

Job Title: Chief Executive Officer (CEO)
Organisation: Phase Trust
Location: Halesowen (with travel as required)
Salary: £40,000 FTE
Reporting to: Board of Trustees

About Phase Trust

Phase Trust is a local Youth for Christ Centre and Christian faith-based youth charity, dedicated to supporting the character development, emotional wellbeing, and life progress of children and young people. Through relational youth work, mentoring, and community partnerships, we seek to empower young people to thrive, make positive choices, and realise their full potential.

Role Purpose

The CEO will provide visionary, strategic, and operational leadership to Phase Trust, ensuring the organisation delivers impactful, sustainable children and youth work aligned with its Christian ethos. The postholder will be responsible for overall organisational performance, including programme delivery, staff leadership, financial sustainability, and the development and execution of a robust fundraising strategy.

Key Responsibilities

1. Strategic Leadership

- Develop and implement a clear strategic vision aligned with Phase Trust's mission and Christian values.
- Work closely with the Board of Trustees to shape long-term direction and organisational priorities.
- Ensure the organisation adapts to changing needs within youth services and the wider charity sector.

2. Operational Management

- Overall accountability for all day-to-day operations, ensuring high-quality delivery of youth programmes through the support of our Operations Manager.
- Lead, motivate, and develop a high-performing team of staff and volunteers.
- Ensure effective safeguarding, compliance, and risk management systems are in place.
- Maintain strong governance practices in partnership with the Board.

3. Fundraising & Income Generation

- Design and implement a comprehensive fundraising strategy, including trusts and foundations, individual giving, church partnerships, corporate sponsorship, and community fundraising.
- Build and maintain relationships with key donors, partners, and stakeholders.
- Identify and secure new income streams to ensure long-term sustainability.
- Oversee grant applications and reporting processes.

4. Financial Stewardship

- Take overall responsibility for financial management, budgeting, and reporting.
- Ensure the organisation operates within its means and maintains financial resilience.
- Work with the Board to ensure transparency and accountability in financial decisions.

5. External Relations & Advocacy

- Act as the primary ambassador for Phase Trust, representing the organisation publicly.
- Build partnerships with schools, churches, local authorities, and community organisations.
- Advocate for the needs and wellbeing of young people at local and national levels.

6. Christian Ethos & Culture

- Uphold and promote the Christian values at the heart of Phase Trust.
- Ensure the organisation's faith identity is expressed appropriately and inclusively across its work.
- Support a culture of compassion, integrity, and service among staff and volunteers.
- Work collectively with Youth for Christ National Team to ensure our centre continues to play an active role in the National Ministry of YFC

Person Specification

Essential

- Proven senior leadership experience, ideally within the charity, youth work, or education sector.
- Strong track record in fundraising and income generation.
- Experience managing teams, budgets, and organisational strategy.
- Excellent communication (written and verbal), networking, and relationship-building skills.
- Demonstrated commitment to the wellbeing and development of young people.
- Alignment with and commitment to the Christian ethos of Phase Trust.

Desirable

- Experience in faith-based or church-connected organisations.
- Knowledge of UK charity governance and regulatory requirements.
- Background in youth work, psychology, education, or related fields.

Personal Attributes

- Visionary and strategic thinker with strong execution capability.
- Inspirational and values-driven leader.
- Resilient, adaptable, and solutions-focused.
- High level of integrity and emotional intelligence.

Safeguarding

Phase Trust is committed to safeguarding and promoting the welfare of children and young people. The successful candidate will be required to undergo an enhanced DBS check and adhere to safeguarding policies.

How to Apply

Please submit a CV and covering letter outlining your suitability for the role and your alignment with the mission and values of Phase Trust and send to jobs@phasetrust.co.uk

Closing Statement

This is a unique opportunity to lead a growing, faith-based organisation making a lasting difference in the lives of young people. The CEO will play a pivotal role in shaping the future of Phase Trust and expanding its impact across communities.

Due to the nature of this role, there is a Genuine Occupational Requirement under the Equality Act 2010 for the post-holder to be a practising Christian.