

**YMCA** | CAMPBELL  
TICKELL



# Chief Executive

Recruitment pack

**YMCA DERBYSHIRE**

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# YMCA

## THE CAMPUS





# Your application



**Thank you very much for your interest in this Chief Executive post at YMCA Derbyshire. 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 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 that aligns to what YMCA Derbyshire is seeking.



To apply, we will need the following from you:

- A CV. Make sure this confirms your current/most recent roles (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, and 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](http://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 9am on Wednesday, 20th May.** Please ensure we receive your application in good time.

Do contact one of us if you wish to have an informal discussion about the role and organisation, or if you have any other questions to help you decide whether to apply.

Kind regards,

**Isabella Ajilore**

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# Welcome to YMCA Derbyshire

Thank you for your interest in becoming the next Chief Executive (CE) of YMCA Derbyshire. This is an important and exciting moment for our organisation, and we are delighted that you are looking at this unique opportunity to take us forward into the next chapter of our journey. You will probably know that Gillian Sewell has been our CE for many years. She has been extraordinarily effective in this role, and the decision on appointing her successor is a very important one for the Trustees.

YMCA Derbyshire is in a strong position. We deliver a wide range of well-run services across Derby and Derbyshire including housing, Lifelong Learning including at our Key College provision, youth and community services, childcare and Early Years provision. Our leadership team is capable, united, and committed, and across the organisation there is a shared confidence in the work we do and the impact we have. That sense of stability gives us real strength — but equally, there is an understanding that demand for the services we provide is only growing, and we have a belief that we can do so much more. The potential to grow, to innovate, and to increase our reach is clear.

We are seeking a Chief Executive who can help us unlock that potential and bring the creative thinking, strategic insight and drive to turn it into meaningful progress. A leader who combines determination with emotional intelligence - someone who can be direct, clear and decisive, yet also understands the importance of relationships, culture and communication. We want a Chief Executive energised by possibility, who can think differently, and who brings imagination and innovation to how we operate, seeking to expand our portfolio and diversify the revenue streams that sustain our work.

We do not expect our new CE to join with intimate knowledge of every area of our activity, but your appetite to learn will be critical. What matters more will be your drive to deliver for those we serve and your ambition to move the organisation forward with clarity, confidence and purpose. This is an organisation with strong foundations and significant room to grow where you will find talented colleagues, a supportive and skilled Board, and a collective willingness to explore new possibilities. We are also very well networked with a range of partner organisations in the city and

county. For a leader who values creativity, strategic thinking and the chance to make a lasting difference to local communities, this is an exceptional opportunity.

YMCA Derbyshire is a Christian-founded charity, and while we are very clear that we welcome, serve and work with people of all religious faiths, and of none, the CE role includes a Genuine Occupational Requirement (GOR) to be held by a practicing Christian, in accordance with our Articles of Association. There is more information about this in the person specification.

If you are inspired by our work supporting young people and communities in Derby and Derbyshire, we would be delighted to receive your application and to welcome you into a conversation about the future of our organisation. Please do speak with Campbell Tickell, who are supporting us with this recruitment, to learn more.

Warm regards,

**Julian Smith**  
Julian Smith | Chair



# About YMCA Derbyshire

**YMCA Derbyshire is an independent non-profit organisation that has been supporting young people and communities in Derby and Derbyshire since 1847. Regardless of gender, race, ability or faith, we provide a variety of support, particularly at times of need. We are also a registered social landlord and company limited by guarantee. Formed as Derby YMCA in 1847, our head office (known as The Campus) moved to the current location on London Road in Wilmorton in 1967.**

Derby YMCA became YMCA Derbyshire in 2004 to reflect our growing activities across the county. We now operate as a charity across Derbyshire, with the aim to further expand our reach across the county. We are affiliated to the National and international YMCA Movement but have our own independent Board and management. Our financial turnover is c.£7.2m and we employ c.170 staff.

## **Vision, Mission and Values**

**Vision:** Our vision is that young people and communities will thrive so they can: fulfil their dreams have a safe space to learn and grow feel equipped to belong, contribute and prosper; and feel supported to be active in body, mind and spirit.

**Mission:** To develop the whole person, body, mind and spirit

**Values:** Protect | Trust | Hope | Persevere. These values are integral to our delivery and are used as our decision-making framework.

## **Overview of our services**

### **Accommodation**

We have a portfolio of 277 units of accommodation. Of these, 83 are supported housing units on-site at our main Campus. Additionally, we have 138 units across our City and County, comprising our supported move-on housing, 17 residential care units and 60 affordable homes for young people coming online in May 26. These are a mixture of self-contained and shared flats/houses both owned and leased.

Our provision offers support to individuals who lack a safe place to live. Our service is available 24/7, 365 days a year, ensuring consistent support for those in residency. We also offer a range of on-campus and off-campus options across Derby, including shared and single occupancy properties. All residents are offered opportunities to engage in various educational, social, and volunteering activities to enhance their well-being, personal and professional development.

## **Lifelong Learning**

This falls into four areas:

### **1. Training and Education at YMCA Key College**

At campuses in Derby, and Ilkeston, we offer a variety of accredited vocational training courses for young people aged 16-18 and for those up to 24 with an Education, Health, and Care Plan (EHCP). We believe that every young person deserves the opportunity to fulfil their potential. To achieve this, we provide appropriate learning courses, create the right environment, and employ highly qualified and dedicated tutors. Each year, over 150 students take advantage of this provision.

## 2. Alternative Provision

For over a decade we have also proudly delivered high quality Alternative Provision across Derbyshire (14 plus) helping learners overcome barriers, build confidence and achieve meaningful success.

## 3. Adult Education

We work tirelessly to provide, through multiple grants and contracts, adult education provision for our residents and local community.

## 4. YMCA Y-Kidz Childcare and Early Years

We offer affordable childcare and Early Years provision in Derby and Derbyshire. Including YMCA Stepping Stones Nursery, YMCA Y-Kidz breakfast, after school and school holiday clubs and “HAF” the Holiday Activities and Food Programme which provides free activity clubs and meals during school holidays.

## Youth and Communities

Each year, upwards of 400 individuals and families receive support to access various services, including therapeutic counselling, daily activities such as sports, arts and crafts, horticulture, wellbeing, as well as volunteer opportunities and work placement programmes. All these are aimed at supporting those we serve to progress along their positive pathways.

### Padley@YMCA Derbyshire

Our Community Hub is designed to be a vibrant centre, providing a variety of support including education, training, and housing advice to individuals and families at risk of experiencing poverty and/or homelessness. The Hub offers an opportunity to boost physical and mental wellbeing, build resilience and develop essential skills.

This will happen through educational workshops, wellness initiatives and assistance with access to crucial food and financial support. The team aims to create a welcoming environment where individuals and families can thrive.

This provision has been recently expanded to ensure Padley@YMCA also offers poverty relief programmes within our early years provision through a newly created social impact bond known as Tale of Two Cities Early Years.

### YMCA Stepping Stones Nursery

Established in 1988, as Derwent Stepping Stones, it began with a group of women who came together when they were unable to work due to a lack of affordable, local childcare. The result was Derby's first community business, combining being a Limited Company and a voluntary organisation, providing the local area with flexible childcare and nursery places for all families

### Links for further information

- Financial Statements 2023-24 [here](#).
- 2025 Impact Video [here](#).
- You can read more about our Trustees our leadership team [here](#).

# Role profile

**Role:** Chief Executive Officer (CEO)

**Responsible to:** The Chair of the Board and through them to the Board of Trustees

**Direct reports:** Director of Corporate Services, Director of Finance, Director of Income Generation, Director of Housing & Asset Development, Director of Lifelong Learning

## Purpose of the Role

The Chief Executive Officer will provide inspiring, values-led leadership to YMCA Derbyshire, ensuring the organisation delivers high-quality services that positively enables the lives of children, young people and communities across Derbyshire.

Guided by the values of Protect, Trust, Hope and Persevere, and rooted in the Association's founding Christian principles as expressed in its Articles of Association, the CEO will be the steward of the organisation's vision, mission, culture and Christian ethos, turning values and faith-based purpose into everyday practice, long-term strategy and measurable impact.

The CEO will lead YMCA Derbyshire as a Christian-founded charity that welcomes, serves and works with people of all faiths and none.

## Key Responsibilities

### Values-Led Leadership & Culture

- 1) Articulate, embody and sustain YMCA Derbyshire's Christian Articles and ethos in organisational culture, leadership practice and decision-making, acting as a custodian of the organisation's heritage, values and founding principles.
- 2) Lead a Christian-founded organisation with integrity in a plural public context, ensuring Christian identity is neither marginalised nor expressed in a way that compromises inclusion.
- 3) Act as a visible ambassador for YMCA Derbyshire's mission, values and Christian ethos.
- 4) Foster a culture of safeguarding, trust, accountability and inclusion across all services and teams.

### Strategic Leadership

- 5) Provide clear strategic leadership that ensures YMCA Derbyshire remains mission-focused, financially sustainable and responsive to local need.

- 6) Work closely with the Board of Trustees, Treasurer and senior colleagues to develop budgets, manage risk and maintain appropriate reserves.
- 7) Lead the diversification of income streams, including statutory contracts, grants, sales, six pillars of fundraising, social enterprise and collaborative partnerships, ensuring income generation aligns with the organisation's values and purpose.
- 8) Make financial decisions that reflect both faith informed compassion and sound governance, balancing ambition with responsible risk appetite and management.
- 9) Ensure strategic decisions are informed by the organisation's Christian foundation, particularly in responding to poverty, deprivation and housing needs, while maintaining trust with public partners and communities of all faiths and none.
- 10) Translate values and faith-based purpose into long-term plans, priorities and measurable outcomes.

### **Governance & Accountability**

- 11) Work in close partnership with the Board of Trustees, supporting effective governance, compliance and strategic oversight.
- 12) Provide clear, honest and timely information to the Board to support decision-making and assurance.
- 13) Uphold the Articles, policies and constitutional responsibilities of YMCA Derbyshire.

### **Regulatory Compliance, Risk & Assurance**

- 14) Ensure YMCA Derbyshire meets all statutory, regulatory and contractual obligations across its range of services, including charity regulation, safeguarding, data protection, health and safety and any service-specific frameworks.
- 15) Maintain a culture of transparency, accountability and continuous improvement, ensuring concerns, incidents and risks are handled with integrity and professionalism.

- 16) Provide the Board with regular assurance on risk management, compliance, service performance and organisational resilience.
- 17) Ensure policies and procedures reflect best practice and are lived out in day to day operations, anchored in the organisation's values and Christian foundation.

### **External Relationships & Influence**

- 18) Build and sustain effective relationships with local and combined authorities, statutory agencies, funders, education partners and voluntary-sector partners.
- 19) Build and sustain relationships with local faith communities alongside civic and community partners.
- 20) Represent YMCA Derbyshire credibly as a Christian organisation in public, partnership and governance settings.
- 21) Advocate for the needs of children, young people and communities, particularly those experiencing disadvantage.

### **Operational & Organisational Leadership**

- 22) Provide strong leadership to the senior leadership team, ensuring clarity of purpose, accountability and professional development.
- 23) Champion the wellbeing, development and flourishing of colleagues across the organisation, recognising the dignity and potential of every individual.
- 24) Lead organisational development, change and workforce planning in response to emerging needs, strategic priorities and community context.
- 25) Ensure high standards of safeguarding, risk management, quality and performance across all services.
- 26) Lead the organisation in a way that reflects YMCA Derbyshire's values in employment practice, service delivery and partnership working.

# Person specification

## Person Specification – Essential Criteria

- a) Practicing Christian, as defined in the YMCA Derbyshire Articles of Association (Genuine Occupational Requirement – see below).
- b) Significant senior leadership experience with responsibility for strategy, people, finance and performance.
- c) Strong commercial/entrepreneurial capability, bringing strategic insight into fundraising and the development and scaling of high-impact services.
- d) A values-based leadership approach that prioritises safeguarding, trust and inclusion. Strong communication skills and the ability to build effective relationships with diverse stakeholders.
- e) A clear understanding and ability to articulate a Christian vision of leadership in a charitable organisation that serves people of all faiths and none in work addressing poverty, deprivation, and housing.

## Christian Leadership & Faith Commitment (Essential)

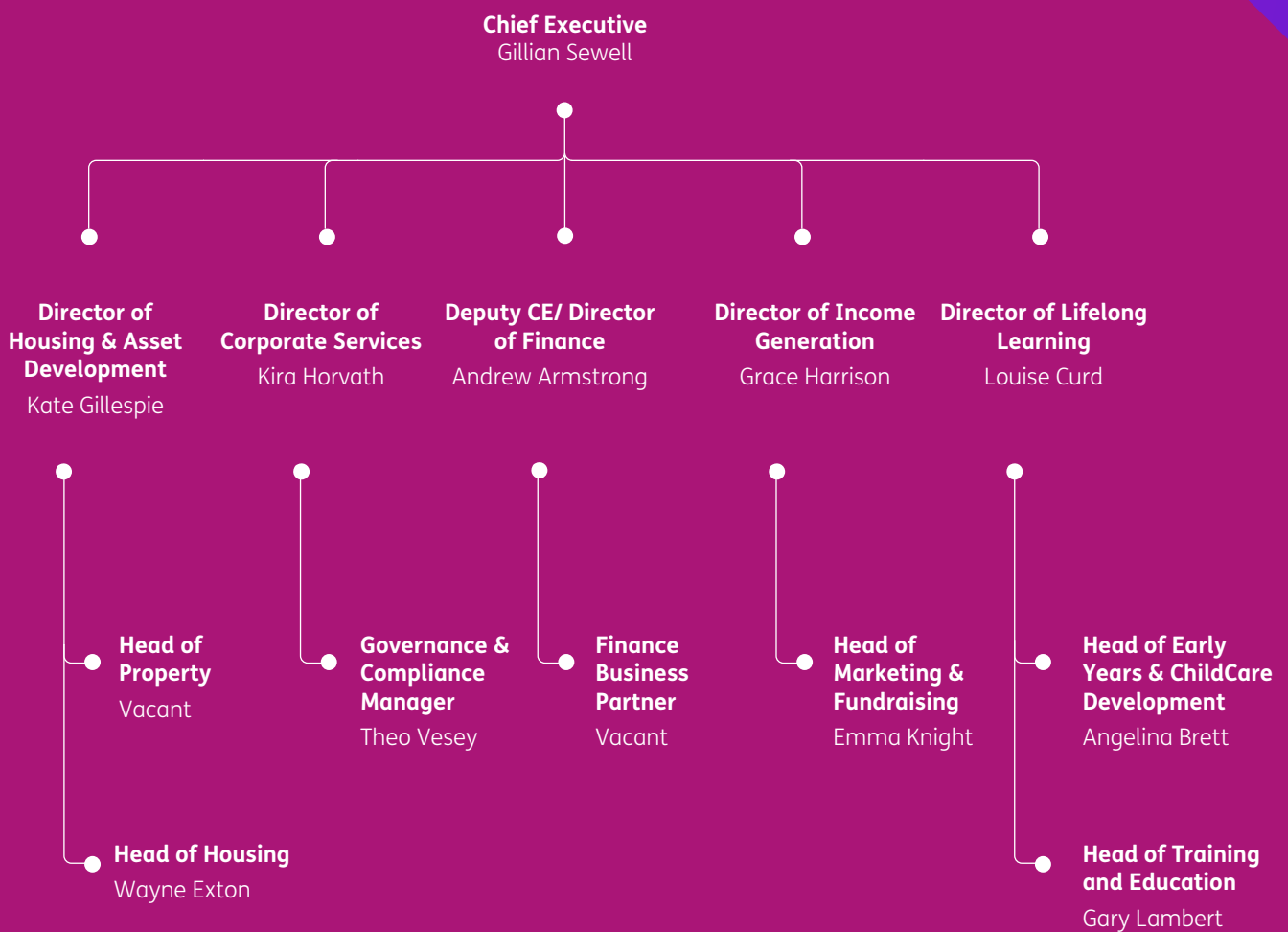
The CEO role includes a Genuine Occupational Requirement (GOR) to be held by a practicing Christian, in accordance with the Articles of Association of YMCA Derbyshire. The CEO must:

- Recognise themselves within the Christian description set out in the YMCA Articles of Association and articulate this coherently.
- Draw on Christian faith and principles in leadership, governance and ethical decision-making.
- Lead prayer and reflection appropriately in senior leadership and governance contexts.
- Model a Christian faith that is generous, non-exclusive and consistent with the organisation's commitment to welcome, serve and work with people of all faiths and none.

## Equality, Diversity and Inclusion

YMCA Derbyshire is a Christian-founded organisation that welcomes, serves and works with people of all religious faiths and of none. We are committed to safeguarding, equality, diversity and inclusion, and to transparent, fair recruitment practices.

# YMCA Derbyshire leadership structure



## Key terms and conditions

### Salary and package:

Salary is £105k per annum.

We offer an 8% pension contribution

### Holiday entitlement:

34 days paid annual leave per year, including bank holidays.

### Working hours:

Normal hours of work are 35 hours per week.

However, due to the seniority of this post there is a requirement for flexibility in meeting the full responsibilities of the post. Attendance at evening meetings will be required from time to time.

### Probation and notice periods:

The probation period for the role is 6 months. The notice period after probationary is 12 weeks.

### Location:

Your normal place of work will be at YMCA Derbyshire's head office: 770 London Road, Wilmorton, Derby, DE24 8UT, but travel across our operating areas is expected.

## Key dates and the selection process

### Closing date: 9am on Wednesday, 20th May 2026

The client meeting to agree longlisted candidates will take place on Tuesday, 26th May. We will be in touch to let you know the outcome of your application by the end of this week.

### First interviews: Wednesday, 3rd June 2026

Longlisted candidates will be interviewed by a Campbell Tickell panel. There will also be the opportunity for longlisted candidates to have an informal conversation with the Chair and the outgoing Chief Executive on the same day.

Interviews will be held virtually via MS Teams.

### Final stage:

The meeting to agree the shortlist will take place on Wednesday, 10th June. Shortlisted candidates will be asked to complete a psychometric assessment, and will be invited to the following:

### Stakeholder sessions: Wednesday 17th June 2026

- These will take place online via MS Teams
- This is an opportunity to meet with a range of stakeholders, including members of the YMCA Derbyshire executive team, and a group of key local stakeholders.

### Final panel interview: Wednesday 24th June 2026

- These will take place in-person at YMCA Derbyshire's head office in Derby.
- The panel will be led by Julian Smith, Chair of the Board; and includes Venerable Matthew Trick, Treasurer and Vice-Chair; Karen Brierley, Trustee; and Kate Martin, Trustee.
- Campbell Tickell will also be in attendance.



# Chief Executive

## £105k pa | Derby

Founded in 1847, YMCA Derbyshire is a charity that supports children, young people and communities across Derby and Derbyshire through a wide range of integrated services. We provide housing and supported accommodation for around 270 people each night, alongside pathways that help individuals move toward independent living.

Our work spans lifelong learning provision including our vocational college, employability programmes, school based childcare, early years provision, youth and community programmes, health and wellbeing activities, and vital services through our poverty relief programmes.

Together, these services create the essential building blocks for a safe home, improved wellbeing, skills development and real opportunities for children, young people and adults to thrive. We are a strong, stable and well-led organisation with a clear sense of purpose, and an equally clear belief that we can do so much more for the young people and communities we serve. We're now looking for a Chief Executive who can help us continue to unlock that potential.

This is a role for a leader with real drive. You'll join an ambitious team that is ready for fresh thinking, new ideas and creativity as we think about how to best to serve our communities and deliver our services to an even greater number. We expect that you will bring senior experience in one of the core areas of our services - housing, education, or the charity sector. You may not have experience in every facet of our delivery, and we don't expect you to, but you will need an appetite to learn quickly, ask the right questions, and embrace the breadth of this role, as well as a strategic mindset and the confidence to explore different opportunities and shape a future where YMCA Derbyshire can grow and deepen our impact.

YMCA Derbyshire is a Christian-founded charity, and while we are very clear that we welcome, serve and work with people of all religious faiths, and of none, the CE role includes a Genuine Occupational Requirement (GOR) to be held by a practicing Christian, under Part 1 of Schedule 9 to the Equality Act 2010.

This is a significant opportunity to lead an organisation with strong foundations, committed colleagues, an excellent reputation and excellent networks in Derby and Derbyshire. If you're energised by possibility, motivated by purpose, and ready to help us take bold steps forward, we'd love to hear from you. Join us - and help lead the next chapter of YMCA Derbyshire's story.

Download a job pack at [www.campbelltickell.com/jobs](http://www.campbelltickell.com/jobs)  
Contact **Isabella Ajilore** at Campbell Tickell to arrange a conversation:  
[isabella.ajilore@campbelltickell.com](mailto:isabella.ajilore@campbelltickell.com)  
| **07572 166 417**.

**Closes: Wednesday, 20th May | 9am**

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