

Overview

As the Deputy Chief Executive, you will support the Chief Executive to ensure that Carr Gomm achieves its Mission and Aims as per the Strategic Plan: you will enable people to live safely and well, and to do the things they want to do in life.

As an inspirational leader, you will embody Carr Gomm's person-centred approach and organisational values, ensuring that these foundation stones remain embedded in everything Carr Gomm does.

This is a dynamic leadership role in which you will never settle for "good enough". You will actively seek opportunities to innovate, improve, and develop in the pursuit of a more equitable society in which people can lead full and positive lives as active citizens.

Responsibilities

Reporting to the Chief Executive, you will support the leadership and operational management of the organisation. The postholder has direct responsibility for all contractual operations.

Success in this role includes supporting the Chief Executive to:

- Deliver positive outcomes in people's lives by ensuring that all organisational structures, systems, policies, and procedures are values-based and fit-for-purpose; maintain an appropriate balance between organisational consistency and local flexibility.
- Ensure systems are in place to actively involve people and families in developing and improving their support, their service, and Carr Gomm.
- Ensure that high quality services demonstrate best practice and positive impact to internal and external audiences, including regulators and commissioners.
- Lead elements of the Strategic Plan in concert with the annual budget.
- Lead a diverse and committed high performing team of colleagues across Scotland committed to achieving Carr Gomm's purpose, whilst fostering a culture of kindness, collaboration, and continuous development.
- Ensure the Board is informed and knowledgeable to assess risk, explore opportunities and make robust governance decisions.
- Develop and strengthen relationships with commissioners, collaborators, and partners to maximise Carr Gomm's impact.
- Investigate, explore, and pioneer innovative approaches to supporting people, families, and communities.
- Ensure the organisation fulfils its legal, statutory, regulatory, and contractual requirements.

This list is by no means exhaustive; rather it gives a flavour of joy of what can be achieved in this diverse and multi-faceted role that will require the postholder to travel throughout Scotland.

What we are looking for...

Successful Carr Gomm employees come from different backgrounds and have a range of work and life experiences. All have the flair to engage with and relate to people, and share our values of respect, interdependence, choice, control, openness and honesty, kindness, and compassion.

In our eyes, the best Deputy Chief Executives are creative, results-driven, positive, and self-motivated team players who can demonstrate strategic digital awareness. Deputy Chief Executives are ambassadors, analytical thinkers, excellent storytellers, and passionate world changers.

We expect that you will have significant and wide-ranging skills and experiences including in leadership, advocacy, line management, social justice, fiscal management, inter-personal skills, and the social care policy landscape in Scotland. Experience within the social care sector is essential.

Your benefits will include:

- 35 days' holiday per year, increasing to 40 days with length of service.
- Enhanced mileage payment of 45p per mile
- Enhanced maternity, paternity, adoption, and sick leave
- A Defined Contribution pension scheme, with incremental employer contributions
- Free Blue Light Card (giving access to thousands of discounts and promotions)
- Access to the Carr Gomm App: which includes free physiotherapy, health coaching and counselling.
- Membership of a credit union
- Cycle to work scheme; and more!