

ERIC Chief Executive Officer Recruitment Pack



Closing date: Midnight Sunday 22 September 2024

Welcome

Thank you for considering becoming our next CEO!

We've put together this pack with information we hope will be useful to you in deciding whether this might be the next role for you.

It has been a privilege to have led ERIC, the Children's Bowel & Bladder Charity for the past 10 years, and in that time, we have achieved a great deal for the children, young people and their families struggling with a bladder or bowel condition. But there is still so much to do and in taking on this role you will have the total support of ERIC's trustees and inherit a passionate, skilled and experienced team of staff and volunteers always ready to be the best they can be for the children and young people in need.

ERIC is in the first year of a new, ambitious three year strategic plan. There is lots of scope to grow the reach and impact of ERIC's work with families as well as continue to build on our commercial services which provide vital income to support ERIC's charitable work.

You can find out about the team and read our strategy in the 'about us' section of the ERIC website <https://eric.org.uk/about/>

I hope that throughout this pack you will get a good sense of ERIC as an organisation as well as our priorities and values. If you have any questions after reading this, please feel free to get in touch for an informal chat.

Best wishes

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CEO

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1. About ERIC

Childhood continence conditions are common. 1 in 12 children are affected by a bowel or bladder problem such as constipation, soiling bedwetting or daytime wetting. That's around 1.5 million children in the UK - three children in every primary school class and, in an average secondary school, around 40 young people struggle with a wetting or soiling issue.

The embarrassment and shame of a bladder or bowel condition can have a devastating impact on young lives with many children, young people and their families suffer in silence with no-one to help.

ERIC is the only UK-wide charity dedicated to improving the lives of all children and young people (aged 0-19 years and up to 25 for children with additional needs) with bowel and bladder issues.

The long-term impact of families being able to access the support and evidence-based information and guidance they need is that children and young people will have an improved quality of life. Also, they have higher aspirations for their future with the confidence in how to manage and overcome their condition. Both physical and mental health will improve significantly for children and young people as they are freed of the stigma, and parents/carers will also benefit by feeling equipped to support their child, and confident to help them to manage their condition.

ERIC's focus on early intervention, education, research, sales of products and training, is driven by our commitment to support and empower the children, young people and families in need.

Visit www.eric.org.uk for further information on the range of ERIC's services

Since 2018 ERIC finances have been consistently on an upward trajectory. You can find our latest annual accounts here <https://www.gov.uk/find-charity-information>

We operate a mixed funding model to ensure the charity does not become over reliant on any single funding stream. Funding is made up broadly as follows:

Charitable Grants	43%
Trading – Shop Sales & Training (net)	32%
Corporate donations & sponsorship	16%
Donations from individuals	9%

2. Our Vision

Children and young people everywhere enjoy good bladder and bowel health.

3. Our Mission

To get everyone talking about good bladder & and bowel health from birth and taking action that:

- Empowers children, young people, and their carers with accessible support, information, and resources.
- Delivers the best education and learning for healthcare, social care, early years and education professionals across the children's workforce.
- Influences research, policy development and products, which focus on innovative practice and positive change.

4. Our Values

Openness: We are open to innovation and change, sharing new ideas and ways of working, to build a better future.

Caring: We listen, we care and strive to be supportive in any way possible.

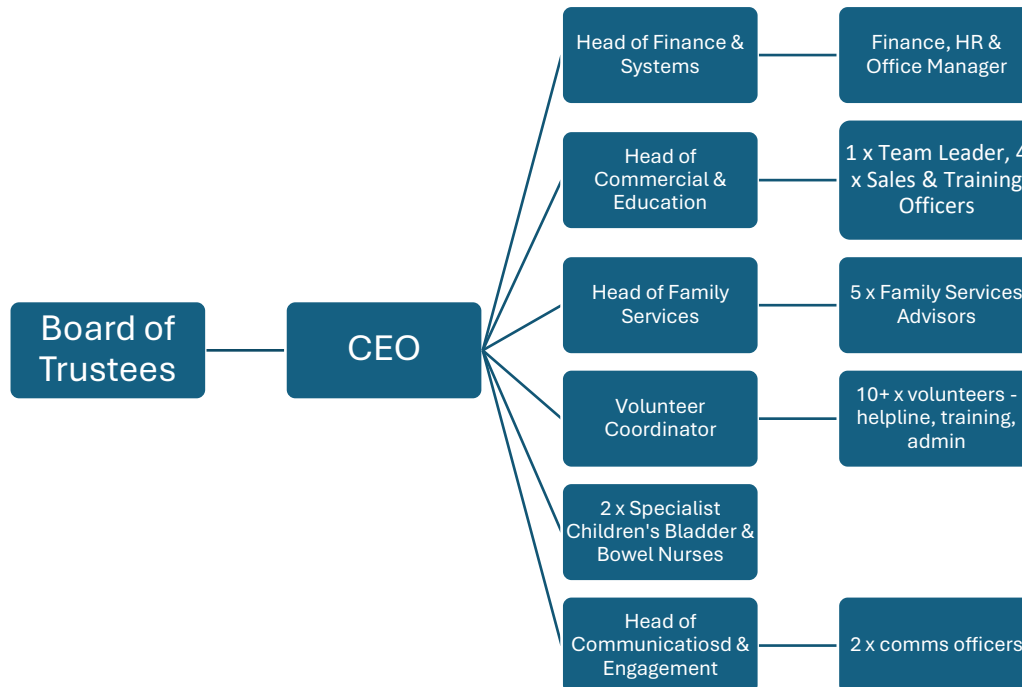
Equitable: We are fair and promote equality and access for all. We are respectful and act without discrimination.

Integrity: We are clear, open and transparent about our aims and objectives

Resilient: We take challenges and change in our stride and bounce back from disappointments. We are resourceful and determined to succeed.

Collaborative: We are one team, we value and support each other, and recognise the benefits of working in partnership together and with others to achieve our goals.

5. Our People



6. Working with us

- 35 hour full-time working week. Pro-rata pay calculation based on 35 hours
- Flexible working with an employer with a proven record of sensitivity to range of personal circumstances and needs
- Office based, hybrid and home working options (dependent on role & business need).
- 25 days leave per annum, rising to 30 days after 5 years, plus bank holidays (pro rata for part-time staff)
- Wellbeing and resilience focussed employer
- Employment Assistance Scheme in place for all staff
- 24/7 free counselling and advice helpline
- Pension scheme, with a 3% employer contribution

7. Our commitment to equality and equity in recruitment

We ask you to complete our equal opportunities monitoring form. This is used for internally monitoring the diversity of applicants to our roles. Your answers will be anonymous and not be connected with your application or seen by anyone involved in the decision-making process. Your application will have all personal details redacted before being assessed by our short-listing panel.