

PRIVATE & CONFIDENTIAL

Candidate Brief



The Fishermen's Mission

Chief Executive Officer

U0701

September 2021

Managing Director

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Contents

1. Welcome letter from Michael Vlasto - Chair
2. About The Fishermen's Mission
3. The role and responsibilities of the CEO
4. Salary and Benefits
5. Timeline, Application Process and How to apply
6. Diversity and Inclusion Monitoring
7. Advert





Welcome from Michael Vlasto Chair of The Fishermen's Mission

Dear Candidate

I am delighted that you have expressed an interest in applying to be the Chief Executive Officer of the Fishermen's Mission. We hope that you find the information in this candidate brief and on our website useful: <https://www.fishermensmission.org.uk/>

We are looking for a Chief Executive Officer to continue the excellent work of the current post holder, who is retiring next year. This is an exciting role for someone with strong empathetic leadership and strategic thinking and delivery skills.

You would have overall responsibility of the day-to-day operations to deliver the Charity's objectives and lead and develop the Charity's strategic vision in response to changes in the fishing industry, welfare demands/best practice and legislation. You would work closely with the Council of the Fishermen's Mission, to ensure that trustees are appropriately informed of the Charity's overall performance, governance, key risks, achievement of its objects and emerging concerns and staff issues.

If this is an opportunity that appeals to you, and you have the skills set out in the job role and key responsibilities section in this candidate brief - we would very much like to hear from you.

For a confidential conversation with Thewlis Graham Associates who are managing the process, please contact Sarah Thewlis, Managing Director on 0207 850 4781 or email applications@thewlisgraham.com. Sarah will be happy to discuss this opportunity with you and answer any questions you may have.

Yours sincerely,

Michael Vlasto
Chair

2. About The Fishermen's Mission

The Fishermen's Mission is the national Christian maritime charity that supports the UK's fishing communities. It has an annual turnover of about £3m, it employs over 70 staff and is represented in over 80 UK ports, delivering practical welfare support and pastoral care to the UK's fishing communities, both active and retired. It also provides emergency response in the event of accidents at sea, supporting the bereaved and assisting the injured and shipwrecked.

Working closely with other maritime partners, the charity's aim is to relieve despair or deprivation, and it particularly gives active support to the retired communities in formerly large fishing ports, like Hull and Grimsby, where there is widespread destitution. The charity is also becoming increasingly involved in safety, wellbeing, and legislative initiatives, and works with a range of agencies and industry bodies.

Eight 24/7 self-help centres are in place where demand requires, with core service delivery focused on the development of an effective outreach programme to active and retired fishermen and their families where they are and no matter how remote. The charity continues to move forward at pace, with a key strategic challenge to improve the quality and range of its activity, and it is actively developing early intervention strategies to reduce or remove longer term needs. Increasing coverage both of aquaculture and into the Irish Republic is also a key challenge.

All development activity is set against the backdrop of post coronavirus/Brexit uncertainty and change for the fishing industry. There is also an increasing trend towards professionalisation and legislation of the charitable sector, especially for those charities that are closely involved in the delivery of 'welfare' services. The Fishermen's Mission aims to respond swiftly to these challenges.

The Fishermen's Mission is a Christian charity with a broad ecumenical tradition, particularly amongst the Front-Line staff. It serves a discrete community unconditionally.

Our History

Our story of providing practical help and spiritual support to fishermen began well over a century ago.

In 1881, the Fishermen's Mission (also known as the Royal National Mission to Deep Sea Fishermen – RNMDSF) began its work by going out in a fleet of 'Bethel' ships under the banner of 'Preach the Word, Heal the Sick' offering food and medical supplies.



We met with fishermen while they worked, trying to alleviate the terrible conditions on board.

The fishing industry has undergone many changes over the years and the Fishermen's Mission has always responded accordingly.

We established large accommodation centres to provide a safe place for fishermen to rest or stay when their boats came in, often many miles from home. Some of these centres had more than 100 beds.

However, many fishermen now fish from their home ports or have sleeping facilities on board. So, changing once again with the times, we now provide 24-hour 'mini-centres' with good facilities and welfare offices covering the coastline of the UK.

Our Work

More than 13,000 people work in fishing: the UK's toughest and most dangerous peacetime occupation.



At sea, they face death and injury with an average of 15 fishermen killed or seriously injured every year.

On land, many individuals and their families struggle with insecurity, uncertainty, and debt. And for the 50,000 retired fishermen and their dependants, the fishing may have ended but the hardship often continues as they face debt, scant savings, loneliness, poor health and isolation.

The Fishermen's Mission provides emergency response 24/7, 365 days a year.

This includes:

- Looking after the survivors of fishing emergencies or accidents
- Helping injured or ill fishermen
- Providing emergency assistance to families of fishermen who have been killed or lost at sea
- Meeting the rescue teams and helping with accommodation, food, clothing and contacting families
- Offering emergency grants to fishermen and their families in times of need.

The Charity provides Christian, pastoral, and practical help with problems such as debt, sickness and bereavement as well as helping to pay bills, buy food and keep house and home together.

We strive to alleviate loneliness in fishing communities by visiting and calling retired fishermen and their families at home or in hospital.

You can see our latest trustees' report and financial statements [here](#).

3. The role and responsibilities of the Chief Executive Officer

The Role

- Overall responsibility for the day-to-day operations that deliver the Charity's objectives.
- Responsible for leadership, overall management, and governance.
- Lead and develop the Charity's strategic vision in response to changes in the fishing industry, welfare demands/best practice and legislation.
- Proactively develop relationships with a range of public, commercial, and charitable bodies.
- To manage and lead the development of the Charity's Senior Management team.
- Company Secretary of the Charity.

Key Responsibilities

- To work closely with the Council of the Fishermen's Mission, its officers, and sub-committees, to ensure that trustees are well-informed of the Charity's overall performance, governance, key risks, achievement of its objects and emerging concerns and staff issues.
- To identify and manage key risks to the Charity as the main driver in the delivery of executive functions.
- Together with the Council to develop an ongoing strategic plan and key objectives, and to provide Council with sufficient information to assure that the strategy is delivered to time, cost and quality.
- Overall leadership and management of the organisation including staff, finances, and premises.
- Overall responsibility for the management of the Charity's finances and the monitoring of the Charity's investment portfolio performance.
- To work closely with the Director of Business Development, to ensure all fundraising avenues are exploited to meet income targets and to personally develop relationships with potential major donors.
- To ensure the Charity conforms to employment, company, charity, and other relevant legislation, and to maintain appropriate insurances to offset key risks.
- To lead on the induction of new trustees and to arrange their training.

- To represent the Fishermen's Mission at influential working groups, functions, and events, maintaining a high public profile and exploiting all positive PR opportunities.
- To supervise the management of the charity's property portfolio.

Skills and Experience Requirements

Essential:

- A proven track record of strong leadership, strategic thinking and operating at a senior management/director level in a service delivery environment.
- The ability to influence, challenge the status quo and communicate effectively with staff and volunteers internally and at a senior level in the external context with industry, NGOs, and government departments/agencies.
- Proven interpersonal skills, relationship management abilities with an innovative approach to problem solving and an ability to inspire staff and volunteers.
- Being supportive of the organisation's core Christian values.
- Evidence of team-building skills, including a commitment to promoting diversity, inclusivity, and non-discriminatory practices.
- A hands-on self-motivated approach with an empathy for improving the lives of active and retired fishermen and their families.
- Financial competence including monitoring charity accounts, budgeting, and oversight of reserves.
- Experience of successful charity fundraising and persuasive engagement with potential funders and donors.
- An understanding of the Charity Commission's role, charity governance and board/executive relationships.

Desirable:

A business administration qualification or personnel management qualification would be an advantage, together with education to degree level. Experience of financial investment principles and mechanisms would also be useful.

Ideally, the CEO would be a member of a Church/Denomination that is a partner in CTBI (Churches Together in Britain and Ireland) and is empathetic to the foundation aims and objectives of the Fishermen's Mission.

4. Salary and Benefits

Salary – circa: £80K per annum

Death in service benefit

Pension

Car allowance



5. Timeline, Application Process and How to apply

Timeline

Dates	Activity
5 October 5pm	Applications close
w/c 4/11 October	Thewlis Graham consultant interviewing of interested candidates
w/c 8 November	First Client Interviews
w/c 15 November	Second Client Interviews

Application Process

Thewlis Graham Associates will acknowledge all applications. These will be assessed against the criteria in the Role and Responsibilities section and the people who best meet these will be invited for interview with Thewlis Graham Associates online.

Those candidates not invited to interview will be advised by email by late October.

Longlisted candidates will be advised by email. After a consultation between The Fishermen's Mission and Thewlis Graham Associates a Shortlist will be drawn up and Shortlisted candidates invited for interview with the Client. This could be either face to face or online depending on the COVID situation at the time.

How to Apply

To apply for this role, please email in word format to applications@thewlisgraham.com the following documents quoting reference **U0701**: -

1. A comprehensive CV
2. A covering letter containing:
 - A covering letter which fully addresses your suitability for the role and your motivation for applying
 - Your current remunerations details and notice period, and the name, job title, organisation, email address and mobile number of two professional referees. (Please note referees will not be approached without your prior permission.)
3. We also ask that you complete a diversity and inclusion monitoring form, the link for which is in the next section.

Please ensure that you include your mobile phone number and email address in your application. Do not hesitate to contact Claire Drummond on 020 7850 4781 if you have any queries.

Additionally, if you would prefer to receive this candidate brief in a more accessible format, please contact us.

6. Diversity and Inclusion Monitoring

Diversity and Inclusion Monitoring is independent of the recruitment process but please do complete your form as Thewlis Graham Associates is committed to monitoring and analysing diversity and inclusion information so that we can ensure that our processes are fair, transparent, promote equality of opportunity for all, and do not have an adverse impact on any particular group.

The link to this form is here: [click here](#). If you have any problems with this, please contact Tracey on: tct@thewlisgraham.com.

Any information provided on this form will be treated as strictly confidential and will be used for statistical purposes only. It will not be seen by anybody directly involved in the selection process. No information will be published or used in any way which allows any individual to be identified.

Thank you



7. Advert



Chief Executive Officer

Location – UK based with Head Office in Whiteley, Hampshire

Salary – circa: £80K per annum plus benefits

The Fishermen's Mission is the national Christian maritime charity that supports the UK's fishing communities. It has an annual turnover of about £3m, it employs over 70 staff and is represented in over 80 UK ports, delivering practical support and pastoral care to the UK's fishing community, both active and retired. It also provides emergency response in the event of accidents at sea, supporting the bereaved and assisting the injured and shipwrecked.

Working closely with other maritime partners, the charity's aim is to relieve despair or deprivation amongst fishermen and women and their families whilst also providing active support to the retired communities in many of our now diminishing fishing ports. The charity is also becoming increasingly involved in safety, wellbeing, and legislative initiatives, and works with a range of agencies and industry bodies.

The charity continues to move forward at pace, with a key strategic challenge to improve the quality and range of its activity, and it is currently developing early intervention strategies to reduce or remove longer term needs. The Mission is a Christian charity with a broad ecumenical tradition, particularly amongst the Front-Line staff. It serves a discrete community unconditionally.

We are looking for a Chief Executive Officer to continue the excellent work of the current post holder, who is retiring next year. This is an exciting role for someone with strong empathetic leadership and strategic thinking and delivery skills.

The Role

- Overall responsibility for the delivery of the day-to-day operations of the Charity's objectives.
- Lead and develop the Charity's strategic vision in response to changes in the fishing industry, welfare demands/best practice and legislation.
- Manage and lead the development of the Mission's Senior Management team.
- Company Secretary of the Charity.
- Ensure the Charity conforms to employment, company, charity, and other relevant legislation, and to maintain appropriate insurances to offset key risks.

The Requirements

- A proven track record of strong empathetic leadership, strategic thinking and operating at a senior management/director level in a service delivery environment.
- Supportive of the organisation's core Christian values
- An understanding of the Charity Commission's role, charity governance and board/executive relationships.
- A business administration qualification or personnel management qualification would be an advantage

Full details of responsibilities and the person specification required can be found in the link below.

Please apply by visiting www.thewlisgraham.com/assignment-briefings and following the instructions in the candidate brief quoting reference U0701. The closing date is 5pm on 4 October.

For a confidential conversation with Sarah Thewlis or for any other information please email applications@thewlisgraham.com

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