



Chief Executive Officer (CEO)

Salary – Competitive salary

Reporting to – Chair of Trustees

Team – Leaders and Managers

Location – London (the role will be based out of our London office with flexibility to work from home and national travel required)

Contract type – Permanent (we are open to full time or part time candidates)

Key Relationships –

- Trustee Board and Founder.
- High net worth individuals, Corporate, commercial, and other supporters.
- DRW staff.
- Young People - aged 12-17 – who have experienced school exclusion.

Job Background

To provide inspirational leadership and enact the Dallaglio RugbyWorks' vision. As CEO, you are responsible for the effective running of the organisation, developing and realising the organisation's strategy, developing our commercialisation plans.

This is a fantastic opportunity to lead a vibrant organisation, with a savvy team, into the next chapter of its impact and growth journey. We are looking for a dynamic, effective, and experienced leader who understands how to drive our business forward and is passionate about helping to change young people's lives and will drive our team to continue doing the same.

Duties & Responsibilities

Governance & Strategy

- Responsible for delivering Dallaglio RugbyWorks' strategy and business plan, agreeing this with the Board, and reporting to the Board on progress.
- Supply all reports required by the Board of Trustees in the exercise of its legal, fiduciary, financial and other responsibilities, in accordance with Charity Commission and Companies House requirements.
- Ensure the organisation is compliant, with all expectations, including but not limited to; Safeguarding, governance, H&S, HR and GDPR.
- Effective communication of the strategy and business plan to employees and stakeholders.
- Maintain awareness of opportunities, risks and changes in the external environment that affect the organisation.
- Ensure the operating model is fit for purpose and develop its maturity to support future growth.

Leadership

Info@dallagllorugbyworks.com | www.dallagllorugbyworks.com



- Accountability for the effective functioning of Dallaglio RugbyWorks’ senior leadership team
- Ensure all staff are focused on achieving Dallaglio RugbyWorks’ mission and objectives.
- Drive the commercialisation vision and strategy for the organisation, identifying “earning” opportunities for DRW.
- Ensure an impact focused culture where young people remain at the heart of all activities.
- Lead by example to ensure that the company’s playbook (values) are embedded throughout the charity.
- Represent the organisation to external parties including; media, regulatory authorities, partners, supporters and the public.

Fundraising & Financial Management

- Ensure a sustainable balanced income from; commercialisation, individuals, corporates, legacy and trust & foundations, events, sponsorship and one-off donations.
- Oversee the preparation of the annual budget and long-term financial plans.
- Establish and monitor key indicators of the organisations financial & organisational health.
- Lead and develop opportunities for commercialisation within the organisation.

Operations

- Ensure the organisation is fit for purpose and that its systems and processes can support growth ambitions, including but not limited to:
 - People
 - Commercialisation
 - Digital transformation
 - Delivery and interventions
 - Monitoring and Impact
 - Marketing
 - Events
- To ensure that we strive to be a diverse and inclusive organisation that represents the make up of its beneficiaries.

Carry out any other reasonable duties which may be requested by the Chair of Trustees or Board of Trustees.

This is not an exhaustive list of all duties and may be subject to ongoing review.

Person Specification

| Experience | |
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| Leadership and senior management experience | <i>Essential</i> |
| Financial planning, running, and managing budgets, preparing financial information for a board and investors | <i>Essential</i> |
| Planning and execution of business development strategies to ensure longer term organisational sustainability | <i>Essential</i> |
| Successful delivery of income generation strategies and knowledge of developing diverse and sustainable business/product lines | <i>Essential</i> |
| Governance experience | <i>Essential</i> |



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| Experience of commercialising a product or services and successfully taking them to market | <i>Essential</i> |
| Experience of working with at risk young people | <i>Desirable</i> |
| Experience of Tech development and or Tech innovation | <i>Desirable</i> |
| Skills & Attributes | |
| Financial acumen: you will have to set and operate a budget and, increasingly, develop social enterprise activities that provide a surplus for the organisation | <i>Essential</i> |
| You are an innovator who has a knowledge and passion for our work and building organisations strategically | <i>Essential</i> |
| A quick learner: you will not need prior knowledge of the organisation, once in post, you be able to quickly get up to speed with the situations of beneficiaries and the nature of service provision and aims | <i>Essential</i> |
| Passionate and supportive leader who has a developmental mindset and the ability to work autonomously whilst ensuring the Board expectations are readily met and exceeded | <i>Essential</i> |
| Ability to motivate others, lead change within a cross organisational setting and communicate with a broad range of key stakeholders with confidence | <i>Essential</i> |
| Success orientated with the ability to hold both themselves and others to account in order to maintain a culture of progression and development | <i>Essential</i> |
| You are resilient, positive, proactive and have a growth mindset, backed up with a strong passion for our cause and our mission | <i>Essential</i> |
| Qualifications | |
| Strategic or managerial qualification | <i>Desirable</i> |