

ST BASILS

CHIEF EXECUTIVE RECRUITMENT



Candidate Information Pack
December 2025



**CAMPBELL
TICKELL**

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01 Your application

Thank you very much for your interest in the Chief Executive role at St Basils.

On the following pages, you will find details of the role and the selection process to assist you in completing and tailoring your application.

You will no doubt do your own due diligence, but do read this pack carefully as it will provide you with a good overview of the organisation and the role. After you have done that, please feel free to get in touch with one of us, so that we can talk through your offer and get a sense of how it aligns with what St Basils is seeking.

To apply, we will need the following from you:

- A CV. Make sure this confirms your current/most recent roles, including any NED posts; and you can sum up earlier roles, say before the last 15 years; tell us about your achievements so we get a picture of your skills and experience; try to keep it to two pages or three at most;
- A personal statement. We want to hear about your motivation, why this role/organisation, and you will also want to evidence how relevant your offer is to the role specification; again, ideally in two to three pages; and
- The declaration form, which is accessible via the role page on our website and includes space to indicate if you cannot attend any of the interview dates

Please submit your completed application documents using the online form, which is accessible via our jobs page: www.campbelltickell.com/jobs. You will receive an email confirmation and see an onscreen confirmation message after submitting your application, but if you have any issues, you can call 020 3434 0990.

The role closes at 09:00 am on Friday 16th January 2025. Please ensure we receive your application in good time.

We are happy to have further discussion, so drop one of us an email at the address below, and we can arrange a time to speak.

Kind regards,

Isabella

Isabella Ajilore | Search Consultant

isabella.ajilore@campbelltickell.com

07572 166 417

Gemma

Gemma Prescott | Director – Recruitment,
People & HR

gemma@campbelltickell.com

02 A message from Feizal Hajat OBE, Chair of St Basils

Thank you for your interest in becoming the next Chief Executive of St Basils. This is an important opportunity to lead an organisation whose work is life-changing for young people. Our mission is simple and powerful: to ensure that homelessness is not part of growing up and to give young people a voice, trusted support, and a safe, suitable and affordable place to live—somewhere they can learn, work and thrive.

St Basils is a Psychologically Informed Environment that prioritises the strengths and development of our staff and the young people we support. We combine high-quality accommodation with progression support, including employability services, and we embed young people's perspectives at every level of the organisation, including on our Board.

We operate in a challenging environment. As both a charity and a registered provider of social housing, we work within tight financial margins and rely significantly on charitable income to deliver our outcomes. Strong partnerships—locally, regionally and nationally—are therefore essential. As Chief Executive, you will lead an ambitious, resilient organisation with a clear strategic focus on young people's needs. You will shape our direction, strengthen relationships, ensure robust governance, and ensure young people's voices inform strategy and services.

You will join a committed and passionate team guided by our values of courage, compassion, integrity and accountability. Our Board provides vital oversight, ensuring we remain mission-focused and financially sound. We are committed to diversity and representation at all levels and have adopted the Race Equality Code of Governance to support this. Alongside technical expertise, we look for leaders who believe strongly in our work and who bring courage, commitment and a deep understanding of good governance.

If you share our conviction that every young person deserves safety, stability and opportunity, we would be delighted to hear from you. Our recruitment partners, Campbell Tickell, will be happy to provide further information.

Feizal Hajat

Feizal Hajat OBE

Chair



03 About St Basils

St Basils is a Registered Provider (Housing Association), a Registered Company and Charity with over 50 years track record of providing a holistic range of accommodation and support services for young people aged 16-25 who are homeless, at risk or in conflict. The stereotypes of homelessness can all too quickly attach themselves to young people and trap them in a deficit world and unhelpful pathway. A focus only on need, risks and problems can overshadow talents, strengths and ambition. We want young people who come to St Basils to have the opportunity to develop a different narrative; to have the safety, security and support to visualise a brighter future and to take advantage of the resources, friendships, opportunities and put in the hard work to make that better future a reality.



St Basils is one of the largest organisations working with young people who are homeless or at risk in the country and is the largest regional organisation of its kind. We operate over 47 sites in Birmingham, Solihull, Coventry, Sandwell, North Worcestershire and Warwickshire offering over 700 units of accommodation and a range of prevention and support services. We recognise that homelessness is fuelled by both systemic and personal issues. Whilst our services are focussed on the individual, we contribute to national policy and systemic change. We take an outcomes focussed approach providing a range of services based on an integrated pathway model, aimed at preventing both primary and secondary homelessness and increasing planned, successful transitions. We were commissioned by successive Governments to develop and promote nationally the Positive Pathway models preventing youth homelessness, first developed in 2012, refreshed in 2015 and again in 2019.

Supplemented in 2015 by the Care Leaver Accommodation and Support Pathway developed in partnership with Barnardos, and the Youth Justice Accommodation Pathway in 2017. We have multifaceted engagement mechanisms to ensure young people are co-authors in their preferred future at individual and collective level. These include our Youth Advisory Board; Youth Ambassadors and Youth Non-Exec Directors. Between 2012-2022, we facilitated National Youth Voice and National Youth Homelessness Parliament.

During April 2024 - March 2025:

4,116 young people received advice and support

1,685 young people were supported by us during the year

1,053 young people lived in our 40+ accommodation schemes

Up to 582 young people stayed with us at any one time

91% of young people moved on from St Basils in a planned, positive way

Multi-Agency collaborative approaches

We manage the multi-agency Youth Hubs in Birmingham, Solihull and Coventry which see over 3,600 young people each year and prevent 91% from experiencing homelessness. The Youth Hubs are a national exemplar of multi-agency working in order to prevent youth homelessness as are a number of our Proof of Concept Services, including our Transitions Hub for serially excluded Young People and our Live and Work schemes for young workers.

A Psychologically Informed Environment

We have long recognised that providing accommodation alone is an inadequate response to the combination of factors associated with youth homelessness. Our services aim to provide a holistic response based on individual need and experience as young people make the transition to adulthood. We committed to taking a whole organisation approach to becoming a Psychologically Informed Environment (PIE organisation) in 2011 and remains part of our DNA. We have since delivered PIE training and support to many other organisations and services attracting interest both nationally and internationally in the approach and the outcomes. This approach includes training for all staff in psychological approaches; reflective practice for all staff from experienced Psychologists; a high standard of buildings symbolising respect and ambition; an alignment of all methodologies with a psychological understanding; co-design of services with young people. Since 2013, we have been working with the University of Birmingham to develop and deliver an accredited Mental Skills Training

Programme for young people, who are struggling to believe in themselves sufficiently to engage.



04 Our mission, vision, principles & strategic priorities

Our Mission

St Basils works *with* young people:

- To enable them to find and keep a home
- To develop their confidence, skills and opportunities
- To prevent homelessness

Our Principles to work by

- Young People first
- Everybody counts
- Strength and unity through diversity
- Accountability
- Working and learning with others
- Delivery and effectiveness
- Forward thinking



Our Vision for Young People

- Homelessness is not part of their experience of growing up
- There are integrated education, employment and housing pathways
- They are able to access the support and development opportunities they need to secure their futures and realise their potential

Our Strategic Priorities

- Provision of good quality accommodation which meets the needs and raises the aspirations of young people
- Development of prevention and support services which meet the diverse needs of young people
- Young people fully involved in setting standards, identifying priorities and monitoring services
- St Basils - a good place to work
- Challenging discrimination and promoting diversity, inclusion and cohesion through employment, service delivery and community engagement
- Optimising resources to achieve our strategic objectives



The Head
Thinking skills,
planning for your
future, Working
towards your goals

STRATEGIC

The Heart
Emotional well
being, positive
relationships,
your commitment

RELATIONAL

The Hands
The practical and
lifeskills you need
to achieve your
goals

OPERATIONAL



05 Our board of directors

The Board of Directors oversees the operations of St Basils. As both a charity and a registered social housing provider, St Basils is regulated by the Charity Commission and the Regulator of Social Housing. In its capacity as a company, it also meets the compliance requirements of Companies House. The organisation is governed by its Articles of Association, along with internal policies and procedures approved by the Board.

Board members are selected based on their qualifications, expertise, and experience.

Co-opted Directors are typically young people who bring lived experience of the support provided by St Basils.

Committees

The Board has two committees to support its function:

- The Business Support and Audit Committee
- The Service Delivery and Development Committee

The Board also has a Nominations Committee to support the recruitment, succession and Development of Directors. This meets on an ad-hoc basis in the event of a vacancy.

The Board may also establish ad hoc committees for detailed reviews or consideration of particular topics to be proposed for the approval of the Board.

Business Support and Audit Committee Members

- Helen Bates (Chair)
- Paul Cadman
- Nil Neale
- Chidinma Odaghara (Co-opted Committee Member)
- Jay Woolway

Service Delivery and Development Committee Members

- Nimmi Patel
- The Very Rev Matt Thompson
- Raj Ram
- Vicki Stott
- Jon Wood

Current Board of Directors



Feizal is a Local Government Lawyer with over 30 years' experience in housing, homelessness, and community safety. He previously served as Head of Law at Birmingham City Council, where his work on tackling domestic and gang-related violence earned national recognition, including an OBE in 2011 and a Municipal Journal Award.

He later contributed to the Rotherham MBC inspection led by Dame Louise Casey and has since worked for a Midlands local authority in a hybrid civil-criminal role, advising on housing law and supporting public health efforts during COVID-19.

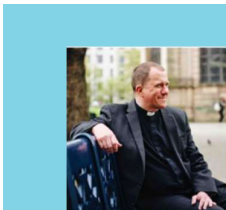
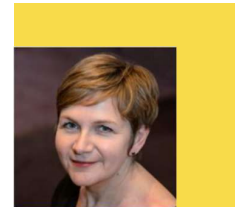
Feizal joined St Basils' Board in 2016, serving on the Service Delivery & Development Committee, and became Chair of the Board in 2020.

Helen is Chief Financial Officer at Greater Birmingham Chambers of Commerce. She joined the Chamber in September 2017 and was previously Director of Finance and Resources at Birmingham Hippodrome Theatre Trust.

Helen is a Trustee of Millennium Point Trust and is a Director of the Greater Birmingham Chamber of Commerce and Industry.

Helen is from Solihull and attended King Edward's High School in Edgbaston. After living and working in Germany for two years, she studied economics at Manchester University followed by CIPFA accountancy training at Manchester City Council. She then moved to Edinburgh District Council before joining Edinburgh Festival Theatre where she set up the finance function from scratch, prior to the theatre opening, she returned to Birmingham in 2003.

Helen has been a co-opted member of St Basils' Business Support & Audit Committee since 2016 and was appointed to the Board in June 2019.



Matt has been Dean of St Philip's Cathedral, Birmingham, since 2017, where the annual Big Sleepout for St Basils is hosted. Originally from the West Midlands, he studied Theology at Cambridge and served for 23 years in urban parishes across Greater Manchester.

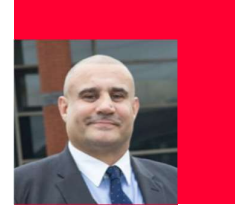
His ministry has focused on schools, urban regeneration, interfaith work, and community cohesion, with a particular interest in practical theology and Ignatian spirituality. Housing and homelessness have been central themes throughout his career, including roles with Hulme Regeneration Ltd, the East Manchester Regeneration Board, and a Bolton housing charity.

Matt joined the St Basils Board in December 2020 as a Nominated Director, representing the Bishop of Birmingham and continuing the cathedral's longstanding partnership with the organisation.

Professor Paul Cadman, Professor of Entrepreneurship at Birmingham City University Business School, is a prominent regional business leader and charity ambassador. An award-winning CEO, he has led organisations across tech, manufacturing, retail, consultancy, media and membership sectors, growing businesses from start-up to over £100m in turnover.

He owns and operates multiple companies and supports several organisations as a patron, non-executive director and ambassador. Known as “the quiet changemaker,” Paul is committed to improving opportunities for others and giving back to causes he values.

A strong, collaborative communicator, he builds resilient, commercially focused teams and lasting stakeholder relationships. His work is rooted in professionalism, integrity and loyalty.



Royal Television Society Winner, Raj is a freelance TV producer with over 20 years' experience working with all the major broadcasters and with some of the UK's biggest names.

It was whilst working in the documentary department of Central Television that he first encountered the brilliant work of St. Basil's and fronted a 30-minute documentary focussing on the work of the charity.

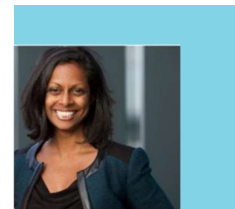
Raj has also stepped into the world of education using his industry experience and contacts to help provide students with a unique perspective on the world of work by partnering with external clients. Working in Birmingham schools and colleges, he is committed to promoting the wider challenges surrounding youth education and homelessness. He is passionate in recognising diversity issues amongst young people and empowering them to gain the necessary life skills to access employment.

He has also run his own business in the hospitality sector building a successful brand which went on to win several industry accolades.

Raj is delighted to have joined the St Basil's board in Dec 2020 and is fully committed to helping young people fully reach their full potential and fulfil their ambitions.

Nil is the Chief Financial Officer of the EY Foundation, a youth charity she has supported since its launch in 2014, previously leading Young People Services and Business and People Development. She studied Law at the University of Warwick and Erasmus University Rotterdam, worked at Air France, and later qualified as a Chartered Accountant at EY LLP, gaining extensive tax and project management experience. She moved into EY's Corporate Responsibility team in 2011, where she developed a passion for helping young people connect with employers—work she continues at the EY Foundation and through her involvement with St Basils. Nil also volunteers as a vaccinator with St John Ambulance.

She joined the St Basils Board in December 2021 and serves on the Business Support & Audit Committee.

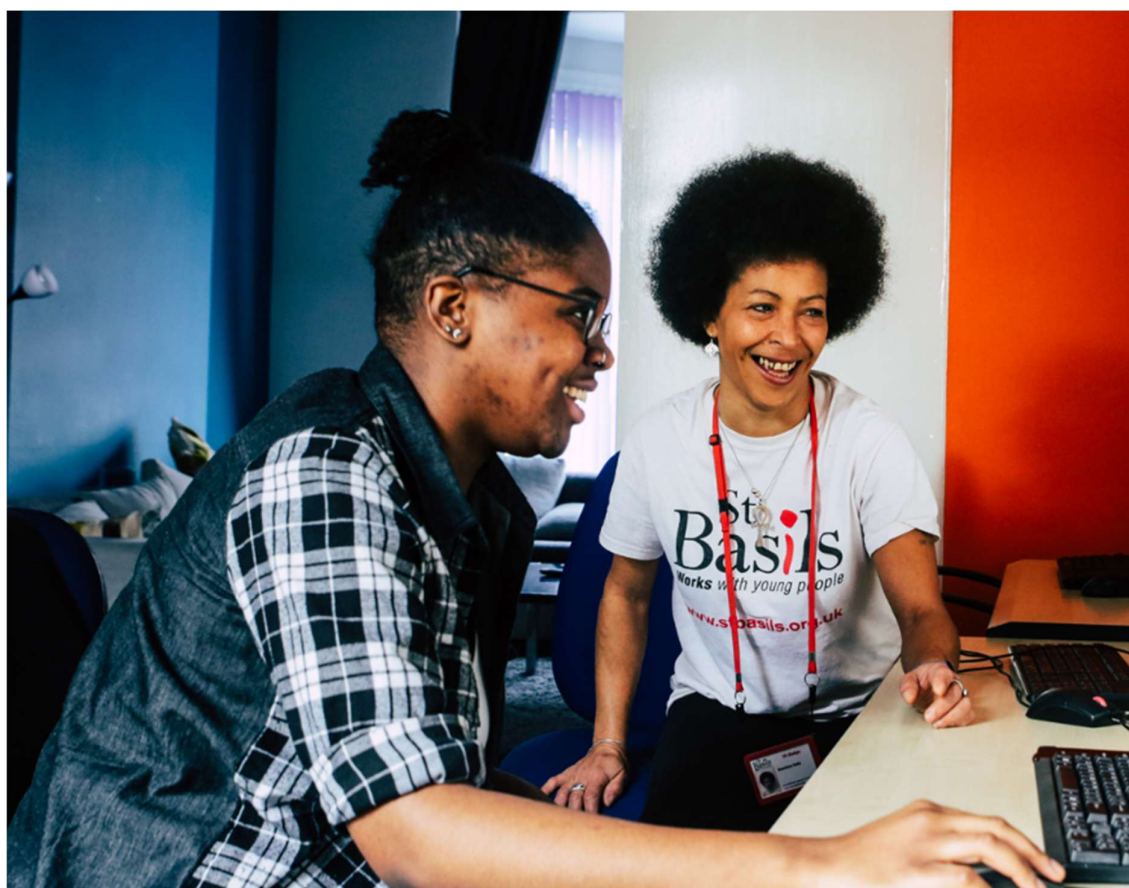




Jay is a Chartered Construction Manager and Group Head at Baily Garner, leading a national team of 30 Quality Control Inspectors and overseeing budgets, business development and service improvement. A former British Army serviceman, he built his construction career from tradesman to consultant and earned Chartered status with the CIOB through determination and self-directed study.

He helped secure and deliver One Eastside—Birmingham's tallest residential tower—and led a team fundraising over £10,000 through the Three Peaks Challenge. Driven by the belief that no young person should face homelessness, Jay joined the St Basils Board to support opportunities for young people. He also mentors ex-forces professionals entering construction and is a trained Mental Health First Aider.

In addition, we have another Ordinary board member, Jon Wood and Two Co-opted board members, who bring their lived experience in homelessness and life in St Basils accommodation to the board.



06 Role profile

PURPOSE OF THE ROLE

To lead St Basils, supporting the Board to develop the vision, mission and principles ensuring that these are embedded within the organisation and delivered through its activities.

To plan and define the vision for St Basils and to deliver key strategies to increase opportunities for St Basils' young people and prevent homelessness.

To inspire a culture that builds upon our vision, mission and values, with high levels of staff engagement.

To be a reputable ambassador for St Basils, harnessing an external presence and reputation across the sector, the region and nationally.

To lead empowerment of the Senior Leadership Team and staff to operate within a 'head, heart and hands' approach to deliver the best possible outcomes for young people.

PRIMARY RESPONSIBILITIES

KEY ACCOUNTABILITIES

- Lead St Basils, supporting the Board to develop the vision, mission and principles ensuring that these are delivered and embedded within the organisation and its activities.
- Oversee strategic, relational and operational effectiveness and ensure delivery and accountability
- Ensure St Basils has the knowledge, systems and skills to comply with all relevant legislation and regulation
- Ensure continual learning and development to achieve the best possible outcomes for young people
- Uphold our 7 'principles to work by' and collaborative, strengths- based culture for young people, colleagues and all stakeholders
- Ensure St Basils provides an environment which appreciates diversity, promotes inclusion and provides equal opportunity for all.
- Develop and support Senior Managers ensuring an integrated approach at a strategic level.
- Ensure a robust approach to financial viability, risk management and business efficiency, so that St Basils continues to be well-positioned to deliver on its ambitions.
- Have overall responsibility for business planning including the development, implementation and evaluation of such plans, policies and procedures to deliver appropriate quality services.
- Ensure robust safeguarding procedures are in place across the agency.

- Engage strategically at local, regional and national level and develop and maintain cooperative joint working with commissioners, partners, policy makers and other stakeholders.
- Position St Basils as a Centre of Excellence in our work with young people

GENERAL

- St Basils is dependent upon its ability to raise funds in order to sustain and develop its work with young people. Therefore, all employees are expected to support the work with young people.
- including supporting the work of the fundraising department and, wherever possible, be involved in fundraising events.
- St Basils is a Psychologically Informed Environment (PIE). PIE is an approach to supporting people out of homelessness, particularly those that have experienced complex trauma. St Basils provides a programme of PIE training and reflective practice to help staff understand the behaviours of the young people that we work with and help staff to work more creatively and constructively with challenging behaviours. You should actively engage with St Basils PIE programme and lead on the development, monitoring and review of St Basils' implementation plan. You should champion St Basils PIE programme and encourage others to become champions too.

SAFEGUARDING

- Ensure national and local solutions for the safeguarding of adults and children
- Create the conditions needed to create a culture that supports whistleblowing in the organisation.
- Ensure that risk and needs assessments are carried out.

RECORD KEEPING

- Ensure systems are in place to ensure timely and accurate information is provided both internally and externally as required.

MEDIA

- To support the Head of Fundraising and Communications in relation to all media responses and ensure safeguarding, legal, charitable, equality and diversity and reputational considerations are considered.

HEALTH & SAFETY

- Ensure Health and Safety policies, planning and investment is undertaken and policies implemented.
- Ensure that Health & Safety regulations are met and that Fire regulations, risk assessment and behavior management procedures are adhered to at all times.

CONTRIBUTION TO THE TEAM

- Liaise and communicate with other employees and external professionals appropriately to ensure a coordinated approach to programme planning is in place.

- Be supportive and respectful to all.

EQUALITY, DIVERSITY AND INCLUSION

- St Basils is committed to facilitating an environment that is diverse and inclusive, with equal opportunities for all members of staff. As a member of the organisation, it is integral that Equality, Diversity, and Inclusion standards are met, regardless of position, role, or location. Our EDI strategy is a huge part of pushing the charity forward on our mission, with a clear understanding of marginalised groups and the protected characteristics. This knowledge and continual urge to foster an environment that is not only safe for our staff but also for the young people will all serve our overall purpose.

CONFIDENTIALITY

- Confidentiality is of the utmost importance and must be maintained at all times.



07 Person specification

QUALIFICATIONS

- Educated to Degree level in management or related subject or equivalent/ experience, with evidence of management development and continuing professional development.

ROLE EXPERIENCE

- Experience of proven strategic leadership and consistent achievement as an executive leader in a broadly comparable environment.
- Experience delivering best value through innovative, integrated community- focused service provision.
- Experience in managing budgets/operations within tight financial circumstances and/or competing priorities.
- Knowledge of social housing regulation and compliance, or able to appreciate working in a similar regulated environment.
- Experience of leading change management that leads to tangible and sustainable improvement.
- Experience of providing strategic guidance and advice at Board level.
- Experience of taking high level safeguarding decisions and providing support and direction to staff relating to such matters.
- Considerable experience of providing line management/supervision and support to staff. Undertaking performance management through annual PDRs and one to one meetings.
- Experience of building effective relationships with external stakeholders and partners.

LEADERSHIP EXPECTATIONS

- Achieve results
- People leadership coaching and development
- Strategic outlook
- Building relationships
- Values led commitment to Mission and purpose
- Business Insight and Innovation

KNOWLEDGE

- Good understanding of best practice in respect of operational management – Service Delivery and Service Development.
- Knowledge of social housing sector
- Extensive knowledge of legislation and regulatory requirements and their operational/service implications.
- Considerable knowledge of the issues faced by vulnerable young people and adults.
- Good understanding of the structure and framework of local authorities and the associated financial regimes and how St Basils work within this environment.

- Knowledge of producing funding bids to a high and detailed standard and of identifying other appropriate funds.
- Knowledge of and commitment to Equity, Equality and Diversity.
- Knowledge of and commitment to Health and Safety.

SKILLS

- Able to communicate and influence people from a variety of backgrounds and cultures.
- Strategic thinking and doing
- Track record of delivery
- Creativity
- Ability to relate to young people
- Trustworthiness

MOTIVATION

- Commitment to principles and objective of the organisation
- Self-Reliance
- Demonstrates a positive and resilient attitude
- Shows consistent integrity, trust and fairness and embraces equality and diversity
- Uses good judgement and initiative to find solutions
- Committed to learning and being the best through continual learning and developme



08 Key terms and conditions

Salary:

Salary is c.£87k per annum.

Holiday entitlement:

28 days paid working days leave per year, plus all bank holidays. Additionally, colleagues have the ability to purchase or sell up to one week's leave each year.

Working hours:

Normal hours of work are 37.5 hours per week. However, given the seniority of the role, flexibility is essential, including evenings and occasional weekends.

Visibility is crucial in this role, with staff, our stakeholders and across our operating areas, and particularly so as you settle into the role.

Probation and notice periods:

The probation period for the role is 6 months.

The notice period after completion of probation is 6 months.

Location:

Your normal place of work will be 71-75 Allcock St, Birmingham B9 4DY, but travel across our operating areas and services is expected.

Benefits:

We offer a range of benefits, including life assurance, a cycle to work scheme, health and wellbeing services, and access to a discount platform.

09 Key dates and the selection process

Closing date: 9am on Friday, 16th January 2026

The client meeting to agree longlisted candidates will take place on **Wednesday 21st January**. We will be in touch to let you know the outcome of your application by the end of this week.

First interviews: Monday 26th January 2026

Longlisted candidates will be interviewed by a Campbell Tickell panel and also be invited to an informal 1:1 session with the current Chief Executive Jean Templeton.

Interviews and conversations with the current Chief Executive will be held virtually via MS Teams.

We will be in touch to let you know the outcome of this stage by COP on **Friday 6th February**.

Tours of services: w/c 9th February 2026

Shortlisted candidates will be invited to tour some of our services and meet with members of staff.

Final stage: Tuesday 17th February 2026

Shortlisted candidates will be invited to the following sessions that will take place in-person at St Basils head office in Birmingham:

1. Stakeholder session

- This is an opportunity to meet with a group of senior stakeholders and members of our Youth Advisory Board.

2. Final panel interview

- The panel will include Feizal Hajat, Chair of the Board and a selection of other Board Members.

Gemma Prescott from Campbell Tickell will also be in attendance.



CHIEF EXECUTIVE

c.£87K | West Midlands

We are one of the largest organisations in the West Midlands supporting young people who are homeless or at risk. As both a housing provider and a charity, we deliver a wide range of prevention, accommodation, and support services. With a 50-year legacy of transforming lives, our mission is simple: to design out homelessness and ensure it is never part of growing up.

We are now seeking a dynamic Chief Executive to lead the organisation into its next phase of impact. Working closely with our Board, staff, and the young people we support, you will champion our values and drive the organisation toward achieving its purpose. This is an opportunity to shape services that make a real difference, strengthen partnerships, and influence the wider system supporting young people.

You will provide strategic leadership, develop innovative community-focused approaches, and ensure strong financial and operational management within a demanding regulatory environment. You will support and motivate staff, make confident safeguarding decisions, and build influential relationships with stakeholders, partners, and funders. At every level, you will embed our mission, vision, and values.

We are looking for an exceptional leader with a strong record of strategic achievement, experience of managing change, and a clear understanding of safeguarding and regulatory responsibilities. You will bring excellent relationship-building skills and a deep commitment to improving the lives of young people and ending homelessness.

This is a rare opportunity to lead a respected organisation with a long-standing commitment to young people and to make a lasting difference across the West Midlands.

Closing date: Friday 16th January 2026 at 09:00am

For a confidential discussion, please contact Isabella Ajilore at Campbell Tickell:

Isabella.ajilore@campbelltickell.com to book a time for a conversation or call 07572 166 417. You can download the job pack and apply at www.campbelltickell.com/jobs.



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