



Chief Executive Applicant prospectus

LOROS

Hospice Care for Leicester, Leicestershire & Rutland

Being there for you
and your family



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Message from Chair of Trustees

Thank you for your interest in the position of Chief Executive at LOROS Hospice.

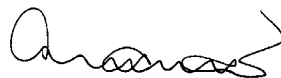
I and the Board of Trustees are incredibly proud of what our organisation achieves, supporting over 2,500 patients and their families each and every year across Leicester, Leicestershire and Rutland. We are also very clear and conscious of our responsibility to govern the charity rather than manage it. This forms our approach to working with the Chief Executive to ensure that the hospice is run to the very highest standards whether it be in our clinical delivery, our income generation, data management or long term relationships with the wider communities that we serve.

Following six highly progressive and successful years, our current Chief Executive is now furthering his career in a new role, and therefore we seek a dynamic, motivated and outward facing individual who can lead our strong senior team, think and act strategically, develop and manage key relations both internally and externally and give us the reassurance that LOROS is continuing to thrive.

You will find within this pack all the information you need to make your application as well as contact details should you wish to ask any more detailed questions about this key post within the organisation.

Once again, thank you for your interest.

Kindest regards



Professor Robin Graham-Brown
Chair
Board of Trustees



Introduction to LOROS

LOROS is one of the UK's largest hospice charities, providing specialist palliative care for adults with a terminal illness, and support for their families. The Hospice provides a wide range of care services including a 31 bed Inpatient Unit, Community Nurse Specialists, Day Therapy, Lymphoedema and other Outpatient Clinics. Care is provided free of charge to patients living in Leicester, Leicestershire and Rutland.

What we offer

- Specialised care for those aged over 18 who are suffering from a terminal illness when cure is no longer possible
- Short-stay inpatient ward for symptom management and/or end of life care
- Outreach support in the patient's home - Clinical Nurse Specialist and home visiting service
- Day therapy
- Complementary therapy
- Counselling

Research and Education

We work in partnership with higher and further education providers to supply education, training and support to over 2,165 health and social care professionals every year.

Research is a key part of our work and goes directly to inform improvements in patient care both within LOROS and externally through education programmes for care homes, GPs, trainee doctors and many other health care professionals. LOROS works collaboratively with other local health and social care providers to benefit patient care. We also work closely with those responsible for commissioning health care across Leicester, Leicestershire and Rutland.

Funding

Each year we invest £10.5 million in service delivery. 23% of this comes from the NHS, the rest must be raised through voluntary income, via our network of 28 shops, fundraising events, lottery, philanthropic giving and other commercial ventures.

Our vision

Everyone with an incurable illness has the right to excellent care. This should value and respect their uniqueness and their own choices. People should be enabled to live and die with dignity and with appropriate and compassionate support for themselves and their loved ones.

 [Click here to see our Strategic Plan](#)

 [Click here to see our Annual Reports](#)



Role summary

Job title

Chief Executive

Accountable to

The Chair of Trustees and, through the Chair, to the Board of Trustees.

Responsible for

All staff employed within LOROS, its subsidiaries and specifically for members of the Senior Management Committee and staff reporting directly to the postholder.

Location

The hospice whose catchment area is primarily Leicester, Leicestershire and Rutland.

Job purpose

To lead and inspire LOROS as a whole, establishing and implementing plans which deliver excellence across the Charity.

Role profile

- 1** Provide effective, motivational and empowering leadership throughout the organisation and to be responsible for the leadership, management and administration of the organisation in the execution of the decisions, policies and plans of the Board of Trustees.
- 2** Work with the Board of Trustees to articulate, plan and regularly review the organisation's vision and mission statements, values and behaviours, strategic plans and budgets.
- 3** Ensure that the organisation operates on a sound financial basis and that it has in place and adopts appropriate financial systems, regulations and processes in order that LOROS may meet its legal, statutory and regulatory responsibilities and that it is able to raise and generate the income that is required.
- 4** Ensure that the aims and charitable objectives of LOROS are met by focusing on and addressing the care and support needs of patients, clients, their families, carers and friends, and the wider community.
- 5** Facilitate and develop an inclusive organisational culture in which all staff and volunteers feel valued, respected and engaged and have the opportunity to participate in personal and professional development.
- 6** Facilitate the development of strategy in conjunction with both the Senior Team and the Board, to provide effective reporting on the activities of the organisation. To work with the Chairman to ensure that the Board of Trustees receives appropriate and timely advice and information on all relevant matters and so enable the members of the Board to fulfill their governance responsibilities.
- 7** Build proactively and sustain productive working relationships with a range of external bodies, organisations and key influencers to develop and to maintain the organisation's reputation and services and to influence decision-makers in the interests of LOROS and of its service users.
- 8** Actively promote the work of the hospice to build and sustain awareness of LOROS' services and activities and of the needs of service users and stakeholders.

Person specification

Education / qualifications

Essential

- Degree and / or professional qualifications

Skills and abilities

Essential

- Extensive staff management and leadership experience, including senior team development
- A proven ability to think, plan and act strategically
- Able to communicate effectively, in writing and verbally, with a wide range of audiences and speak publicly with confidence displaying excellent presentation and interpersonal skills
- Excellent negotiating skills and ability to influence outcomes through effective reasoning and persuasion
- Ability to interpret complex information, including the challenging health and social care environment, and identify and communicate threats and opportunities

Knowledge and experience

Essential

- Consistent achievement of strong leadership and influence at board, or similar level within an organisation of comparable scope, size and complexity
- Experience at a senior level of financial management, budgetary control and governance issues in the voluntary, public or corporate sectors
- A thorough understanding of risk management
- Experience and evidence of working effectively in a multidisciplinary environment and of collaborative working with other agencies
- Substantial experience of business development, strategic planning and quality assurance

Desirable

- Postgraduate qualification in management
- Experience of volunteer management
- Experience of working at a senior level with Trustee boards
- Previous experience in a healthcare setting
- Awareness of major issues that face voluntary or not for profit organisations
- Knowledge and understanding of the governance requirements of charitable organisations and the legal, constitutional, statutory and financial reporting and disclosure requirements
- Voluntary sector funding and service delivery models, and of voluntary fundraising strategies
- Experience of fundraising, income generation and/or marketing activities at a strategic level

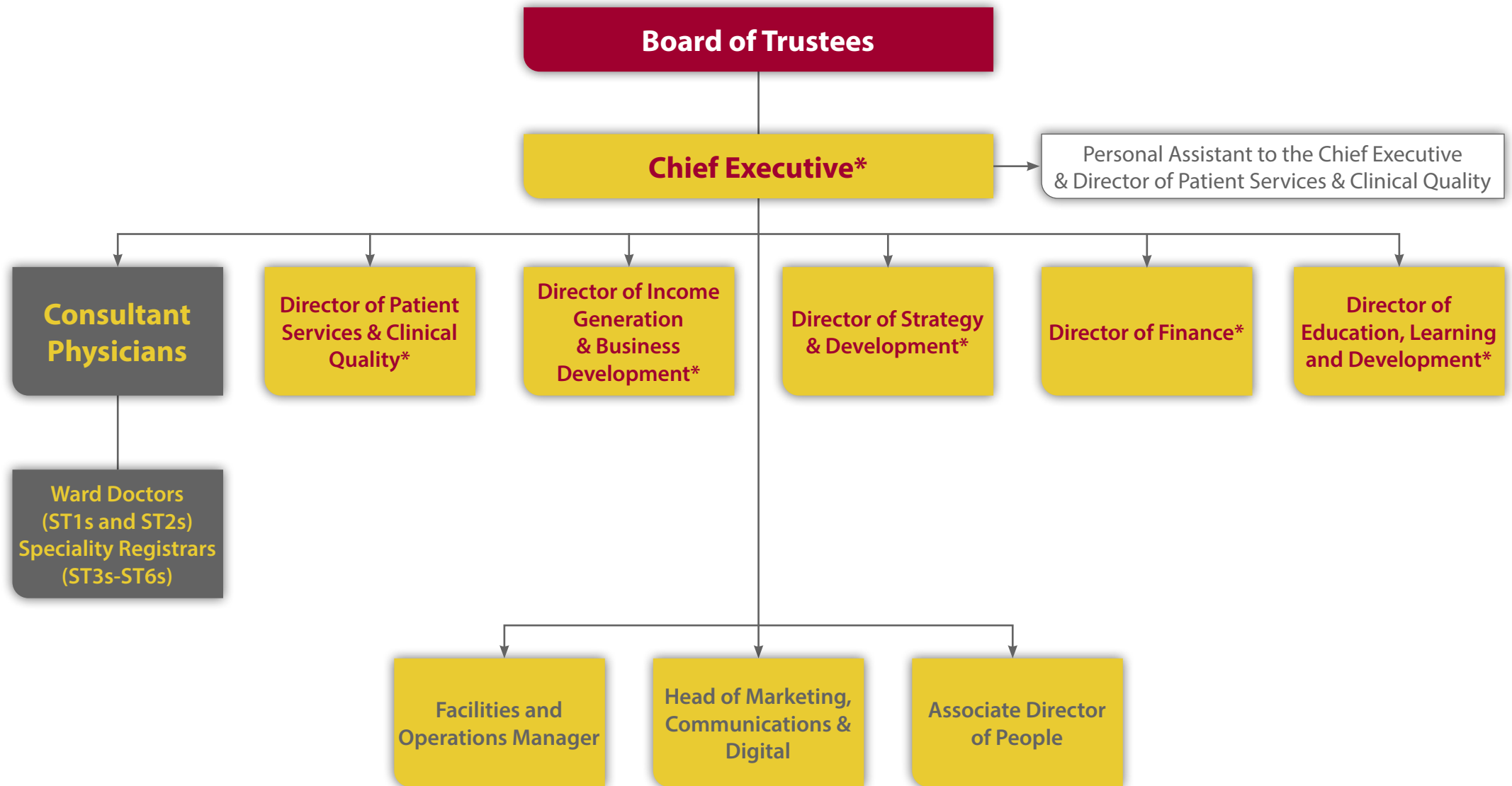
Motivation and personal attributes

Essential

- A leadership style that inspires, empowers and values the contribution of others together with a commitment to workforce development
- Passionate about contributing to the LOROS vision and mission with strong alignment to the ethos of hospice care and LOROS's values and behaviours
- Innovative and entrepreneurial thinking, commitment to service excellence and continuous service improvement
- Hold a current driving license or be able to fulfil the mobility requirements of this post
- A demonstrable commitment to personal development



Organisational chart



* Members of the Senior Management Committee



LOROS key aspirations

The following are provided simply as an overview of some key future aspirations for LOROS. They should be considered alongside the ongoing responsibilities of sustaining the Hospice's key services and are 'in addition to' rather than 'instead of' what the Hospice currently does. They have the potential to form part of the longer-term plans of the organisation.

Even greater service provision in the community

There are multiple opportunities for LOROS to develop service provision out in both the towns of Leicestershire and Rutland as well as the more isolated rural communities. LOROS already owns a mobile resource called 'LOROS Local' which can travel to pre-planned destinations and help give support, information and advice, education and even some non-clinical service delivery in a very local way.

In addition, there are several 'outreach' initiatives in the organisation's pipeline;

A well-being centre in Market Harborough – funded through a large local charitable trust and currently at design stage with architects and other charity partners.

The further growth of 'Compassionate Communities' including compassionate towns across Leicester, Leicestershire and Rutland (LLR).

A 'risk based' reserves approach

Initial thinking has started as to how LOROS might best use some element of its reserves to create a sustainable change both in service design and delivery as well as increased income generation. This is an exciting and aspirational piece of work that would have an effect over many years. It is far from any firm conclusions but does have the potential to drive significant long-term change, a growth in patient impact and funds to support this.

Mergers, acquisitions and properties

LOROS is well underway on a 'commercial innovations' journey – looking to create a profitable fourth income stream alongside shops, lotteries and fundraising. This will include buildings and property that may well also allow a growth in service provision and the potential to acquire other charities where there is a suitable alignment of vision and mission.

Centre of Excellence

LOROS is the named 'Affiliated Teaching Hospice' of the University of Leicester. This significant accolade is based upon our large investment in to education and research and the aspiration to be a true Centre of Excellence – joining up research in to patient care, education content informed through this research and then resulting in improved patient care nationally.

Three year strategy

The existing three year strategy will be updated between February and April 2022. This process involves consultation with staff team members, the senior leadership team and the annual board strategy event.

The areas listed will all be included in this event and it is anticipated the new CEO will play a full part in that day alongside the senior team.

Application process

If you would like an informal discussion about the role, please contact Jackie Goss, Associate Director of People at jackiegoss@loros.co.uk or current Chief Executive, John Knight, at johnknight@loros.co.uk

If you would like to apply, please send the following;

- An up-to-date CV
- Your completed application form – [available here](#)
- A supporting statement (no more than two sides of A4) which;
Outlines why you are interested in this opportunity with LOROS
Demonstrates how you meet the essential and, where possible, the desirable criteria set out in the knowledge and experience section of the person specification

Please submit your completed application to jackiegoss@loros.co.uk to arrive by the end of 28 November 2021.

Dates for next steps:

Closing date for applications	28 November 2021
Tour and meet Senior Management Committee	8 or 9 December 2021
TalentQ assessment	Completed between 10 Dec – 14 December 2021
Presentation and Final Interview	15 or 17 December 2021





Directions to LOROS and the Professional Development Centre

You can find us just off the Groby Road (A50) in Leicester.

From the East - A46 from Newark

At the Leicester Western bypass roundabout (Hobby Horse pub will be on your left, and is visible from the roundabout), turn right onto A46 North & West (also signed for M1/M69).

Take 2nd exit off A46 signed Beaumont Leys.

At roundabout take 2nd exit (Gynsills Lane).

At A50 roundabout take 2nd exit (first one goes into County Hall) onto A50 towards Leicester City.

At next roundabout take 3rd exit still on the A50 towards Leicester City.

Turn left at next traffic lights at Heathley Park pub.

Take first left (Duncombe Road) and follow the road round until you come to the LOROS entrance.

Using Motorways - M1/M69 Junction 21

Take A563 Outer Ring Road.

At the first roundabout, take 3rd exit, following Leicester North & West and continue to follow A563 (north).

At the Groby Road roundabout with A50, take 4th exit onto A50 towards City Centre.

Turn left at next traffic lights at Heathley Park pub.

Take first left (Duncombe Road) and follow the road round until you come to the LOROS entrance.

Using Motorways - M1 Junction 22

Take A50 towards Leicester and stay on this road.

At 4th roundabout, Glenfield Hospital on left, take 3rd exit (still on A50) towards Leicester City.

Turn left at next traffic lights at Heathley Park pub.

Take first left (Duncombe Road) and follow the road round until you come to the LOROS entrance.





Hospice Care for Leicester, Leicestershire & Rutland

Being there for you
and your family

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 LOROSHospice

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loros.co.uk

Registered Charity No: 506120
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