



## Chief Executive Officer



## Contents

The Organisation .....	3
The Opportunity .....	4
Preferred Candidate Background.....	6
Remuneration .....	8
The Recruitment Process .....	8

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## The Organisation

Based in Stirling and founded in 1996, Paths for All works in partnership with 30 national organisations who share their vision of Scotland being a walking nation where everyone has the opportunity to be active every day, creating a happier, healthier, and greener Scotland

Our mission is to support people in Scotland to be active every day. Walking is the easiest and most accessible way to do this. To change the way people move, travel and enjoy life in Scotland, our work is focused on three outcomes:

- **Walking is for everyone:** Everyone in Scotland, no matter who they are or where they live, should benefit from walking.
- **Walking is for everywhere:** Our places and spaces should be safe and attractive for everyone to walk in.
- **Walking is for every day:** Everyone in Scotland should feel motivated to walk every day.

Our team structure is based on these themes

1. **Walking for Health** - We aim to increase the number of people in Scotland walking every day, thereby improving wellbeing, reducing health inequalities, and preventing ill health.
2. **Active Environments** – We aim to make outdoor environments in Scotland increasingly welcome, safe, fit for purpose and to encourage physical activity.
3. **Active Travel** - We aim to support more people to walk and cycle for everyday short journeys and adopt sustainable transport for longer journeys thereby improving health, and reducing Scotland's carbon footprints through our Smarter Choices Smarter Places programme.
4. **Policy and Communications** - We aim to make more people in Scotland aware of the benefits of everyday walking, physical activity and how to take part. We aim to influence policy at national and local level to have an increasing focus on physical activity.

We have **four core values** that underpin all activities:

- Integrity
- Collaboration
- Ambition
- Innovation

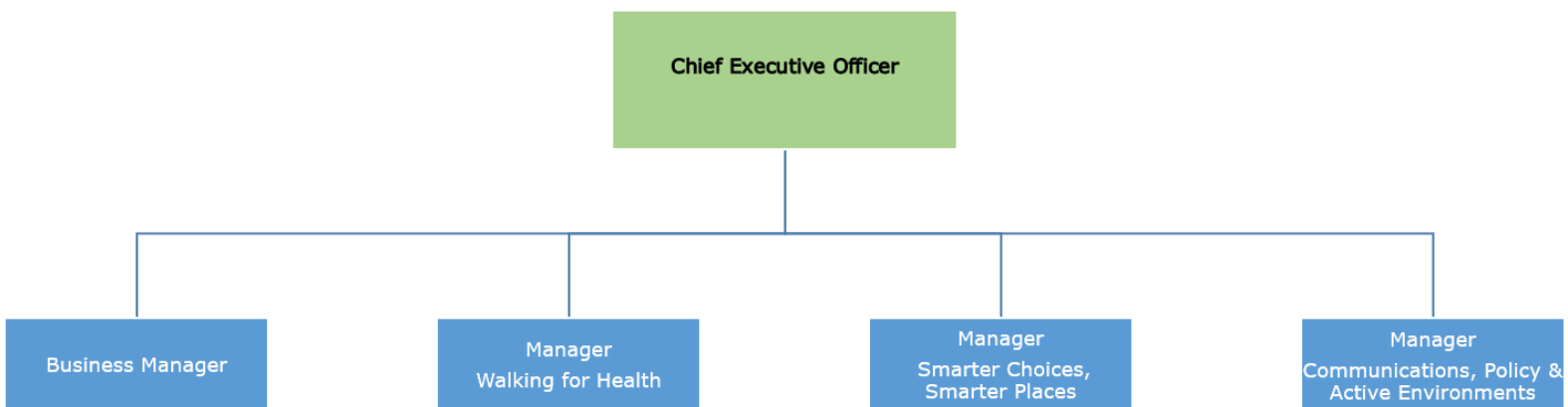
More information can be found at: [www.pathsforall.org.uk/](http://www.pathsforall.org.uk/)



## The Opportunity

Managing a growing team currently of 33 people, and reporting to Paths for All's Board of Directors, the Chief Executive Officer will be responsible for the leadership and management of the operational and financial affairs of the charity and champion its vision is for a happier, healthier Scotland where physical activity improves quality of life and wellbeing for all.

## Organisational Structure Chart



## Key Priorities

- Work with the Board, Partners and Staff to finalise Paths for All's new Strategic Plan
- Provide leadership for Paths for All and support and advice to the senior management team
- Engage with and manage relationships with Paths for All's key stakeholders (including Scottish Government and Partners)
- Maintain and enhance Path's for All's reputation, credibility and profile, re-affirming its position as a strong and recognised voice for the promotion of physical activity, active travel and fit for purpose environments in Scotland, directly influencing the development and delivery of national policy
- Build and maintain strategic partnerships that will ensure Paths for All delivers on its mission to support people in Scotland to be active every day and ultimately ensures Scotland becomes a walking nation
- Regularly assess Paths for All's operating environment and its position with it to ensure it remains relevant to contemporary society, captures key opportunities and mitigates significant risks
- Leading by example, ensure Path's for All maintains its strong culture of openness, collaboration and partnership working
- Ensure the continued financial sustainability of the organisation; identifying opportunities to diversify income streams aligned to Paths for All's core mission

### Key responsibilities include:

- Provide strategic leadership, with support from the Board of Directors and management Team, to develop and implement strategic and operational plans, monitoring and reporting progress against key priorities
- Work with the Board, Partners and staff team to implement Paths for All's Strategy, Business Plan and work programmes
- Support an open and supportive organisational culture across Paths for All
- Ensure effective systems of robust governance, risk management, financial and performance management are in place and regularly reviewed
- Ensure financial probity and effective expenditure of funds allocated to Paths for All and working with external auditors to ensure compliance with funders' requirements and financial accounting best practice
- As a key ambassador for the organisation, promote and enhance the positive profile of the organisation and ensure recognition of its impact and influence on help achieving a healthier Scotland where more people walk every day
- Develop and maintain effective networks with direct alignment to the work of Paths for All, including input to and attendance at relevant national forums, working groups, conferences etc
- Ensure that the financial affairs and other legal obligations of Paths for All are properly managed, fulfilling contractual and statutory requirements liaising with Auditors, Audit Director and Board as appropriate
- Undertake such other work to support Paths for All as agreed with the Board of Directors





## Preferred Candidate Background

A proactive, solutions focused and visionary leader with relevant experience of leading either an organisation or business function to deliver against strategic priorities. You will be an accomplished communicator with credibility when engaging with internal and external stakeholders, coupled with the ability to create alliances and encourage collaboration with other organisations.



## Knowledge, Skills and Experience:

- A proven track record of strategic leadership coupled with experience of managing, motivating, and developing staff both individually and collectively
- Direct experience of effectively managing resources and budgets, as well as experience of delivering long term financial sustainability and value for money
- Experience of leading both strategic and operational planning processes
- Excellent leadership skills with a focus on strong, positive team culture
- Strong stakeholder management experience coupled with a proven track record in building and maintaining a wide range of collaborative relationships and partnerships



- A good understanding of positive governance; ideally with direct experience of working with a voluntary board
- Strong political acuity coupled with knowledge of, or the ability to quickly gain an understanding of, the wider policy landscape within which Paths for All operates
- A good understanding of how advocacy can change public perception and influence change and policy agendas
- A high level of interpersonal, communication (verbal and written) and influencing skills

### Personal Attributes

- A proactive, charismatic, and inspirational leader who brings an inclusive and flexible approach, inspires excellence, and delivers high performance
- Strategic thinker; considers the long-term impact of plans, actions, and decisions
- Exercises good judgement, confident in own knowledge, able to give advice to others and be accountable for that advice
- Strong ambassadorial and presentation skills with the ability to express views convincingly and coherently using a variety of media
- Intellectual flexibility to move easily between significant detail and the bigger picture
- Willingness to listen and take options of internal and external stakeholders into account
- High levels of personal and professional integrity
- Strong belief to the Paths for All mission and its values of Integrity, Collaboration, Ambition and Innovation



## Remuneration

Salary:	£60,000 – 65,000
Pension:	Contributory Pension Scheme (10% Employer & 6% Employee)
Holidays:	36 Days (including public holidays)

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## The Recruitment Process

The recruitment for this position is being managed by our advising consultants, Livingston James.

Interested candidates should provide a tailored CV and covering letter, outlining your suitability and motivation for applying to Douglas Adam, Director – Public and Not for Profit Practice at [douglasadam@livingstonjames.com](mailto:douglasadam@livingstonjames.com)

## Recruitment Timetable

Closing Date for Applications:	Monday 24 <sup>th</sup> May
Shortlist Meeting (Paths for All & Livingston James)	Monday 7 <sup>th</sup> June
Panel Interviews:	Wednesday 16 <sup>th</sup> June

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