



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.

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.

We are seeking 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

Andrew Stant, FCA
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 18 bed Inpatient unit, Community Nurse Specialists, Day Therapy, Lymphoedema, MND Team and other Outpatient Clinics. Care is provided free of charge to over 2,500 patients a year living in Leicester, Leicestershire and Rutland.

Providing Care

We deliver free, high-quality, compassionate care and support to terminally ill patients, their family and carers. We deliver care that is special and unique to each individual.

What we offer

- Specialised care for those 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. Our care is based on the latest research, with our research programme directed at improving care for patients, their families and carers. 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.



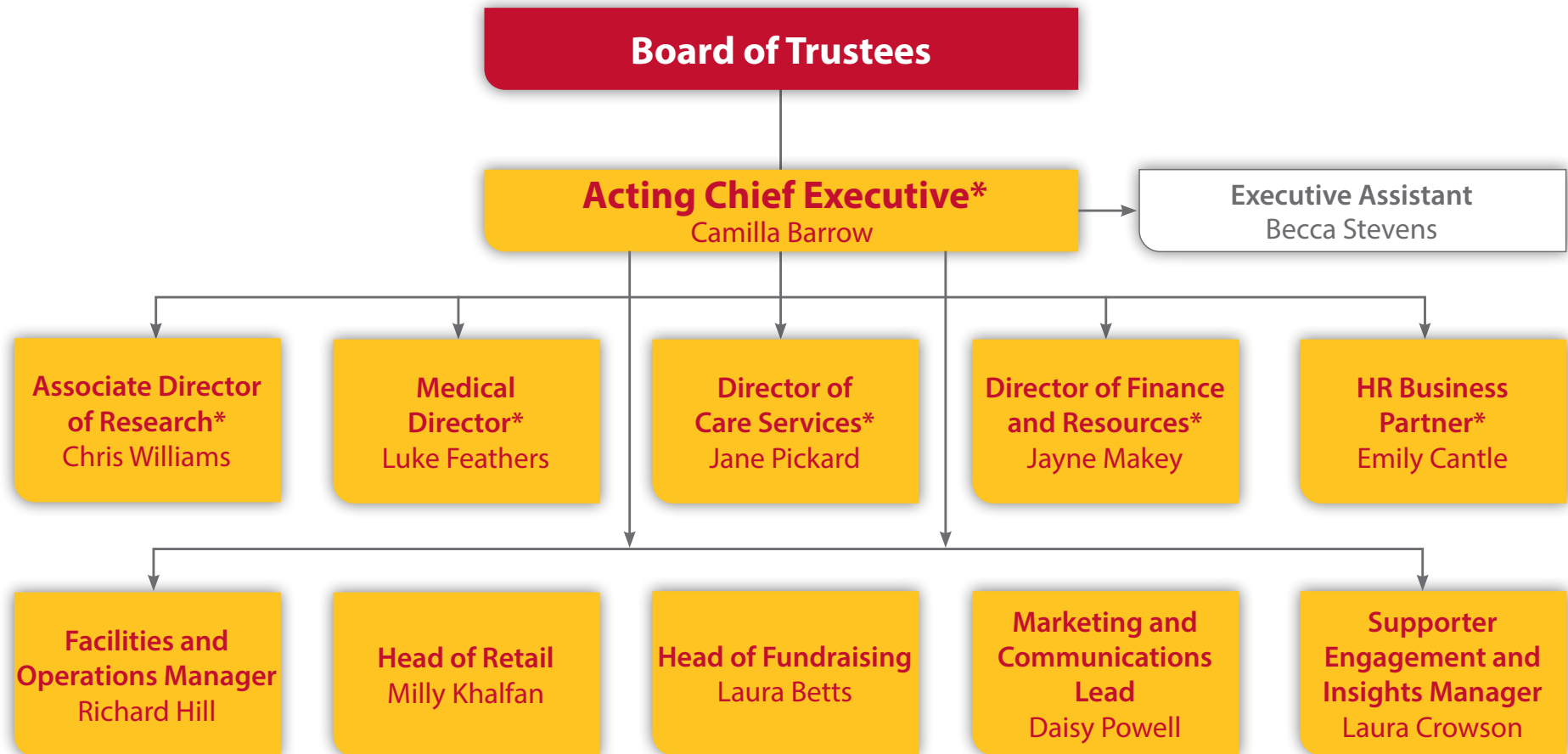
Over recent years, the charity has faced a sustained period of financial pressure, operating in a deficit position as income has fallen short of rising costs.

This has been driven by a decline in legacy income, increasing operating expenses, and ongoing economic uncertainty affecting the wider charity sector. In response, the organisation has taken decisive steps to address its financial challenges, implementing a recovery programme designed to reduce costs, improve efficiency, and safeguard essential services for patients and families. This has included a structured review of services, a reshaping of the organisation to reflect new financial realities, and the introduction of long-term measures to strengthen financial resilience.

The Board and senior leadership are fully committed to delivering this financial recovery plan, which is now embedded across the organisation. Alongside significant cost reductions, the charity is also taking proactive steps to strengthen its financial position by releasing value from underutilised assets and investing in the development of new and sustainable income streams as well as funding. These actions are laying the foundations for a more stable and resilient future. The next Chief Executive will play a pivotal role in consolidating this progress, completing the recovery journey, setting vision and strategic direction and leading the organisation toward long-term financial sustainability while protecting its mission and values.

[!\[\]\(74d4806277d7e73349d8e8c0897931e9_img.jpg\) Click here to see our annual report](#)

Senior Management Organisation Chart *(October 2025)*



* Members of the Senior Leadership Team

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 Leadership Team 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 the organisation's financial stability through robust systems, regulations, and processes that meet all legal and regulatory obligations and support effective income generation.
- 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 to demonstrate the LOROS values: Professional, Focused, Collaborative, Compassionate, Trustworthy and Accountable.
- 6** Facilitate strategy development with the Senior Leadership Team and Board, ensuring effective reporting and, in partnership with the Chairman, provide the Board with timely advice and information to support sound governance.
- 7** Proactively build and maintain strong relationships with external bodies, organisations, and key influencers to enhance the organisation's reputation, strengthen its services, and positively influence decision-makers on behalf of LOROS and 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 in a relevant discipline

Desirable

- Postgraduate qualification in management

Skills and abilities

Essential

- Extensive staff management and leadership experience, including senior team development
- Ability to lead and inspire and work closely with and influence board members
- A proven ability to think, plan and act strategically
- Able to communicate effectively with a wide range of audiences and speak publicly with confidence
- Excellent written and verbal communication, presentation and interpersonal skills
- Excellent negotiating skills and ability to influence outcomes through affective reasoning and persuasion
- Ability to simulator and interpret complex information, including the challenging health and social care environment, and identify and communicate threats and opportunities
- Ability to use a range of office IT systems

Desirable

- Experience of volunteer management

Knowledge and experience

Essential

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

Desirable

- 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 the personal and professional development of staff and volunteers
- Passionate about contributing to the LOROS vision and mission with strong alignment to the ethos of hospice care and the organisation'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

LOROS Key Priorities

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.

Financial Stability

Financial stability will be a key priority for the new CEO, who will guide the hospice through a challenging period while protecting its mission and impact. The successful candidate will demonstrate strong strategic and financial leadership, implementing a credible recovery plan to strengthen cash flow, improve financial governance, and secure long-term sustainability. Working closely with trustees and senior leaders, they will manage costs effectively without compromising quality of care and develop diversified income streams through partnerships, statutory funding, and philanthropy.

Stakeholder Relationships

Strong stakeholder relationships are vital to the hospice's long-term success. The new Chief Executive will be instrumental in building trust, visibility, and strategic alignment with patients, families, staff, volunteers, commissioners, donors, health and social care partners, and community organisations. In a changing and financially pressured healthcare environment, the CEO will proactively engage stakeholders to enhance collaboration, secure support, and position the hospice as a leading voice in palliative and end-of-life care. This requires a credible, emotionally intelligent, and diplomatic leader who can cultivate partnerships, negotiate effectively, and advocate for the hospice and those it serves. Strengthening these relationships will create opportunities for innovation, shared resources, and broader system impact.

Strategy

Strategic leadership will be at the heart of the Chief Executive's role, setting a clear and ambitious direction for the hospice amid a challenging external environment. In partnership with the Board of Trustees and senior team, the CEO will develop and implement a dynamic strategy that ensures financial sustainability, advances clinical excellence, and meets evolving community needs. This will involve embracing innovation and using data and insight to guide informed decision-making. The successful candidate will bring vision, clarity, and resilience, balancing ambition with practicality while leading change grounded in the hospice's values and purpose. Through strategic focus and disciplined execution, the CEO will secure the hospice's long-term impact and relevance within the wider healthcare system.

Application process

How to apply

If you would like an informal discussion about the role, please contact Becca Stevens, Executive Assistant on rebeccastevens@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 2 sides of A4) which;
 - Outlines why you are interested in this opportunity with LOROS
 - Demonstrates how you meet the essential and desirable criteria set out in the knowledge and experience section of the Person Specification

Please submit your completed application to emilycantle@loros.co.uk to arrive by midnight on 21st November 2025.

Dates for next steps:

Deadline for applications	21st November 2025
Tour and meet Senior Leadership Team	9th December 2025
Final panel interviews	10th December 2025





Directions to LOROS and the LOROS Centre for Excellence

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

LOROS Groby Road, Leicester LE3 9QE

☎ (0116) 231 3771

✉ info@loros.co.uk

✕ LOROSHospice

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loros.co.uk

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