CHIEF EXECUTIVE OFFICER

RECRUITMENT PACK

Q:alliance

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WELCOME CHAIR OF TRUSTEES

Thank you for your interest in the role of Chief Executive Officer at Q:alliance.

As Chair of Trustees, I have had the privilege of seeing first-hand the difference Q:alliance makes to the lives of LGBTQ+ people across Milton Keynes, Bedford and the surrounding areas.

Whether through our youth and adult services, training programmes, heritage projects or community activities, our purpose remains simple: to create a safe and thriving LGBTQ+ community where people can be themselves, feel valued and know they belong.

Over the last few years, Q:alliance has grown significantly. We have expanded our services, strengthened our community presence and delivered projects that preserve and celebrate LGBTQ+ stories and experiences. At the same time, like many charities, we have navigated periods of change and challenge.

As a Board, we have reflected on what effective governance and leadership should look like, strengthened our trustee team and focused on creating the foundations that will support the organisation for years to come.

As we recruit our next CEO, we are looking beyond simply replacing a leader. We are looking for someone who can help shape the future of Q:alliance. Someone who can build on the excellent work already taking place, support and develop our staff team, strengthen our financial sustainability and work alongside the Board to create a clear vision for the next season.

This is an exciting time to join the organisation. We are progressing our transition to a Charitable Incorporated Organisation (CIO), recruiting additional trustees to strengthen our governance, and thinking carefully about how we continue to evolve to meet the changing needs of the communities we serve.

Q:alliance

WELCOME CHAIR OF TRUSTEES

We're not looking for someone with all the answers from day one. I am looking for someone who can bring people together, build strong teams and create the conditions in which staff, volunteers and communities can thrive.

We're looking for someone who can think strategically, look beyond today's challenges and create sustainable solutions for tomorrow. Someone who understands that successful leadership requires balancing empathy with accountability, inclusion with effective decision-making, and compassion with organisational sustainability.

Most importantly, we're looking for someone who understands that for many LGBTQ+ people, coming out is not a single moment but a journey. Someone who understands the importance of belonging, acceptance and community, and who is passionate about ensuring others have access to that same support.

If you are an expereinced leader who can combine that understanding with the confidence to make difficult decisions, provide clear direction and build a sustainable future, we would love to hear from you.

I hope this pack gives you a sense of both the opportunity and ambition that exists at Q:alliance. Together, I believe we can continue building an organisation that makes a lasting difference to the lives of LGBTQ+ people across our communities.

Paul (PK) Kellett
Chair of Trustees

Q:alliance

WELCOME OUTGOING CEO

When I joined Q:alliance, affectionately known as “Q”, in 2023, I was fortunate enough to inherit something special. I quickly came to understand how Q had been built on the courage and dedication of those who came before us, how carefully it continues to be held by committed colleagues, and how deeply it is valued by the people and communities we serve.

Since the 1970s, Q and its predecessor organisations have stood alongside LGBTQ+ people across Milton Keynes, Bedford and the surrounding areas, working with communities and partners to advocate for equality, respond to changing needs and create safe spaces and opportunities for belonging, connection and authenticity. Throughout its history, Q has demonstrated compassion, resilience and, at times, remarkable innovation.

What I couldn't have anticipated was quite how much we would achieve together, or how personally meaningful the journey would become.

Over the past few years, we have worked hard to build on those foundations. Together, we have strengthened our services, grown our team, developed new partnerships and funding relationships, and established Q:house as a beautiful and welcoming community hub. We have cultivated collaborative working practices where decisions are informed by community voice, and where we challenge and care for each other in equal measure. We have also taken important steps to strengthen our governance, organisational infrastructure, credibility within the wider voluntary sector and long-term sustainability.

This progress is the result of an extraordinary collective effort by our staff, volunteers, trustees, partners and, most importantly, the people and communities who continue to shape our priorities.

As I prepare to hand over the baton, I do so with immense pride in what we have achieved and genuine optimism about what lies ahead.

Q:alliance

WELCOME OUTGOING CEO

Our next Chief Executive will join us at an important point in our journey. With an ambitious but considered strategy for 2026–2029, we are focused on consolidating our achievements, broadening representation and are committed to protecting our collaborative, people-led culture and making values-led decisions that enable us to remain responsive, effective and sustainable in the years ahead.

The external environment for LGBTQ+ people and the organisations supporting them is increasingly complex. Navigating these challenges requires a willingness to listen and learn, and the confidence to make difficult decisions when needed.

Alongside these challenges, Q remains an organisation full of opportunity, creativity and people who care deeply about making a difference.

I hope that whoever takes on this role will bring their own experiences, perspectives and ambitions to Q. Leadership is not about preserving everything exactly as it is, but about recognising what matters and having the courage to shape what comes next in your own way.

For me, leading Q has been both a privilege and an enormous learning experience. I am grateful for the trust placed in me, the relationships we have built and the opportunity to have played a part in its story.

If you are someone who believes in the importance of community, who leads with compassion and integrity, and who is excited by the opportunity to guide an ambitious charity and the wonderful people connected with it through its next chapter, I warmly encourage you to consider joining Q.

I wish our next Chief Executive every success. There is much to be proud of here, and so much yet to achieve.

Jennifer Hill
Outgoing Chief Executive

Q:alliance

ABOUT US

OUR VISION

We see a future where all people can participate fully in the spaces, communities and systems that shape their lives, with equitable access to opportunity, connection and influence. In this future, LGBTQ+ identities are visible, safe and understood.

OUR MISSION

We create safer spaces and contribute to stronger communities and more inclusive systems so that LGBTQ+ people in Milton Keynes and surrounding areas can know joy, power and opportunity.

Q:alliance

ABOUT US STRATEGIC PRIORITIES

Q:alliance

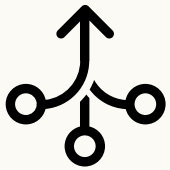
PRIORITY 1: DIVERSIFICATION & REPRESENTATION

Broaden who we reach, who sees themselves reflected in the organisation, and who feels welcome.



PRIORITY 2: CONSOLIDATION OVER EXPANSION

Prioritise consolidation and organisational stability, focusing on strengthening infrastructure, financial resilience and what we do well, rather than doing more.



PRIORITY 3: CULTURE, COMMUNICATION & COLLABORATION

Protect our warm, people-led culture. Encourage reflective rather than reactive decision making and work collectively to communicate, share power and give each other grace.



PRIORITY 4: VALUES-LED DECISION-MAKING AND LEADERSHIP

Our leadership will continue to be intentional, principled, and collective. We will make decisions based on our values and not be afraid to say no to things that don't align with our commitments.



ABOUT US OUR VALUES

Q:alliance

LISTEN FIRST

We begin with listening; to our community, our colleagues, our partners and to what is changing around us. We believe meaningful change starts with understanding, and that good decisions are shaped by lived experience, insight and feedback. Listening First means taking time to notice what people are really telling us, and whose voices are missing, before we decide what comes next. We listen with curiosity and care, and allow what we hear to shape our priorities, our practice and our impact. Our leadership begins with attention and understanding.

BE STRENGTHENING

We believe in supporting people in ways that help them grow. We share skills and create pathways so that individuals and communities can build confidence and choice. By ensuring people have the resources they need to make informed decisions, we lead change in a people led way. We're grateful for the skills and insight we gain from others. We make space for learning and strengthening ourselves. We value curiosity, feedback, and opportunities for people to stretch and learn safely. By strengthening others and ourselves, we'll create lasting impact.

SHARE POWER

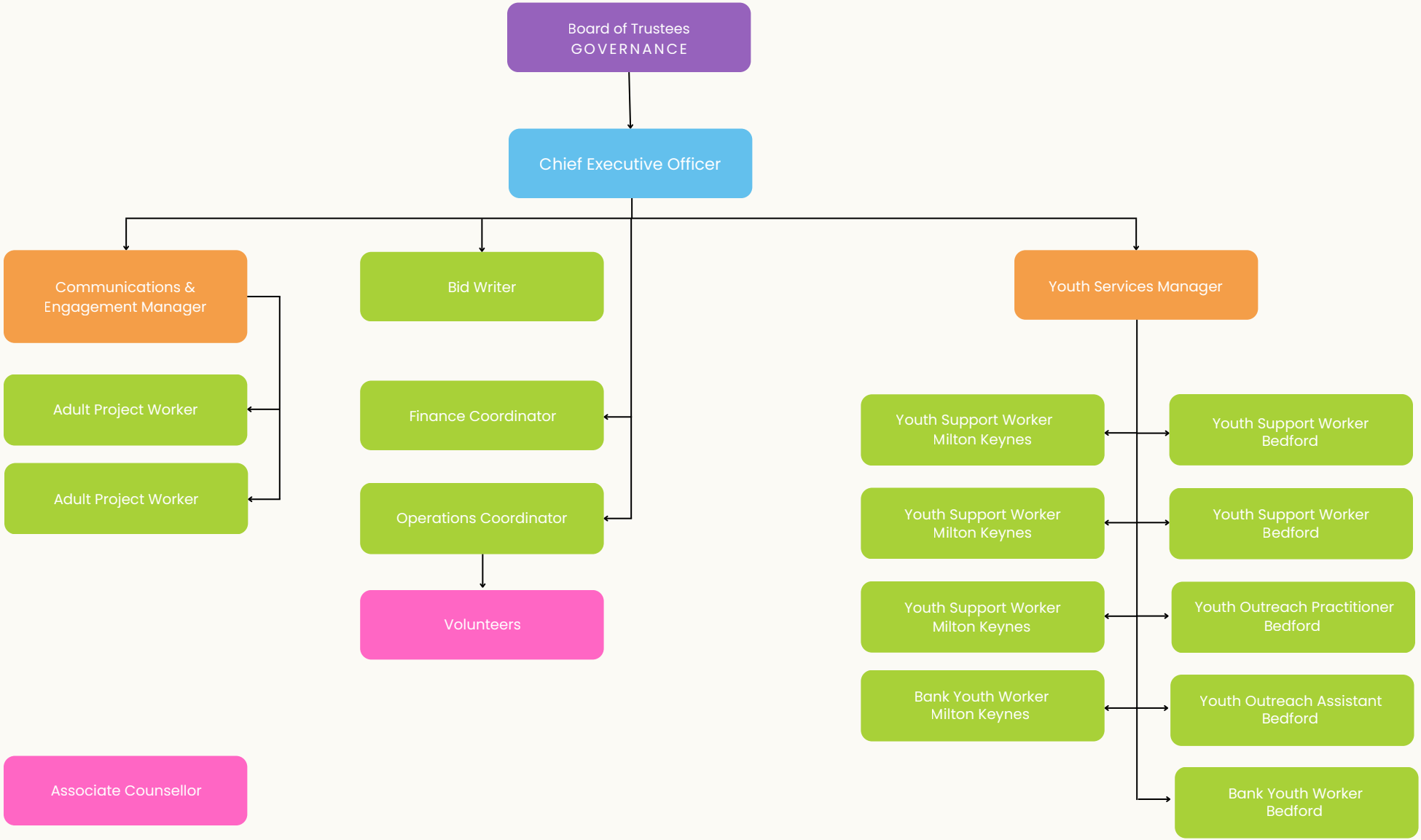
We believe good practice is delivered through shared power. We involve our community in shaping decisions, priorities and services, and work alongside people rather than above or for them. We value lived experience, share influence, and create opportunities for leadership at all levels. We pay close attention to where power sits, how it is used, and whose voices are heard and whose are not. We work intentionally to make our organisation fair, inclusive and accountable.

BE THERE WELL

We choose to show up with care, intention and responsibility. We do our best for our community, showing up at the right time and in the right way, and responding thoughtfully to what people need.

We also know that strengthening others depends on caring for ourselves. By Being There Well, we sustain our culture, our impact and our responsibilities to the people and communities we work alongside.

ORGANISATIONAL OVERVIEW



WHAT WE DO

COMMUNITY ENGAGEMENT, PARTICIPATION AND PARTNERSHIPS

Community voice and collaborative working are central to how we operate. We create opportunities for LGBTQ+ people to influence our priorities, shape services and contribute to decisions that affect their communities, recognising the importance of sharing power and valuing lived experience. We work alongside local authorities, health and education providers, voluntary organisations and community partners to strengthen inclusion, improve access to support and contribute to more responsive and connected services. Through these relationships, we ensure that LGBTQ+ experiences and perspectives are represented in the wider systems and communities around us.



Q:alliance

WHAT WE DO

Q:HOUSE – OUR COMMUNITY HUB

Q:house is our welcoming and inclusive community hub in Milton Keynes, reflecting our commitment to creating safer spaces, strengthening community connections and providing an accessible space for LGBTQ+ people to access support, participate in activities and engage in community life.

Beyond hosting our own services and activities, Q:house provides opportunities for community-led initiatives, partnership working and collaboration with other organisations. It is a space where relationships and ideas are shared and communities are supported to develop their own activities and opportunities.



Q:alliance

WHAT WE DO

ADULTS COMMUNITY PROGRAMME

We deliver a thriving and diverse programme of community activities, events and opportunities designed to reduce isolation; nurture belonging and strengthen LGBTQ+ people's participation in community and civic life.

Our programme includes dedicated spaces for neurodivergent and trans+ communities, inclusive spaces for LGBTQ+ women, Q:world for global majority community members, and exclusive spaces for over 40s and young adults. Alongside these, we offer sports, walking groups, arts-based activities, regular adhoc events and a safe online community through Discord.



Q:alliance

WHAT WE DO

ADULT MENTAL HEALTH AND WELLBEING

We provide a weekly drop-in at Q:house, offering a welcoming space for support, information and signposting. Our wider wellbeing provision includes a seasonal Winter Warm Space and an annual Christmas Day gathering.

Through our Associate Counsellor, we offer free or low-cost counselling, subject to funding availability. We also maintain a comprehensive collection of wellbeing resources and signposting information to help LGBTQ+ people find and access appropriate support.



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WHAT WE DO

YOUNG PEOPLE'S SAFE SPACES

We provide a number of regular welcoming, inclusive and supportive youth groups for LGBTQ+ young people aged 13–19 across Milton Keynes and Bedford, alongside a facilitated online safe space.

Our youth provision creates opportunities for young people to build friendships, develop confidence and connect with peers in environments where they feel understood, respected and supported.



Q:alliance

WHAT WE DO

YOUTH OUTREACH, SATELLITE PROVISION AND INDIVIDUALISED SUPPORT

We deliver tailored one-to-one support for LGBTQ+ young people aged 11–19 in schools, colleges and community settings.

Our Individualised Support Plans are developed collaboratively with young people, identifying clear goals and providing structured, youth-centred support that responds to their individual circumstances, experiences and aspirations.



Q:alliance

WHAT WE DO

EDUCATION AND TRAINING

We deliver LGBTQ+ inclusion, identity and cultural competency training to organisations across the corporate, voluntary, public and education sectors.

Our training draws on lived experience, professional expertise and collaborative learning to strengthen understanding, challenge assumptions and support organisations to create more inclusive environments for the people they employ, support and serve.

We also deliver workshops, classroom sessions and small-group education in schools, supporting young people to explore LGBTQ+ identities, equality, relationships and inclusion.



Q:alliance

WHAT WE DO

ADVOCACY AND REPRESENTATION

We advocate for LGBTQ+ communities by ensuring their experiences, perspectives and priorities inform the decisions, policies and systems that affect their lives.

Through participation in strategic partnerships, scrutiny panels, advisory boards and working groups, we translate community insight into meaningful evidence and influence, challenging inequality, strengthening representation and contributing to more inclusive local services and decision-making.



Q:alliance

WHAT WE DO

HERITAGE

Our heritage work celebrates, preserves and shares the rich history of LGBTQ+ communities in Milton Keynes and surrounding areas.

Our successful Q:mmunity Tales project captured more than 50 years of local LGBTQ+ history through oral histories, documentary films, exhibitions and a published book, working collaboratively with archivists, heritage partners and community contributors.

We continue to build on this work, recognising the importance of preserving diverse LGBTQ+ histories and ensuring that stories and experiences which have historically been overlooked are documented, valued and shared with future generations.

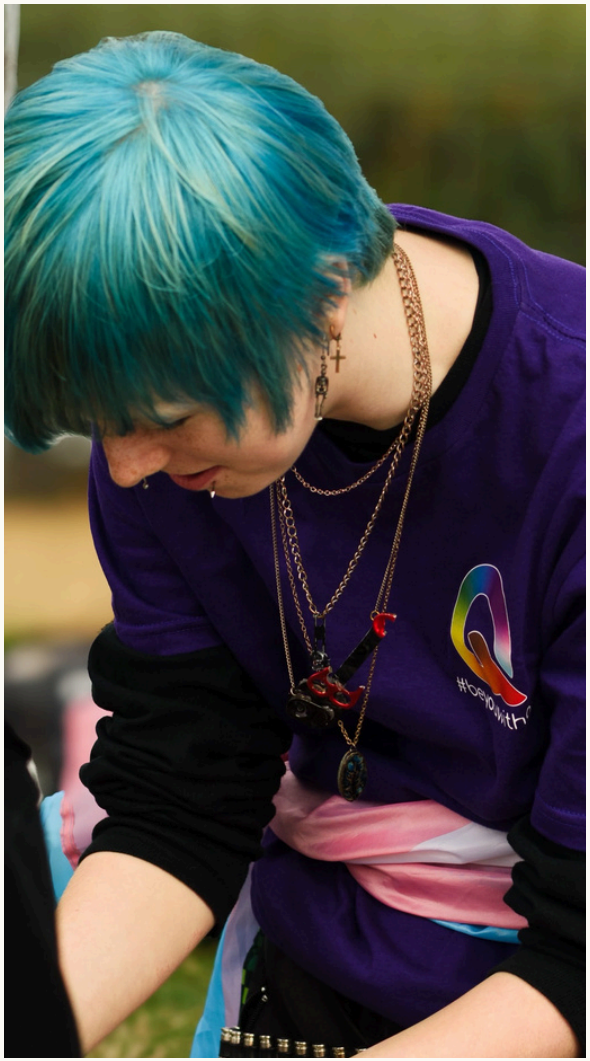


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VOLUNTEERING

Volunteers are an important part of our community and contribute to many aspects of our work.

We create meaningful opportunities for people to share their skills, develop confidence, gain experience and contribute to the organisation's activities and development. Our approach to volunteering recognises the value of lived experience, encourages participation and creates opportunities for people to shape and strengthen the communities they belong to.



Q:alliance

THE CEO ROLE PROFILE & PERSON SPECIFICATION

Responsible to: Chair of Board of Trustees
Hours: Full-time 37 hours pw
Salary: £46,000
Based: Hybrid, office in Fenny Stratford, Milton Keynes, with travel across Bedford and Milton Keynes
Contract: Permanent
Closing Date: 23:59 on Wednesday 18th November

Context

Q:alliance is an established, community-rooted LGBTQ+ charity with a diverse portfolio of services, community activities, education, advocacy and partnerships. We create safer spaces, strengthen communities and contribute to more inclusive systems. With 15 colleagues and 19 volunteers, we deliver services across Milton Keynes, Bedfordshire and surrounding areas, with an annual turnover of approximately £300,000.

Following a period of significant organisational development, Q:alliance is focused on consolidating its achievements, strengthening its long-term sustainability and deepening its impact. We are seeking a Chief Executive who can identify opportunities for growth, innovation and partnerships whilst ensuring the organisation remains financially resilient and true to its values.

Our 2026–2029 organisational strategy reflects these ambitions, alongside a commitment to broadening representation, protecting our collaborative culture and ensuring that our decisions remain firmly grounded in our values.

Our approach is guided by a simple principle: “Led by community experience, guided by our colleagues' expertise.” We believe our best work happens when we listen to and share power with our communities, while valuing the professional knowledge, lived experience, creativity and commitment of our colleagues.

We are seeking a Chief Executive who can build on these foundations, bring their own perspective and leadership to the organisation, and guide Q:alliance with compassion, integrity and confidence through the opportunities and challenges ahead.

THE CEO ROLE PROFILE & PERSON SPECIFICATION

The CEO role at Q:alliance offers an outstanding opportunity for a driven, values-led leader to step into their first chief executive position while shaping the charity's next phase of growth. We welcome applicants who are ready to develop at CEO level, provided they bring the strategic capability, operational strength and inclusive leadership skills needed to move the organisation forward. This is a chance to make a meaningful impact and guide Q:alliance into its future.

Scope

The Chief Executive is responsible for overall strategic and operational leadership, working in close partnership with the Board of Trustees to ensure the organisation fulfils its charitable purpose, delivers its strategic priorities and remains financially and organisationally sustainable.

As the organisation's most senior employee, the Chief Executive provides leadership across all areas of its work, including service quality and development, safeguarding, people and organisational culture, financial stewardship, income generation, governance support, partnerships, advocacy and external representation.

The Chief Executive will actively seek opportunities to grow the organisation's impact, diversify income streams, develop new partnerships and identify innovative approaches that enable Q:alliance to reach and support more people. Bringing an informed understanding of frontline support delivery, they will provide leadership and oversight that promotes robust safeguarding practice, high-quality provision and a culture of learning, accountability and continuous improvement.

The incoming Chief Executive will sustain the collaborative, inclusive and accountable working environment, empowering colleagues to exercise their expertise and ensuring that community experience meaningfully informs organisational decisions.

Working alongside trustees, staff, volunteers, community members and external partners, the Chief Executive will lead the delivery and ongoing review of the 2026–2029 strategy, strengthening organisational resilience, demonstrating impact and ensuring that its work remains responsive to the changing needs of LGBTQ+ communities.

THE CEO ROLE MAIN RESPONSIBILITIES

Strategic Leadership and Organisational Development

- Lead the delivery, monitoring and ongoing review of Q:alliance's 2026–2029 organisational strategy, working collaboratively with trustees, colleagues and communities to translate strategic priorities into measurable and achievable plans, ensuring progress is regularly reviewed and reported to the Board.
- Identify emerging opportunities, challenges and risks, ensuring that organisational decisions are evidence-informed, values-led and responsive to community needs.
- Strengthen organisational infrastructure, systems and ways of working, prioritising consolidation, sustainability and quality.
- Lead the identification and development of opportunities for organisational growth, service expansion and innovation aligned to community need and organisational priorities.
- Foster a culture of continuous improvement, creativity and accountability, encouraging colleagues to explore new ideas and challenge existing ways of working.

Governance, Compliance and Risk

- Work closely with the Board of Trustees to support effective governance, providing timely information, advice and assurance to enable informed decision-making, appropriate oversight and effective risk management.
- Ensure appropriate organisational policies, procedures and risk management arrangements are in place, regularly reviewed and implemented.
- Support the Board in fulfilling its governance and regulatory responsibilities, ensuring effective operational arrangements are in place to meet legal, regulatory and contractual requirements, including safeguarding, health and safety, employment and data protection.

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THE CEO ROLE MAIN RESPONSIBILITIES

Financial Sustainability and Income Generation

- Oversee financial planning, budgeting, performance monitoring and reserves, working with colleagues and trustees to ensure responsible stewardship of charitable resources.
- Lead the development of a diverse and sustainable income portfolio, including grants, partnerships, earned income and other appropriate income-generating opportunities aligned with charitable purpose and values.
- Lead fundraising and bid development activity, working with the Bid Writer and relevant colleagues to identify opportunities, develop high-quality applications and maintain a sustainable funding pipeline.
- Ensure funding proposals are evidence-informed, financially viable and consistent with organisational priorities and capacity.
- Oversee effective monitoring, reporting and accountability for funding agreements and financial commitments.
- Develop and lead an income growth strategy that increases financial resilience and reduces reliance on individual funding streams.
- Identify and evaluate opportunities for earned income, commissioned services, training, consultancy and other sustainable income-generating activities that support the charity's mission.
- Develop and implement organisational sustainability plans, identifying efficiencies, managing financial risks and exploring commercial opportunities that support long-term growth.

People, Culture and Leadership

- Provide compassionate, inclusive and accountable leadership, creating a culture of high performance, collaboration, continuous improvement and mutual respect.
- Provide direct line management to Service Managers, the Operations Coordinator, Finance Coordinator and Bid Writer, ensuring effective supervision, clear objectives, performance development and appropriate professional support.
- Empower colleagues to lead their areas of responsibility, encouraging effective delegation, accountability and collaborative working across the organisation.
- Promote colleague wellbeing, reasonable adjustments, healthy working practices and an environment in which professional expertise and lived experience are valued.

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THE CEO ROLE | MAIN RESPONSIBILITIES

People, Culture and Leadership (continued)

- Support meaningful volunteer involvement, ensuring appropriate arrangements for volunteer management and development.
- Develop management capability across the organisation, ensuring managers have the confidence, skills and accountability to effectively lead their teams.
- Lead the development of a high performing organisational culture, ensuring clear expectations, accountability, effective people management practices and a positive employee experience.

Service Quality, Safeguarding and Impact

- Provide strategic oversight of services and activities, ensuring they are safe, inclusive, responsive and delivered to a consistently high standard.
- Act as Deputy Designated Safeguarding Lead, assuming the responsibilities of the Designated Safeguarding Lead when required, and providing senior oversight of safeguarding arrangements across the organisation, including effective procedures, appropriate training and timely responses to concerns, particularly in services supporting children and young people.
- Support service managers to maintain high standards of service quality, reflective practice and effective evaluation.
- Ensure that community experience and participation meaningfully inform service design, development and evaluation.
- Oversee the collection, analysis and use of monitoring, evaluation and impact information to demonstrate outcomes, strengthen practice and inform organisational decisions.

Partnerships, Advocacy and Representation

- Represent Q:alliance across local, regional and wider networks, building constructive relationships with funders, commissioners, statutory bodies, voluntary organisations and community partners.
- Advocate for LGBTQ+ communities, ensuring their experiences and perspectives inform relevant policy, strategy and decision-making.

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THE CEO ROLE MAIN RESPONSIBILITIES

Partnerships, Advocacy and Representation (continued)

- Identify opportunities for collaboration that strengthen inclusion, improve access to support and advance Q:alliance's charitable objectives.
- Maintain awareness of the external political, social and policy environment, supporting the organisation to respond thoughtfully to developments affecting LGBTQ+ communities.

Operational Leadership and Organisational Infrastructure

- Maintain effective oversight of day-to-day organisational operations, ensuring clear responsibilities, appropriate delegation and access to the resources, systems and support colleagues need to deliver their work.
- Oversee the effective management and development of the charity's premises, ensuring their safe, appropriate and sustainable use.
- Ensure effective organisational planning, communication and coordination across services, locations and teams.

THE CEO ROLE SKILLS & EXPERIENCE

Expertise

- Significant experience of strategic or senior organisational leadership, including responsibility for organisational performance, people leadership and financial sustainability.
- A strong understanding of LGBTQ+ communities, including the issues, inequalities and barriers affecting people with different identities and lived experiences. The ability to build credibility, trust and meaningful relationships within LGBTQ+ communities is essential.
- Experience of leading, line managing and developing colleagues, including supporting managers to take ownership of their areas of responsibility.
- Strong financial management skills, including budget oversight, financial planning, monitoring expenditure and understanding organisational financial risks.
- Demonstrable experience of fundraising, income generation and managing grant-funded services, including developing funding applications, maintaining funder relationships and meeting reporting requirements.
- Experience of managing or overseeing frontline support services, with an understanding of the importance of safe, accessible and high-quality provision, particularly for children and young people.
- Strong practical knowledge of safeguarding children, young people and adults at risk, including recognising, responding to and escalating concerns appropriately.
- Understanding of charity governance, regulatory responsibilities, organisational risk management and the respective roles of trustees and senior leaders.
- Experience of developing, implementing and reviewing organisational policies, procedures and systems.
- Ability to use service monitoring, evaluation and impact information to assess effectiveness, demonstrate outcomes and inform decisions.
- Experience of building and maintaining effective partnerships with external organisations, funders and other stakeholders.
- A high level of knowledge and understanding of LGBTQ+ communities, including the inequalities, barriers and challenges affecting people with different identities and lived experiences. The ability to build credibility, trust and meaningful relationships within LGBTQ+ communities is essential.

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THE CEO ROLE SKILLS & EXPERIENCE

Expertise (continued)

- Strong organisational, planning and problem-solving skills, with the ability to balance strategic priorities and operational demands.
- Demonstrable success in leading organisational growth, transformation or significant service development.
- A track record of identifying and developing new income streams, strategic partnerships or commercial opportunities.
- Proven ability to lead organisational change and improve culture, engagement and performance.
- Strong capability in developing managers and building leadership capability across an organisation. Experience of working effectively with commissioners, statutory agencies, regulators and other strategic stakeholders.

Communication

- Excellent written and verbal communication skills, with the ability to present complex information clearly and appropriately to different audiences.
- Ability to inspire, motivate and engage colleagues, volunteers, trustees and external partners.
- Strong relationship-building and influencing skills, including the confidence to represent Q:alliance in professional, community and public settings.
- Ability to listen actively, engage in constructive dialogue and navigate sensitive or challenging conversations with empathy and professionalism.
- Confidence in communicating organisational performance, financial information, risks and strategic priorities to trustees and other stakeholders.

Behaviours

- A demonstrable commitment to LGBTQ+ equality, inclusion and the rights and wellbeing of the communities Q:alliance supports.
- A compassionate, inclusive and values-led approach to leadership, demonstrating integrity, accountability and sound professional judgement.
- A commitment to listening first, sharing power and ensuring community experience meaningfully informs organisational decisions.
- An ability to make balanced, evidence-informed decisions.

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THE CEO ROLE SKILLS & EXPERIENCE

Behaviours (continued)

- A collaborative and empowering leadership style that values colleagues' expertise, encourages reflection and supports shared responsibility.
- An understanding of professional boundaries, confidentiality and the importance of safe and ethical practice.
- Demonstrates resilience, adaptability and sound judgement, with the ability to lead organisations through change, growth and challenge whilst responding constructively to feedback.

Desirable

- Experience of developing earned income opportunities, including training, consultancy, commissioned services or other trading activities.
- Previous leadership or management experience within services supporting children and young people.
- Experience as a Designated or Deputy Designated Safeguarding Lead.
- Experience working within an LGBTQ+ organisation or with communities experiencing marginalisation and inequality.
- Relevant qualifications in leadership, management, safeguarding or a related discipline.

Other

- Ability to work flexibly, with occasional work outside of agreed hours and attendance at relevant external meetings and events.
- Commitment to ongoing professional development and maintaining relevant knowledge and skills.
- Commitment to Q:alliance's values, safeguarding responsibilities and Safer Spaces approach.

THE CEO ROLE PROFILE & PERSON SPECIFICATION

What you'll bring to the team

You will be a visible and credible leader who can inspire confidence, build strong relationships and drive organisational success. You will combine strategic thinking with practical delivery, identifying opportunities for growth, innovation and increased impact whilst ensuring the organisation remains sustainable and true to its values.

You will be comfortable making decisions, leading through challenge and developing others to achieve high standards. Working in partnership with Trustees, staff, volunteers and stakeholders, you will help Q:alliance grow its reach, strengthen its influence and maximise the difference it makes to LGBTQ+ communities.

STAFF BENEFITS

- 33 days' annual leave, comprising 25 days' holiday plus 8 bank holidays, based on the financial year (April to March).
- 3 mental health days per year, available when needed to support mental wellbeing, in addition to normal sick leave arrangements.
- An additional paid day off for your birthday.
- Flexible and hybrid working, supported by our objective-based working approach.
- Workplace pension scheme through NEST.
- Training and professional development opportunities.
- Access to Clinical Supervision

Q:alliance

HOW TO APPLY

Thank you for your interest in becoming Chief Executive of Q:alliance.

To apply, please submit:

- **Your CV**, outlining your relevant employment history, experience and qualifications, including a brief explanation of any gaps in employment. We recognise that career breaks may arise for many reasons, including disability, health, caring responsibilities, education or personal circumstances. These will not disadvantage your application, and you are not expected to disclose sensitive personal information.

- **A supporting statement (maximum two A4 pages)**, explaining why you are interested in the role and demonstrating how your skills, experience and approach to leadership meet the essential criteria outlined in the person specification.

Please email your application to recruitment@qalliance.org.uk, using 'Chief Executive Application' as the subject line.

Closing date: 23:59 on Wednesday 18th November

First interview date: Monday 30th November

Second Interview date: Monday 14th December

SELECTION PROCESS

Applications will be reviewed and shortlisted by the Board of Trustees against the criteria outlined in the person specification.

Shortlisted candidates will be invited to interview with representatives of the Board. Further details about the selection process, including any preparation required will be shared in advance.

Q:alliance

HOW TO APPLY

INFORMAL ENQUIRIES

We recognise that applying for a Chief Executive position is an important decision. If you would welcome an informal conversation about the role, our organisation or its future priorities, please contact chair@qalliance.org.uk to arrange a discussion.

EQUALITY, DIVERSITY AND INCLUSION

We are committed to a fair, transparent and inclusive recruitment process and will make reasonable adjustments to support candidates throughout.

We recognise that people bring valuable skills, knowledge and experience through lived experience. We warmly welcome applications from people of all backgrounds who share our commitment to LGBTQ+ equality and inclusion. We particularly encourage applications from people whose identities and experiences are underrepresented in both charity leadership and LGBTQ+ communities. We recognise the value that lived experience can bring to leadership and particularly welcome applications from members of LGBTQ+ communities.

We are committed to an accessible recruitment process. If you require reasonable adjustments or would prefer to submit your application in an alternative format, please let us know so that we can discuss how best to support you.

PRE-EMPLOYMENT CHECKS

Any offer of employment will be subject to satisfactory references, confirmation of the right to work in the UK and appropriate pre-employment checks, including an enhanced Disclosure and Barring Service (DBS) check.

Q:alliance