this, I'm guessing you're interested in becoming our new CEO. That's a promising start. As CLIC Sargent's new Chair, I believe you've made an excellent decision. After all, I made a similar decision to join this incredible organisation only last year.

You may already know about the inspiring work we do, but if not you're about to find out. We hope the following pages inspire you to apply for the role.

After four very successful years, our current CEO, Kate Lee, will move on to a new job in April. As a result, we are looking for an experienced and dedicated individual to take over the reins and drive the charity forward. This is no easy challenge given the energy and vibrancy at the heart of this organisation.

Over the last few years Kate and the team have repositioned CLIC Sargent so it is now one of the most respected charities in its field. It is both edgy and independent, with all its income coming from fundraised sources, most of which is unrestricted income. At the heart of CLIC Sargent is an ability and passion to support children, young people with cancer, and their families.

To get to this place, we've established and lived out a few core principles which have become fundamental to the way we work. These include participation and co design with stakeholders – staff, volunteers, supporters, partners and, of course, supported families. We are committed to transparency by being open and honest about our work and we have a big focus on impact. Together with our core service delivery based on a social work model and other vital services we provide to help reduce the disruption of cancer, it's hard to deny there is a buzz about CLIC Sargent.

However, our work isn't without challenges. If it was easy, we wouldn't need someone special for this role. The funding environment is tough and that means ongoing change is inevitable. We keep our support function spend to a minimum so we can focus on delivery and fundraising. That means whoever gets this job has got to balance big aspirations with reality, while sustaining motivation and drive of everyone involved.

We believe this is an amazing role in an amazing organisation. If you think you'd be amazing for us in this role, then read on.

Sir David Haslam
Chair of Trustees, CLIC Sargent

WHY WE EXIST

Cancer is shocking, overwhelming, isolating and completely unfair. Especially when you're young. It takes over your life. Treatment is gruelling and your ambitions and dreams – education, relationships, career, travel – suddenly seem very far away.

We get that. That's why CLIC Sargent fights tirelessly to stop cancer destroying young lives.

We currently help 7,000 people aged 0 to 25 going through cancer treatment, and their families. But every day 12 more children and young people will hear the devastating news they have this terrifying disease. As it stands, we don't support them all. That's not good enough, so we're on a mission to change that.

To make it happen, we're going to need the best people to join our fight. If that sounds like the type of organisation for you, read on. If not, let's leave it here. No hard feelings.



OUR FIGHT FOR YOUNG LIVES

Our vision is a world where everyone under 25 with cancer, and their families, gets the support and help they need during their cancer treatment and beyond, including bereaved families living with emotional pain. We know everyone is different, so we work hard to help when each child and young person needs it most. We shape the work we do around six core principles.



When the doctor says cancer

“It’s like you’re in a bubble and you’re screaming but no one hears.” Those first days, weeks and months after a cancer diagnosis are overwhelming, when young cancer patients are confused, scared and anxious. From the moment of diagnosis, we’re there and ready to help families cope, keeping them strong mentally when cancer threatens to ruin everything.

Cancer costs

As if a cancer diagnosis isn’t tough enough, the financial impact of cancer can be devastating. Our research shows parents spend an average of £600 more every month when their child has cancer. We give grants, and we help young people and families to access other benefits and support they’re entitled to.

There’s no place like home

Treatment is exhausting and often happens for months at a time, far away from home. Travelling for treatment not only adds to the exhaustion, it’s expensive too. We help to reduce that burden. We have CLIC Sargent Homes from Home close to hospitals where families can stay during treatment for free, keeping families together when it matters most. Our nursing teams can provide personal care and support at home, or arrange for treatment to be given closer to home as an alternative to staying in hospital.

We help them thrive, not just survive

Cancer shatters young cancer patients’ education, social lives and future prospects. They need support not just to survive cancer but to finish treatment with a positive future ahead of them.

When a child dies

Hearing your child isn’t going to get better is every parent’s worst nightmare. We help young cancer patients and families prepare for death, if the unthinkable happens.

Making change happen

Too often, young cancer patients and their families don’t get the support they need. We listen to families, basing our research and campaigning on what they tell us to make sure we fight for what they need most. We work with and challenge the NHS and the government to ensure young cancer patients get the best service and benefits they’re entitled to.

If you want to know the finer details, have a read of our [Impact Report](#) and [Annual Report and Accounts](#).

**ARE YOU
UP FOR
JOINING
OUR FIGHT?**

OUR VALUES

Our values are at the heart
of everything we do.

**WE ARE BRAVE
WE ARE CONFIDENT
WE HAVE INTEGRITY
WE ARE ONE TEAM**



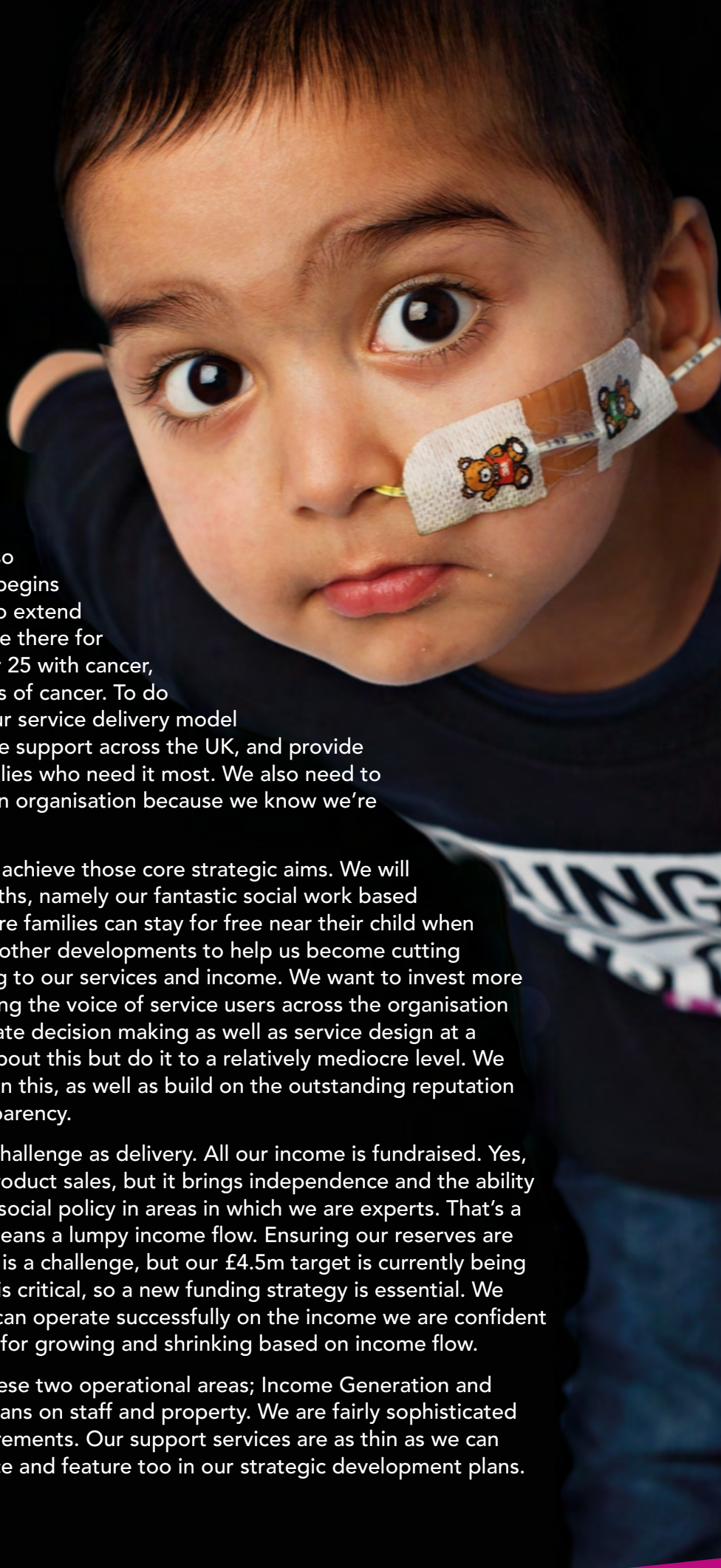
YOUR TIME TO SHINE

This is a massively rewarding but also challenging role. Our new strategy begins in April and at its heart is the goal to extend our reach in line with our vision to be there for every child and young person under 25 with cancer, and their families, through the chaos of cancer. To do this we need to make changes to our service delivery model to ensure we can deliver a basic core support across the UK, and provide additional specialist services to families who need it most. We also need to become even more sustainable as an organisation because we know we're working in uncertain times.

There are many exciting projects to achieve those core strategic aims. We will continue to build on existing strengths, namely our fantastic social work based model, and Homes from Home where families can stay for free near their child when they're on treatment. But there are other developments to help us become cutting edge, with the benefit that will bring to our services and income. We want to invest more time and resources into strengthening the voice of service users across the organisation and their ability to influence corporate decision making as well as service design at a strategic level. Most charities talk about this but do it to a relatively mediocre level. We have the potential to go really big on this, as well as build on the outstanding reputation we've already established for transparency.

Funding our great work is as big a challenge as delivery. All our income is fundraised. Yes, that means no contracts or major product sales, but it brings independence and the ability to speak out, influence and change social policy in areas in which we are experts. That's a fantastic bonus for us but it often means a lumpy income flow. Ensuring our reserves are kept to plan – not too high or low – is a challenge, but our £4.5m target is currently being maintained. Planning for the future is critical, so a new funding strategy is essential. We need to get to the point where we can operate successfully on the income we are confident of securing, and develop strategies for growing and shrinking based on income flow.

We spend most of our money on these two operational areas; Income Generation and Service Delivery. In essence that means on staff and property. We are fairly sophisticated by way of meeting regulatory requirements. Our support services are as thin as we can manage but provide a great resource and feature too in our strategic development plans.



YOUR TIME TO SHINE

As our CEO, here's what you'll need to bring to the table

Visible and confident leadership

- Lead a team of staff and volunteers who are driven by our purpose
- Be a figure head, voice and champion for what we do internally with our service users, staff and volunteers and within the sector and the NHS
- Retain and further build morale in a much dispersed organisation with really tough individual challenges in the work we do
- Build a new Executive and Operational Executive team so that they work in harmony
- Give funders, stakeholders and partners the comfort and confidence they need to invest in us
- Champion transparency and co design with our service users and stakeholders

Strategically minded, operationally inspiring

- Understand how to increase our reach and impact, and then make it happen
- Be strategically astute so we can retain our edge on voice and influence even though the funding environment is tough
- Develop our sustainability strategy to balance our income with our delivery as each change
- Understand governance, management of risk and risk appetite, partnership and co design at trustee and leadership level.

And above all, you'll be BRAVE, be CONFIDENT, have INTEGRITY and be a real TEAM player.



KEY STUFF YOU NEED TO KNOW

Where, when and why

Salary for full time permanent role: £125,000 per annum (London) or £120,000 per annum (outside of London).

Preferred hours: 35 per week

Location: Our main offices are in London and Bristol, so we're open to applications to be based at either of these. Our people, offices, Home from Homes and shops are spread across the UK so you'll need to be happy with fairly frequent travel, but we're pretty flexible with when this takes place.

Benefits: We offer great benefits including a generous annual leave entitlement, pension scheme, enhanced family leave, professional development opportunities and much more. Find out more by taking a look at our benefits.

Saxton Bampfylde Ltd is acting as an employment agency advisor to CLIC Sargent on this appointment to help identify the widest possible field of potential candidates, and to assist in the assessment of candidates against the requirements of the role.

Longlisted candidates will be invited for an interview with Saxton Bampfylde in mid February. Following these interviews a shortlist will be agreed. Shortlisted candidates will be invited to have informal conversations with the Chair in early March. Formal panel interviews are likely to take place during the week beginning 9 March.

To apply for this role visit www.saxbam.com/appointments, using code UAIK. Click on the apply button and follow the instructions to upload a CV and cover letter.

The closing date for applications is noon on Monday 3 February 2019.