

Recruitment for Chief Executive





Welcome

The Parent-Infant Foundation...

...is at an exciting stage. Through our start-up, with ambitions for growth, supporting the growth and quality of parent-infant relationship teams across the UK, showing collaborative leadership within the infant mental health sector and campaigning for national and local policy change. We want to do more, better – so that all babies and their carers needing relationship support can access it.

We are just over a year into our five-year strategy and making significant progress. We also see choices to be made as to how we prioritise and how exactly we execute our strategy in the years ahead, including how we collaborate ever-more with partners in the field. So, whilst we don't see the appointment of a new Chief Executive as a reason for transformational change, we do expect you to take a lead evolving our strategy and strategic partnerships carefully over time.

We are a small, skilled, committed and growing team who are all home based around the UK. Supported by an engaged board of trustees, we place a premium on relationships.

In terms of money, we have the opportunity to grow beyond the continuing support of our founding donor. We have begun working with other trusts and see a significant element of your role as achieving further diversification and growth from foundations, major donors and earned income.

So we need you to...

- Provide continuity and then careful, creative leadership to our strategy and partnerships
- Get the most out of our developing team, in terms of both results and behaviours
- Drive fundraising and earned income – actively leading on income week-to-week
- Take forward the first 1001 days manifesto and Movement for the Foundation

As such, we want you to be someone who...

- Balances vision and ambition with rigour and relationships
- Knows how to make and manage money
- Can nurture and collaborate, leading both inside and beyond an organisation

You might be an experienced chief executive seeking a new challenge, or someone with senior experience in a relevant environment looking to step into their first chief executive role.

We are absolutely committed to inclusion and keen to hear from passionate and experienced people across cultures and backgrounds.

We are also committed to building a culture where every staff member is recognised and valued as an individual and with the ability to grow and develop. This means that when we are recruiting, we actively seek to reach as diverse a pool of candidates as possible. It also means that we are, of course, happy to consider any adjustments potential employees may need to be successful, including through the interview process.

We think this is an extraordinary opportunity. To lead an ambitious, respected organisation to its next level and beyond. To join a highly committed, caring community. To achieve systemic change in how we support early childhood. To make a lasting difference to babies' emotional needs and mental health.

Thank you for your interest in us and what we are building. We look forward to hearing from you.

With best wishes
Nick

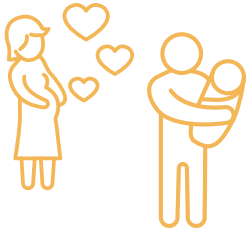
Nick Wilkie
Chair of Trustees



Parent-Infant FOUNDATION

Vision

Our vision is that all babies have a sensitive, nurturing relationship to lay the foundation for lifelong mental and physical health.



Mission

Our mission is to support the growth and quality of specialised parent- infant relationship teams across the UK.

We are the only charity proactively supporting these teams and sharing the importance of their work. We do this regardless of how teams are funded or where in the system they are situated by:



Enabling and expanding specialised parent-infant relationship teams



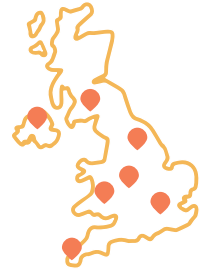
Promoting and driving quality across the network of parent-infant relationship teams



Giving babies and the services that work with them a clear and compelling voice

Coverage

We work with existing parent-infant teams around the UK and areas interested in setting up a team.



What we can offer

For established and emerging teams we can offer:



Arm's length support during their development journey



A comprehensive, web-based development and implementation toolkit



Bespoke consultation and advice

What we do

Membership of the Parent-Infant Teams Network for established teams



A free, multi-disciplinary collective that provides:

- A space for shared learning and information
- Peer support
- Free, regular events including networking days and webinars
- Regular briefings and newsletters
- Every individual team member is invited to join



Access to the Network area of the Foundation website, a repository of team resources contributed by teams around the UK



Focused evaluation and research commissioned to highlight the need for parent-infant teams, the value of their work and to inform development



Assistance for teams to collect and use data and evidence to ensure high quality services

Policy and campaigning



We lead the First 1001 Days Movement and co-ordinate the Conception to Age 2 All-Party Parliamentary Group



We advocate for specialist parent-infant provision at a national level



We organise Infant Mental Health Awareness Week to showcase more widely the importance of early relationships and to campaign for change



We provide tools and resources to aid local conversations

What we don't do



We don't fund, manage or regulate teams



We don't deliver content for individual practitioners outside of specialised teams (Other organisations do this, such as AIMH UK, ACP, UKCP, BPS, etc.)



We don't deliver services or content directly to the public



The **Parent-Infant Foundation** is the only national UK based charity proactively supporting the growth and quality of specialised parent-infant relationship teams across the UK. We have a unique role in bridging the gap between frontline delivery, local commissioning, and national decision-making when it comes to parent-infant relationships for families with the most complex and persistent difficulties. We bring the infant mental health sector together with collaborative leadership, providing a much-needed national voice, and catalysing a united force to campaign for policy change.

We were founded in 2013 and now work with over 36 specialised parent-infant teams across the UK, and with localities wanting to develop a local team. We also provide the secretariat for and lead the **First 1001 Days Movement**, a collective of over 160 organisations that are striving to drive change by inspiring, supporting and challenging decision makers to value and invest in babies' emotional wellbeing and development.

Over the past year we have grown significantly in reputation, scope, and influence. We launched our new **strategy** in October 2019 alongside a new brand and name, and we have started the diversification of our funding from our founding donor to ensure a secure and sustainable future.

Our strategic priorities 2019-2024

- To improve the availability of specialised parent-infant relationship teams across the UK
- To improve service standards and quality across the network of parent-infant relationship teams
- To build evidence of the clinical and economic benefits of parent-infant relationship teams
- To achieve policy change that positively supports an increase in parent-infant relationship teams
- Continue to build a strong, effective and sustainable organisation

Our delivery is underpinned by our core values

- Relationship-based
- Baby-focused
- Outcomes orientated

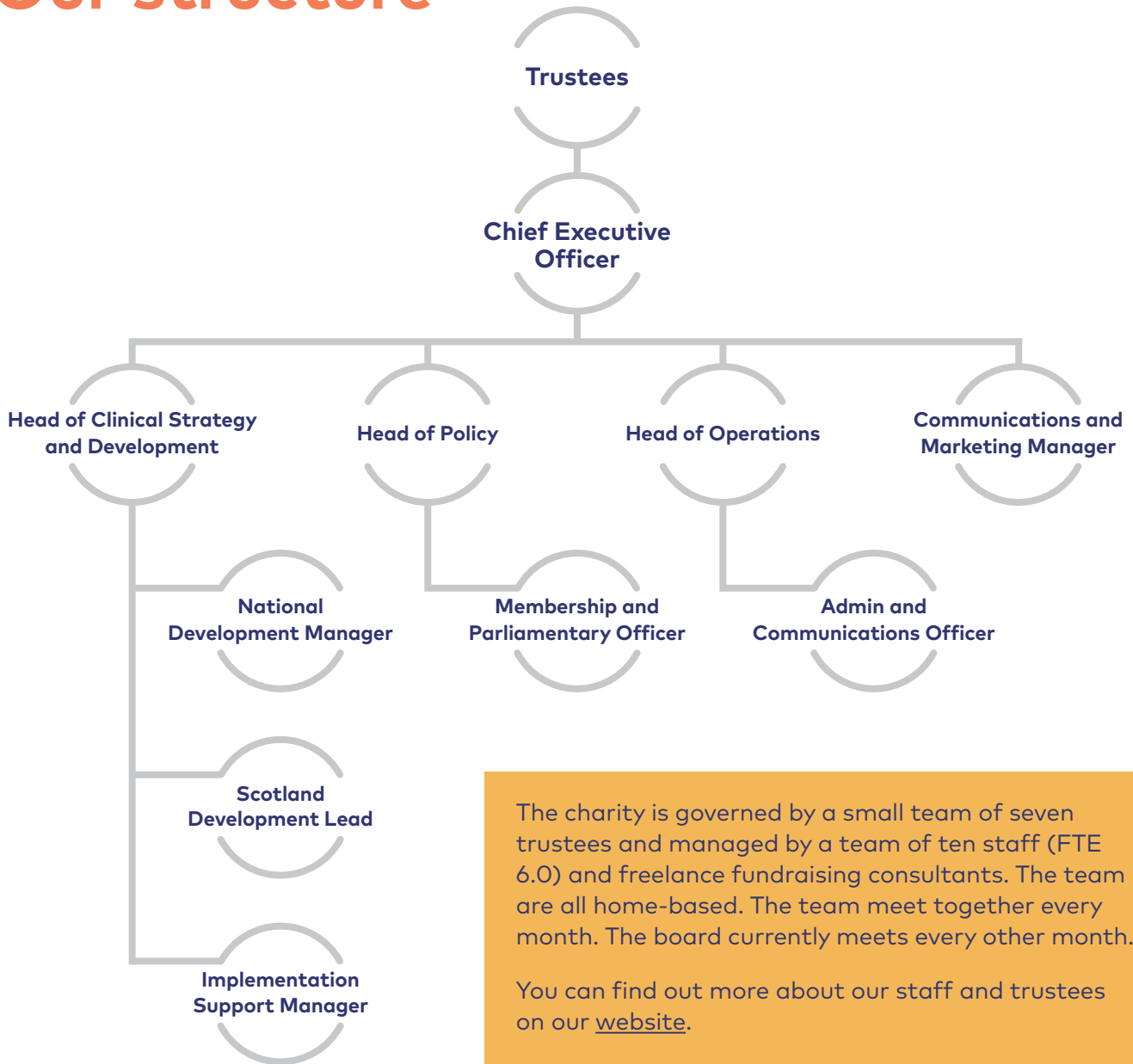


Our commitment to diversity and inclusion

The Parent-Infant Foundation is committed to supporting diversity and inclusion in its structures, the staff members it employs and in the families that parent-infant relationship teams work with. It aims to be an actively anti-discrimination organisation and consciously works to build a culture where every staff member is recognised and valued as an individual, with the ability to grow and develop. We are interested in hearing from passionate and experienced people across a diverse range of backgrounds, particularly those from marginalised and under-represented groups amongst third sector CEOs.

The Parent-Infant Foundation recognises that some groups of potential applicants may face certain barriers to leadership positions. Where possible, we would like to work with you to break these down. As such, we are happy to consider any reasonable adjustments that potential employees may need to be successful (such as flexible working arrangements due to health needs or caring responsibilities), including adjustments through the interview process.

Our structure



The charity is governed by a small team of seven trustees and managed by a team of ten staff (FTE 6.0) and freelance fundraising consultants. The team are all home-based. The team meet together every month. The board currently meets every other month.

You can find out more about our staff and trustees on our [website](#).

Our financial health

The organisation has, since its inception, had the generous support of a single foundation. With the recent strategic review, the reliance on one donor was highlighted as a major risk and a diversification strategy has been developed. This has begun well with income secured from the National Lottery, Cattanach, the William Grant Foundation, Charles Gordon Foundation and the Swire Charitable Trust.

We have also secured a three-year unrestricted grant from Esmée Fairbairn Foundation and a restricted three-year grant from the AIM Foundation to support our secretariat role of the First 1001 Days Movement.

Our typical annual turnover is approximately £400k. Our latest financial accounts can be found [here](#) (2019-20 accounts currently in preparation).



Job description

Purpose

Leading the organisation on a day-to-day basis. Continuing to drive forward our strategy, partnerships and improvements across our work. Diversifying our funding base. Further increasing the reputation of the Parent-Infant Foundation as an effective and well-respected sector body and force for change on the issue of infant mental health.

Principle relationships

All staff, trustees, funders.

Place of work

Home-based within commutable distance from London. In normal, non-Covid times, this role requires regular travel to London and occasional travel across the UK. At the time of recruitment, no travel is currently required but this will change as restrictions and normal working patterns resume post-Covid.

Line management

Head of Clinical Strategy and Development, Head of Policy and Campaigning, Head of Operations, Communications and Marketing Manager.

Salary and benefits

£60k fte with potential to discuss four days a week and flexible working. This is a permanent role.

We are currently reviewing our staff benefits in the hope of improving them further. We currently offer:

- A contributory pension, matching employee's contributions with 5% of salary
- 25 days annual leave plus eight bank holidays (pro-rated), with an additional day of leave for every full year worked up to a maximum of five years
- Flexible working

Responsibilities

Working with our board and senior leadership team our chief executive is responsible for:

- Leading the organisation through its current strategy and beyond
- Looking ahead and anticipating the innovative approaches needed to achieve our mission and ongoing vision
- Delegating to, supporting, inspiring and empowering the team in delivery of their work
- Championing equality, diversity and inclusion in every aspect of the Foundation's work
- Harnessing the passions, diversity and collective strengths of our organisation to lead all stakeholders in the same direction
- Acting as the external face of the Foundation by, championing and effectively implementing our brand, profile and messaging, and playing a key role in positioning us as a leading authoritative voice on parent-infant relationships
- Developing and delivering the annual operating plan and budget
- Ensuring risk is managed thoroughly and consistently
- Ensuring the long-term financial strength of the Foundation, including identifying, cultivating, soliciting support from and stewarding philanthropic and high-level donors

Person specification

People

- Capacity to lead, inspire and motivate a skilled, small and remote team
- Experience at senior leadership level and of leading specialists across different disciplines with the team
- Experience of working with a trustee or non-executive board, ensuring good governance and effective information sharing

Money

- Strong budgeting, financial and grant management skills
- The ability to develop and execute a strategy for earning income from unrestricted sources
- The ability to drive fundraising, hands-on
- Ideally, experience of fundraising from trusts, major donors and of earned income

Personal approach

- Committed to putting families affected by parent-infant relationship difficulties at the heart of our organisational strategy and day-to-day work
- A self-starter with energy, ambition, initiative and enthusiasm
- An authentic leader who works with empathy, humility and kindness
- An instinctive and excellent team player who instils trust and confidence quickly
- Open-minded and a good listener, yet able to make and stick to decisions
- High confidence, low ego
- Able to manage own administrative needs and workload pressures
- Committed to personal learning and development for themselves and the team

Strategy

- Experience of developing and implementing a 3-5-year strategic plan
- A systems thinker who knows how to influence change, with experience from either health and social care and/or the voluntary sector
- Ideally experience within NHS, health/social or third sector organisations, preferably within children, families or mental health settings
- Ideally, experience of a small but growing organisation and a commitment to building the charity's long-term sustainability and institutional strength
- Ideally, experience of working in an infrastructure or development organisation
- Ideally experience of campaigns/public policy

Partnerships

- Successful experience of developing deep partnerships with a range of organisations
- The ability to act as the public face of an organisation
- Strong written and verbal communication skills with excellent attention to detail
- Ideally, knowledge of parent-infant mental health; early childhood development; and the health and social care commissioning landscape
- Certainly, a willingness and ability to learn quickly and continually about infant mental health, attachment, and child development
- The ability to strategically progress the First 1001 Days Movement

Governance

- Work with the new Chair to develop the board and strengthen our governance practice
- Ensure the organisation's policies and practices are fit for purpose
- Support the board with the required information



To apply

Please forward a CV together with a supporting statement (maximum two pages of A4). Please ensure that you have included mobile, work and home telephone numbers, as well as any dates when you will not be available or might have difficulty with the recruitment timetable.

At Prospectus we believe passionately that a truly inclusive workplace leads to increased social impact. We are committed to supporting our clients build more inclusive teams.

To understand how we are performing, we ask that you kindly complete the brief equal opportunities questionnaire when you submit your application via our website.

Please be assured that your responses are kept confidential, separate from your candidate record, are not part of any application you make, and that the consultants never see individual responses to the questionnaire.



Applications should be made via the Prospectus website at:

www.prospect-us.co.uk/executive/job/HQ00178080

Recruitment timetable

Deadline for applications:
14th February 2021

Interviews with Prospectus:
22nd – 25th February 2021

Interviews with Parent Infant Foundation:
9th – 10th March 2021

Queries

If you wish to have an informal discussion about the opportunity, please contact our retained advisors at Prospectus via email:

Anna Mandl
anna.mandl@prospect-us.co.uk

Linda Griffiths
linda.griffiths@prospect-us.co.uk

It is likely that interviews will be taking place virtually, using a video calling app (Teams or Zoom). If access to technology/WIFI is difficult for you, please get in touch with us so we can assist in making suitable arrangements.

Successful appointment to this post will be subject to satisfactory references.