**Chief Executive Officer**

**ROLE PROFILE**

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| **REPORTING TO:** | Chairperson, Board of Directors |
| **LOCATION:** | Navan, County Meath |

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| **Principal Objective of the Role:** |
| **Role Purpose:**  The Chief Executive Officer (CEO) of Clann Mór will be a transformative and experienced senior leader, guiding the organisation in realising its objective to support adults with intellectual disabilities in achieving fulfilling, inclusive lives within their communities and to deliver this objective in consultation with them, their families and the local community working with all the stakeholders.  TheCEO will provide strategic leadership and overall management of the organisation, ensuring the delivery of high-quality care and support services in line with regulatory standards and the Clann Mór's mission. The CEO will develop and deliver integrated plans to develop, grow and improve the organisation’s services in line with its strategy, best practice and regulatory requirements. The CEO is responsible for planning and overseeing the operations, financial performance, and regulatory compliance, while fostering a culture of care and inclusion for both Clann Mór’s service users and over 60 staff. This includes maintaining and managing strong relationships with stakeholders such as government agencies, funders, and the broader community.  The CEO will champion Clann Mór’s values through a commitment to enable, empower and inspire people to live fully inclusive lives, ensuring that appropriate high-quality, individualised, person-centred supports are in place for each person using Clann Mór’s services.  TheChief Executive Officer is accountable to the Board. |

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| **Responsibilities:** |
| The key responsibilities and associated duties include –  **Strategic Leadership**   * To provide strategic leadership to all staff to ensure that (a) Clann Mór’s services are person-centred, (b) compliance with regulatory, contractual and professional requirements is achieved, and (c) that Clann Mor’s culture reflects our values and these are followed in all interactions with staff, stakeholders, service users and the public. * To develop, agree and implement annual plans to progress the implementation of Clann Mór’s strategy and to report to the Board thereon. * To progress and develop the policies and plans related to Clann Mór’s strategic priorities and report to the Board thereon. * To proactively manage and consult with the organisation’s key external relationships to ensure active support from funders, families, elected representatives, the media and the community, and to ensure that Clann Mór is strong voice in advocating for the rights of our service users.   **Service and Organisational Development**   * To develop and implement an annual Quality Improvement Plan, as approved by the Board, aligned to the Service Level Arrangement agreed with the HSE and within the framework of the financial allocation determined therein, and in the context of Clann Mór’s medium-term strategic plans. * To manage the resources of the organisation efficiently and effectively to optimise people-centric care delivery for our service users and in line with the assessed needs of the service users and funding agreements. * To develop the organisation’s capacity and capability in line with its Mission, Vision and Values and medium to long term needs. * To build, lead and manage a resilient, flexible, effective and high-performing team. * To lead the planning, evaluation and development of services, to include analysing existing services, service demands, national legislative and regulatory developments, and social care best-practice and trends in order to develop short, medium and longer-term objectives and plans for the organisation.   **Management and Delivery**   * To ensure the highest quality outcomes for people using the service and representing the interests of the service users by engaging with the HSE, HIQA and other agencies. * To ensure that Clann Mór complies with all relevant legislation insofar as such legislation impinges on its activities. * To be responsible to ensure that Clann Mór achieves and complies with approved quality standards/ requirements including HIQA. * To ensure that the business of the organisation is conducted with the highest measure of confidentiality and without negative impact on the reputation of Clann Mór. * To ensure that a comprehensive investment programme is progressed through a regular review process focussed on meeting the priority infrastructural needs of the facilities and achieving value for money. * To maintain the organisation's income and expenditure in line with the budget levels agreed with the Board to ensure that financial /resource allocations and output plans are consistent with the corporate goals and objectives of the Board. * To prepare for Board consideration and approval an annual report and a set of financial statements as required under law and funding agreements. * To attend meetings of the Board and other meetings for and on behalf of the Board as may be required from time to time. * To undertake such other duties as may be assigned from time-to-time by the Board of Directors   The foregoing should not be considered exhaustive. |

*This job description is intended as a summary of the primary responsibilities of and qualifications for this role. The job description is not intended as inclusive of all duties an individual in this position might be asked to perform based on requirements either now or in the future.*

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| **Reporting Structure:** | |
| Directly: 3 | Indirectly: 60 |

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| **Salary** |
| The salary scale for this role ranges from €74,090 to €90,799. |

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| **Person Specification:** |
| **Key Requirements:**   * At least five years senior management experience in a social care-related service sector, with responsibility for service provision, staff and operational budgets of a significant size. * QQI Level 8 Qualification (or equivalent) relevant to the areas of Health and Social Care. * Excellent strategic leadership skills, delivering significant change in a diverse organisation while managing a complex stakeholder base. * A proven track record of complying with regulation, policy and service provision requirements for supporting the needs of people with intellectual disabilities, and in leading and managing the implementation of Quality Improvements and Standards. * A proven track record of evidence-based service innovation in disability, and of leading the implementation of changes in service configuration, service options and a value/rights-based approach. * Significant evidence of enabling, empowering and inspiring vulnerable people to live independent and meaningful lives and to be at the centre of all decisions relating to their life/service/experience. * Experience of supporting individuals as a Person-In-Charge at a community level. * Evidence of continuing professional development.   **Other requirements:**   * Requirement to be available outside normal office hours on occasions. * This position is subject to satisfactory Garda Vetting. * Eligible to work in Ireland and possess all necessary permits/visas if applicable. * The successful applicant must have their own car and hold a full, clean drivers’ licence. |

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| **Competencies:** |
| 1. Strategic and Ethical Leadership |
| 1. Building Relationships, Advocacy and Communications |
| 1. Person-centred Service Delivery |
| 1. Management and Delivery of Results |
| 1. Continuous Improvement, Innovation and Service Development |
| 1. Judgement and Decision Making |

**Clann Mór is an Equal Opportunities Employer**