



Job Title: Chief Executive Officer (CEO) and National Leader of L'Arche Ireland

Overview: L'Arche is an international federation consisting of nearly 160 communities, in 38 countries, dedicated to creating inclusive communities where people with and without intellectual disability can live, work, and share their lives together, in extremely diversified cultural, religious, and socio-economic contexts. Each community is rooted in its local environment and at the same time bears witness to the universal character of the lived experience of L'Arche. L'Arche Ireland is a branch of this federation, supporting adults with intellectual disability (known as Core Members) and fostering a sense of belonging, respect, and dignity within our communities and homes in Cork, Dublin and Kilkenny. L'Arche Ireland provides residential services and day projects, ensuring that each Core Member has a safe, person-centred, high-quality service and supports individuals to have access to the services and homes they need to maximise their independence, empowerment, choice and enable them to lead a fulfilling life.

About the role: With the impending end of mandate of the long-serving incumbent, L'Arche Ireland is seeking its next Chief Executive Officer (CEO) and National Leader, to sustain and build on what is in place already and deal with the opportunities and challenges of the future in its Cork, Dublin and Kilkenny communities. The successful candidate, with the support of a leadership team and a part-time administrator, will be someone who can build upon the successes of the outgoing CEO and National Leader, to ensure that the communities live the values of L'Arche in line with the International Identity and Mission statement and are faithful to the Charter of L'Arche Communities, while being accountable to the Board of L'Arche Ireland and to the L'Arche International Federation Representative.

The CEO and National Leader will manage the organisation, under the strategic direction of the Board of L'Arche Ireland and the L'Arche International Representative, ensuring the delivery of the highest-quality services for our Core Members, fostering a culture of inclusion across the communities, and maintaining strong relationships with all stakeholders, including funders and the wider community, locally, nationally and internationally.

This is an opportunity to run a national charity and impact the lives of people living with an intellectual disability, serving and leading L'Arche Ireland towards the next phase of change and development, extending the scope of its services.

Key responsibilities of the position - this list is not exhaustive:

1. **Core Members:** Ensure a high quality of support and care for our Core Members, promoting a person-centred approach, with individual empowerment. Foster a sense of belonging, respect and dignity within our communities in Cork, Dublin and Kilkenny (while also maintaining and building upon the relationship with the L'Arche Belfast community). This will involve travel to each of the communities on a regular basis.

L'Arche Ireland is an equal opportunities employer, committed to promoting diversity, equity and inclusion at all levels within its communities.



2. **Leadership:** Develop and implement a strategic vision and plan in collaboration with the Board of L'Arche Ireland, ensuring alignment with L'Arche Ireland's mission, ethos and core values. This will involve high standards of corporate governance, accountability, stewardship, transparency and trust.
3. **Management:** Oversee all aspects of L'Arche Ireland's operations and ensure the provision of the highest quality services. This includes financial management, fundraising, programme development, human resources, the administrative, finance, governance and risk functions, whilst working in a multifaceted role alongside the Board and its committees.
4. **Core Funding and Regulation:** Work closely with core funders to ensure continuity of funding, seek and grow additional funding where necessary, without jeopardising existing core fundraising. Liaise with regulatory bodies such as HSE, HIQA, AHB, CRA, HSA, CRO and any other government agency. Ensure that L'Arche Ireland is compliant with applicable regulation through continuous risk assessment, strict adherence to standards and working constructively with all above stakeholders.
5. **Stakeholder Engagement:** Cultivate and maintain positive relationships with key stakeholders such as Core Members, staff, volunteers, families, funders, Local Committees, donors, government agencies, public policy makers, politicians and local community partners.
6. **Fundraising:** Develop and drive fundraising efforts to secure additional financial resources and partnerships necessary for sustaining and expanding L'Arche Ireland's programmes and services.
7. **People and culture:** A collaborative working style is required for this position. Provide strong leadership to the Community Leaders and diverse teams in the Cork, Dublin and Kilkenny communities, fostering a culture of ambition for the future in all communities, continuous learning and development, formation and personal growth. Lead and maintain the dynamic and motivated team of staff and volunteers already in place in their daily work.
8. **QA and Governance:** Ensure the provision of the highest-quality services and strict adherence to relevant regulations and standards of corporate governance, compliance with employment and company law.
9. **Advocacy and outreach:** Represent L'Arche Ireland in external fora, advocating for the rights and inclusion of individuals with intellectual disability, while raising awareness and visibility of L'Arche Ireland's work in general.
10. **Training and support:** Ensure there is a culture of training and formation at all levels of the organisation and that strong support procedures for staff and volunteers are in place.
11. **Any other duties:** Be willing to carry out any other necessary duties that are consistent with the role of CEO and National Leader of L'Arche Ireland specifically.



Person and qualifications: The successful candidate will be a person of high integrity and trust, with a hands-on leadership approach, and the ability to think strategically and creatively while leading their dynamic team. The new CEO and National Leader will be the embodiment of L'Arche Ireland's values and will be able to build strong relationships with all those connected to L'Arche Ireland.

1. **A 3rd level qualification** or equivalent in social care or related sector is a minimum requirement for this position.
2. **Leadership experience:** Proven track record of successful leadership/senior management experience, preferably in the non-profit charity sector in Ireland, or NGO, or in a related field such as social care or justice or mental health, social housing, or equivalent.
3. **Passion for Inclusion:** Strong commitment to the values and principles of L'Arche Ireland, including a belief in the inherent worth and dignity of every individual is essential for this role.
4. **Vision, ambition and strategy:** Ability to develop and implement a compelling strategic vision, driving organisational ambition, growth and impact.
5. **Relationship building:** Excellent interpersonal and communication skills, with the ability to engage and build relationships with L'Arche Ireland's diverse stakeholders.
6. **Financial management knowledge and experience:** Practical experience in financial management, comfortable with budgets and figures, business plans, resource allocation, dealing with core funders, seeking additional sources of funding.
7. **Fundraising:** Fundraising knowledge and experience maintaining and building relationships with both statutory funders and donors.
8. **Advocacy and networking:** Proven ability to advocate for the rights and needs of people with intellectual disability, with experience in building external partnerships, collaborations, and engaging in public policy.
9. **Communication:** Good communication, public speaking, interpersonal, negotiation skills, some experience dealing with the media, build positive relationships and be the public face of L'Arche Ireland representing the Cork, Dublin and Kilkenny communities at national level.
10. **Adaptability and resilience:** Capacity to navigate and lead through change, identify risk, all the while maintaining a positive, sustainable and resilient attitude.

Salary: Based on the HSE Clerical Grade VII pay-scale. L'Arche Ireland is a **Section 39** organisation, partly funded by the HSE.

Contract: Full-time, permanent, after handover from current CEO and successful completion of induction and probationary period of 6 months.

Location: TBD with successful candidate, hybrid option possible.



Application Process: If your skills and experience align with the requirements of the position at L'Arche Ireland, as outlined, please submit the following information:

1. Updated CV/resume highlighting your relevant experience for the position, as outlined in this job advertisement.
2. Cover letter in Word doc. format, expressing your interest in the role and outlining how your skills and experience would be suitable for L'Arche Ireland.
3. Contact information of three professional references, one of whom should be your current employer – referees will not be contacted without your written permission.

To apply, please email your application to the Chair of the Board of L'Arche Ireland (Marion.Courtney@larche.ie) with the subject line "CEO and National Leader Application", or if you wish to discuss further, please call 087 799 2771, for a confidential discussion.

Applications will be accepted until **Wednesday, 19th July 2023, 6pm IST latest.**

Note: Only shortlisted candidates will be contacted for further steps in the selection process

L'Arche Ireland is constituted as a company limited by guarantee not having a share capital.
CRO No 77821

Its purpose and objects and how it conducts its business are set out in its Constitution,
which is publicly available from the CRO and also the CRA.

CRA No: 20018856 / RCN: CHY 7979.

For further information on L'Arche Ireland, please visit <https://larche.ie/>.