



# CEO Appointment

August 2020

**bounce  
back.**





## CEO

**£70,000, Permanent, Full time**

**Central London, with some UK travel required**

## Background

Bounce Back is an award-winning charity and social enterprise that has transformed the lives of over 2,000 men and women with convictions by providing access to training, self-employment and long-term career options.

Working from an expanding network of training centres in prisons and the community, our dedicated team provides tailored support to participants in our programmes. We help address additional barriers to work such as housing, mental health, debt and finance alongside strong partnerships with prisons, probation and charity partners who provide vital wrap-around support.

We have engaged directly with over 300 employers and are recognised as the 'go-to' recruiter for loyal and skilled employees within the construction industry.

We help employers such as Keltbray, Wates, Multiplex and many other industry leaders address their skills shortages, whilst helping to reduce re-offending and increasing social mobility within the community. Bounce Back candidates have a reoffending rate of 10% compared to the national average of 48%.

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# The future

You will be joining Bounce Back at a pivotal point on our journey. After nearly ten years of growth the organisation has chosen to seek a parent company to futureproof our ability to continue to flourish. Following an extensive process which has involved strategic selection of a partner, Bounce Back has become a wholly owned subsidiary of **Change**

**Grow Live** <https://www.changegrowlive.org/>

This will give us the opportunity to remain independent and self-funding, whilst providing us with the growth potential we have long sought.





# The highlights

As the CEO of Bounce Back you will set the strategic direction and cultural ‘tone’ of the charity as we enter a new and exciting phase in our development. Your role is instrumental to the successful transition of Bounce Back becoming a wholly owned subsidiary.

You will have overall responsibility for all operational activities supporting the Senior Management Team to deliver best in class services in accordance with legislation, regulations, policies, and agreed service level agreements. You will ensure that Bounce Back’s culture remains strong as the charity negotiates its new phase and the challenges brought about by Covid.

As the CEO you will be the public face of the organisation so it is imperative you nurture and form commercial and public sector partnerships on a local, regional, and national level.

- Establishing constructive and collaborative working relationships with all the HMP Prisons Bounce Back are active in and identify and build new strategic partnerships
- Bounce Back’s presence in the marketplace, seeking and progressing new contracts and then negotiating and planning delivery to bring them to fruition
- Build relationships within the construction and built environment sector, to ensure that Bounce Back remains linked to industry and the corporate sector and employment opportunities for our participants are maximized
- Overseeing the growth and development of the Bounce Back social enterprise
- Overseeing delivery of Bounce Back’s existing and future education & training contracts, ensuring they are aligned to the needs of the construction industry
- Strategic and operational management; overseeing the implementation and delivery of Bounce Back’s vision, strategic and financial objectives
- Development and implementation of a new 3-year Business Plan
- Promoting a positive ‘can-do’ culture of engagement, high performance, and innovation
- Building diverse and inclusive teams, cultivating leaders and creating a company that enables people to bring their authentic whole selves to work
- Making high-quality investing decisions to advance the business and increase financial viability



# What we need from you

## Experience

- Proven track record of shaping and leading the overall business direction of an organisation; implementing strategies, improving services and managing growth
- Experience of managing change and implementing transition plans
- Financial acumen and robust financial planning and management skills
- Proven track record of negotiating and managing commercial contracts of all sizes
- Extensive people management skills for multi-disciplined and diverse teams including performance management, training, and managing talent pipelines
- Proven track record in managing complex relationships and capitalising on networks
- Able to collate, input, analyse and report upon complex data
- Excellent written and oral communication skills

## Qualities

- Committed to Bounce Back’s belief that everyone has the ability to change and deserves an opportunity to do so
- Visible and inspirational leader creating a culture of quality performance and high morale
- Commercially driven with strong negotiation skills with the ability to persuade, influence and negotiate with others
- Strong and visible passion able to earn the respect and trust of staff and partners
- Resilient in the face of challenge and able to navigate ambiguity while remaining focussed on objectives
- Entrepreneurial mind set willing to take calculated and measured risks
- Authentic, empathetic communicator with diplomacy and tact, able to dissolve conflict
- A highly organised individual driven by quality of results
- Inclusive; celebrating multiple approaches and points of view







To register your interest please forward a copy of your CV to [claire@bouncebackproject.com](mailto:claire@bouncebackproject.com)

You should also include a supporting statement highlighting why you believe you should be the next CEO of Bounce Back.

Full job description can be downloaded from our website.

**Deadline for applications  
27 September 2020.**

Bounce Back Foundation  
The Mews Building  
Unit 22, Castle Lane  
London SW1E 6DR

[info@bouncebackproject.com](mailto:info@bouncebackproject.com)  
T: (0)20 7735 1256  
[www.bouncebackproject.com](http://www.bouncebackproject.com)

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