



## WEST CORK BEACON - CHIEF EXECUTIVE OFFICER

### Background

West Cork Beacon (WCB) is seeking a new CEO to lead the further growth and development of the organisation, as the current CEO will be retiring.

Based in Bantry, West Cork, WCB offers a West Cork-wide confidential listening and information service and a wide range of practical and emotional supports to women and their children living in, or having left, an abusive relationship. Since 2023, WCB also offers a sexual violence service, for women and men, who have experienced sexual assault, rape or childhood sexual abuse.

West Cork Beacon applies a feminist analysis of gender-based violence, recognising that domestic and sexual violence are both consequences and reinforcements of gender inequality.

**For more information visit [www.westcorkbeacon.ie](http://www.westcorkbeacon.ie)**

The role of the Chief Executive Officer is to provide leadership and strategic and operational management of West Cork Beacon in line with relevant regulatory requirements and the strategic, policy and accountability requirements as set out by the Board of Management.

The CEO is accountable to the Board of Management of West Cork Beacon and will report to the Chairperson of the Board.

This is a full-time (39 hours pw) post. However, a part-time arrangement could be considered.

### Key responsibilities will include:

- Development and delivery of sustainable services and supports responsive to the needs of survivors and compatible with the environment of West Cork.
- Delivering on the outcomes and targets identified in the current strategic plan and leading on the development of a new plan in collaboration with the Board, staff and other stakeholders.
- Ensuring that the organisation and its services are aligned and compliant with government and regulatory requirements while also advancing new initiatives to strengthen best practice and service user experiences.
- Ensuring that all decisions and initiatives uphold a culture of inclusivity, transparency and safety, ensuring a positive work environment where staff feel supported and valued.
- Positioning West Cork Beacon as an example of integrated service provision for survivors of domestic and sexual violence.
- Providing leadership and informing the process of refuge development in West Cork with our partner agencies.
- Preparing and negotiating all major funding applications on behalf of the organisation and actively working to broaden the funding base of the organisation.
- Ensuring all financial reporting requirements of funders are adhered to and prepared within deadlines.
- Working with the management team, to ensure that all relevant employment policies, financial obligations, personnel issues and working conditions are regulated, monitored and implemented as necessary.

- Building strong, collaborative, mutually supportive relationships with local, regional and national organisations and networks to advance supports to survivors and their families.
- Working closely with the Chairperson and Board to ensure that all governance obligations are met and that the Board has access to all relevant reports, information and materials in accordance with their role and responsibilities.
- Ensuring all staff receive ongoing training in domestic and sexual violence, trauma-informed care and empowerment-based approaches, in line with WCB's values and best practice standards.
- Implementing a structured internal supervision system to support staff well-being and professional growth.

## **Person specification**

### Essential requirements

- Demonstrated knowledge and passion for the mission of West Cork Beacon.
- A relevant third level qualification.
- At least seven years of senior leadership experience, preferably in the non-profit sector.
- Inclusive and transformational leadership style with a proven ability to ensure a positive and supportive work environment.
- Empathy, integrity and excellent interpersonal skills and communication skills with the ability to build relationships with a diverse range of stakeholders.
- Demonstrated success securing public funding and managing relationships with statutory funders.
- Financial management experience, particularly in relation to budgeting, financial control and analysing financial reports.
- Knowledge of charity governance, company and other relevant legislation and compliance requirements.
- A commitment to person-centred, trauma-informed and rights-based approaches.

### Desirable

- Experience reporting to a Board.
- A successful track record in raising funds from non-statutory sources.

Applicants should submit an up-to-date CV and detailed cover letter setting out your suitability for the post, using the person specification details above, to [marie@wisermarketing.ie](mailto:marie@wisermarketing.ie) by cob Thursday 19<sup>th</sup> June.