



Chief Executive Officer Information Pack

Thank you for your interest in the Chief Executive Officer, CEO, role at Rebuild East Midlands.

Our vision is for a world where people live free from exploitation. Our mission is to break the cycle of exploitation by empowering individuals to rebuild their lives and embrace a future filled with hope.

About Rebuild East Midlands

Rebuild East Midlands is a specialist grassroots charity dedicated to supporting survivors of Human Trafficking and Modern Slavery. We are the only long-term support provider in Derbyshire, offering holistic, needs-led services to help survivors break the cycle of exploitation and rebuild their lives with dignity, safety, and independence.

Our Values

As an organisation our values underpin the work we do and central to our support model. Our values are:

- We are consistent: As a long-term support provider, we want to be consistent in our approach to support and partnering with individuals
- We are Future Focussed: Together with our staff, volunteers and those we work with, we want to be mindful of the past and how it impacts the present, but we want to help people move forward by focusing on the future
- We promote empowerment: We work with individuals to redress the power imbalance that exploitation creates. We want to partner with those we work with to shape their own support, to develop resilience, and support the choices and decisions they make themselves.
- We focus on the individual: Valuing every individual and their uniqueness, we seek to understand, respect and embrace the backgrounds and experiences of every individual.
- We are flexible: We are constantly evolving, thinking creatively, seeing potential and embracing a flexible approach to all aspects of our work.

What We Do

At any given time, we provide long-term, tailored support to around 35 adults and their families, while also offering crisis support to approximately 20 individuals per year. Our approach is person-centred and trauma-informed, addressing key barriers to recovery, including:

Housing instability & homelessness

Financial hardship

Mental health & wellbeing support

Advocacy and casework support

Legal & immigration challenges

Education, training, and employment pathways



Why Our Work Matters

In 2024, it is estimated that 50+ million people including men, women and children are trapped in some form of slavery across the globe. In the UK, the estimate is 136,000 trapped in some form of exploitation. Based on population statistics, this means there could be approx. 1000 potential victims of Modern Slavery and Human Trafficking in Derbyshire who are trapped in exploitation. In addition to this are those who have exited exploitation and are rebuilding their lives in Derbyshire.

At Rebuild East Midlands, we believe that individuals emerging from exploitation deserve access to comprehensive support that empowers genuine recovery and enables them to rebuild their lives free from the risk of further exploitation. Individuals who have experienced Human Trafficking and Modern Slavery often face significant barriers to recovery and reintegration, frequently placing them in precarious situations that increase their vulnerability to further risk of harm. Key barriers include:

- **Homelessness and housing instability:** Many individuals struggle to secure safe, stable accommodation, leaving them at high risk of destitution or re-exploitation.
- **Financial Instability:** Lack of ID, as it is often stolen by exploiters, which makes it difficult to access bank accounts or government services and ineligibility for benefits or challenges accessing financial support.
- **Legal and Immigration Issues:** including asylum and compensation claims, and family or criminal proceedings.
- **Difficulty accessing employment or education** due to lack of formal qualifications or transferable skills, limited work experience and trauma impacting their ability to engage with opportunities.
- **Physical, emotional, and mental health** impacts requiring sustained support.

Our 2025 – 2030 Strategic Priorities

Over the next five years, Rebuild East Midlands aims to enhance its support for those who have experienced exploitation and modern slavery and expand its reach in the region by focusing on three strategic themes:

Practice, Partnerships, and People.

Practice

- Goal 1:** Build a strong evidence base for our work: we will identify and demonstrate what works well, ensuring our support is both effective and measurable.
- Goal 2:** Commit to continuous improvement by working towards relevant accreditation such as NCVO Trusted Standard and IMSA (Independent Modern Slavery Advocate).
- Goal 3:** Consolidate a support model, grounded in proven methods and informed by research, that can be replicated beyond Derbyshire.
- Goal 4:** Diversify our income streams through community fundraising, corporate fundraising, and social enterprise.

Partnerships

- Goal 5:** Strengthen Rebuilds reputation as the specialist trusted provider of modern slavery support in Derbyshire by building strong relationships with key partner organisations.
- Goal 6:** Play a key role in establishing a regional, multi-agency modern slavery partnership.

People

- Goal 7:** Build a robust culture of well-being for staff, volunteers, and those we support.
- Goal 8:** Develop strategies to meaningfully involve those with lived experiences in the organization.
- Goal 9:** Ensure we have the right people and resources to continue delivering our mission.

We are looking for a Chief Executive who can take us into the next 5 years with vision and passion.



Job Description – Chief Executive Officer (CEO)

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| Hours: | 37.5 hours a week - flexible working in place |
| Location: | Derby onsite |
| Position: | Chief Executive Officer |
| Salary Scale: | £43,000 - £50,000 |
| Accountability: | The post holder is accountable to all the trustees through the Chair. |

About the role:

As a values-driven leader, the CEO will provide strategic leadership and operational oversight to ensure the charity delivers its mission with integrity, compassion, and impact. They will be responsible for leading a small team, managing resources, driving income generation, and ensuring compliance with all legal and regulatory requirements. As the public face of the organisation, the CEO will represent the charity to stakeholders, funders, and the wider community, building strong relationships to secure support and drive sustainability.

Lead a small team of 10 to fulfil its mission of breaking the cycle of Modern Slavery in Derbyshire and beyond. The care and wellbeing of our staff team is vital to the success of the organisation, and we are looking for a leader who understands and embodies the value of centring care and wellbeing.

Key Responsibilities:

Strategic Leadership

- Develop, implement, and monitor the charity's new 5-year strategic plan in collaboration with the Board of Trustees.
- Lead the organisation and the team to achieve its objectives, ensuring alignment with its vision, mission, and values.
- Identify entrepreneurial opportunities for growth, innovation, and partnerships to increase the charity's impact.

Income Generation and Financial Management

- Oversee the financial health of the organisation, ensuring effective budgeting, forecasting and resource management.
- Work with the Fundraising and Partnerships Manager to develop and implement a sustainable fundraising strategy, identifying and securing diverse income streams (e.g., grants, donations, corporate partnerships).
- As part of a team approach identify and pursue new funding opportunities. Write, review and submit funding and contract applications to trusts and foundations.
- Work with the Treasurer and Board to prepare annual accounts and financial reports.

Operational Management

As part of a small team, the CEO must be comfortable with getting involved in all aspects of the organisation's operations, including:

- Provide inspirational leadership to staff and volunteers, ensuring a positive, values based and inclusive working culture.
- Maintaining a flexible approach to work, ready to step in wherever needed
- Performing administrative tasks when necessary



- Oversee the day-to-day operations of the charity, ensuring effective delivery of projects and services.
- Be accountable for the operational risk management
- Monitor and evaluate the charity's services to ensure impact and effectiveness.

Stakeholder Engagement and Representation

- Act as the primary spokesperson for the charity, building its reputation and profile within the community.
- Build and maintain strong relationships with funders, donors, partners, and stakeholders.
- Represent the charity at events, meetings, and conferences to promote its mission and increase awareness.

Governance and Compliance

- Ensure the charity operates in accordance with its constitution, policies, and legal requirements.
- Provide the Board of Trustees with timely and accurate information to support effective governance and decision-making.
- Maintain high standards of accountability, safeguarding, and risk management across all aspects of the organisation.

Person Specification

Essential Skills and Experience

- Proven leadership experience, ideally in the charity, public, or voluntary sector, with a commitment to values-driven leadership.
- Visionary leader with the ability to inspire and motivate others
- Experience in developing and delivering strategic plans aligned with organisational values and goals.
- Strong track record in income generation, including fundraising, partnerships, and securing grants.
- Knowledge of governance and compliance requirements for charities.
- Exceptional interpersonal and communication skills, with the ability to inspire trust, engage diverse stakeholders, and advocate for the charity's mission.
- Strong financial management skills, including budgeting and resource allocation.
- Be dedicated to building a culture where wellbeing of staff and volunteers is paramount.

Desirable Skills and Experience

- Experience working in a small organisation where leaders take on both strategic and operational responsibilities.
- Understanding of the specific challenges faced by those who have experienced Modern Slavery, exploitation and trauma.
- Experience in raising the profile of an organisation through marketing and communications.

Personal Attributes

- A values-driven entrepreneurial leader with a passion for the charity's mission.
- Resilient, adaptable, and able to navigate challenges with positivity and determination.
- A collaborative and compassionate approach to leadership, putting people and purpose at the heart of decision-making.



- Visionary and proactive, with the ability to inspire others to work towards shared goals.
- High levels of integrity, empathy, and commitment to inclusivity and equality.

This role requires a leader who is not only results-driven but also deeply values-driven, ensuring that the charity's mission is reflected in every aspect of its work, from strategy to service delivery, creating lasting impact for those it supports.

Benefits:

- 6 weeks annual leave per annum plus bank holidays
- Personal and professional development plan
- 5% Pension contribution
- Regular wellbeing days, along with a personal wellbeing plan

How to apply

To apply for this role, please provide:

An up-to-date CV with a supporting statement, a maximum of two pages, that outlines how your skill set matches the job description incorporating your interest in the role, the organisation, and why you are well placed to be the next CEO of Rebuild East Midlands.

Please send your application through to recruitment@rebuildeastmidlands.org with the subject heading: Chief Executive Officer.

Timeline for recruitment

Applications should be submitted by Monday the 19th May at 9am and shortlisting will take place week. The selection process will involve a range of activities and an interview. These will take place on Wednesday the 11th June 2025.