



Northern Ireland Director

Health and Local Crisis Response

Information Pack

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Introduction

Dear Candidate

Thank you very much for your interest in becoming Northern Ireland Director at British Red Cross.

This is a fantastic time to join us as we build on our successes in connecting our communities and putting people at the centre of what we do in Northern Ireland and beyond.

Our organisation has been operating for more than 150 years and during that time we have undergone various stages of growth and change, but our core purposes remain, summed up by our Big Three Goals – assisting people affected by disasters and emergencies; health inequalities; and displacement and migration.

We are looking for some-one who shares our passion, and who has the leadership abilities and style to co-ordinate people and resources to best effect on the ground in Northern Ireland.

As well as acting as the main ambassador externally for the organisation in Northern Ireland, you will lead the specialist service teams that operate across health and local crisis response, and you will act as a role model for the behaviours and values needed to deliver the highest standards of performance on behalf of the people we help.

You will be leading a highly motivated team, working with some amazing people, providing critical leadership.

If this sounds attractive, we would love to hear from you. Our Belfast recruitment partners Engage will be your first point of contact for any queries, so feel free to get in touch with them with any questions.

We look forward to hearing from you!

**Victoria
Corbishley**

**UK Director of
Health and Local
Crisis Response**



Who we are

The British Red Cross is part of the International Red Cross and Red Crescent Movement started in 1863, inspired by Swiss businessman Henry Dunant. In the UK, we've since grown to be an organisation with a turnover of £226m and nearly 3,500 full time equivalent staff. They are governed by seven Fundamental Principles of Humanity, Impartiality, Neutrality, Independence, Voluntary Service, Unity and Universality.

Our charitable objectives are to provide assistance to victims of armed conflict and to work for the improvement of health, the prevention of disease, and the prevention and alleviation of human suffering in the UK and throughout the world.

As with the rest of the Movement, the British Red Cross has a recognised role as an auxiliary to public authorities in times of crisis and we have a proud history of supporting people in crisis throughout Northern Ireland.



What we do

Red Cross volunteers and staff from every community in Northern Ireland have been instrumental in saving and changing the lives of their fellow citizens. They are part of our Movement's humanitarian history.

Our emergency response volunteers deal with emergencies such as flooding or house fires and our frontline teams working across Northern Ireland assist people to be discharged safely from hospital and support the Ambulance Service to cope with pressures on the overall health system.



Our community connector services help people overcome loneliness, an issue which has been exacerbated by the recent pandemic. Through holistic, tailored support our staff and volunteers help people connect with local community activities which are best suited for each service user's needs and interests. We aim to make community connections stronger, so that people are more resilient to face the challenges of the future.



We have been leading ever-closer working between voluntary agencies and the public and private sector. At a strategic level for example, the Red Cross co-chaired the Department for Communities VCS Emergency Leadership Group to help deliver an effective, cross-sector response to the extraordinary challenges during Covid-19.

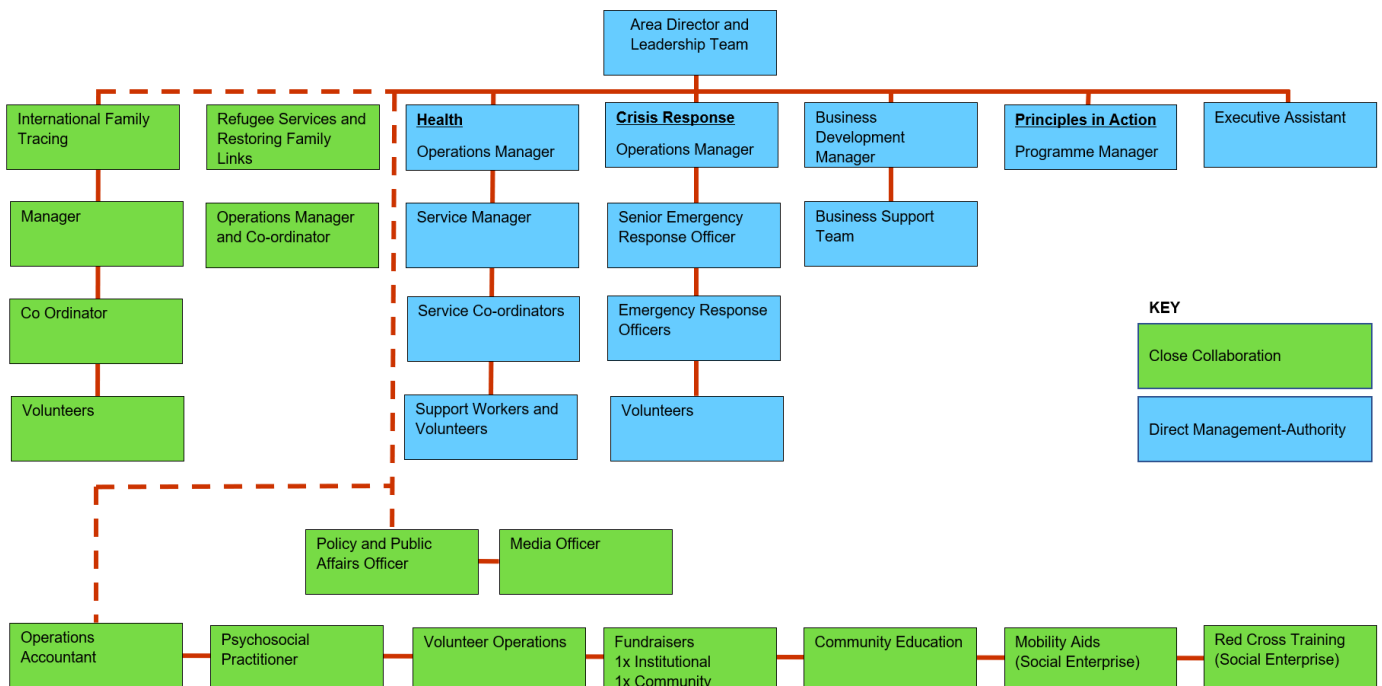
In addition, we work to help refugees, vulnerable migrants and those seeking asylum and we provide financial support to those with no recourse to public funds by administering The Executive Office Crisis Fund.

The Red Cross has 150 years of experience responding to crisis and we know that we can achieve so much more when we work together collectively. Our vision of a world where everyone gets the help they need in a crisis will be more important than ever and will be better served by collaborative working.





How we're organised



Strategy

You can read a summary of our thinking below, and access the full Corporate Strategy to 2030 from the link below.

Our Big Three Goals

Disasters and emergencies

People are safe and able to survive and recover whenever disaster strikes Every emergency response will be fully coordinated, to make sure affected people – and their individual needs – are always at the centre. Preparation is key, especially as our climate continues to change. Early action means building stronger communities, where more lives and livelihoods are saved.



Health inequalities

People in the UK receive the care and support they need without falling through gaps in the health system. We want everyone to feel confident enough to manage and maintain their own physical and mental wellbeing. When people do need help, they should have fair access to the right care, at the right time, no matter where they are in the UK, or who they are. No one should get stuck in hospital or use emergency services purely because they don't have support to live safely at home.



Displacement and migration

People experiencing displacement feel safe, live with dignity and have choice and opportunity on their journey. Access to support, at every stage and in every place, should keep people safe. No one should fall into poverty when they arrive in the UK. Giving people who have been displaced chances and choices is crucial. Everyone deserves the chance to rebuild their lives and relationships with loved ones, and the choice about how they do that.



Connected communities are stronger communities



We all benefit from strong connections; whether that's on a person-to-person level, between an individual and a support service, or within an entire network of services. We will work with people, communities and different organisations involved to strengthen these connections, so that, together, they can better prepare for, respond to and recover from a crisis.

Where risk is high and resource is low

Some communities are in places where there's an incredibly high risk of a crisis, but they don't have the resources to cope or recover when a crisis hits. We believe we can make the biggest difference to people in those places. Before, during and after. We will focus on helping people through each stage of a crisis including recovering and preparing for risks so that they're resilient to face the future.



With people at the centre

The best way to find out how to help someone is to ask them – we don't have all



the answers. People we help will shape that help alongside us, staying firmly at the heart of everything we do alongside others. We cannot, and will not, do this alone. We know we can achieve so much more for people if we work together with communities, organisations, governments and other Red Cross and Red Crescent Societies.

British Red Cross Strategy 2030

Financials

Here's a summary of our most recently published UK-wide income and expenditure. You can click on the link below for the full report.

	Notes	Unrestricted £m	Restricted £m	2021 Total £m	Unrestricted £m	Restricted £m	2020 Total £m
Income from:							
Donations and legacies	2	76.9	34.8	111.7	84.9	62.3	147.2
Charitable activities							
Crisis response		5.2	5.7	10.9	4.4	5.7	10.1
Refugee support and migration		0.5	0.6	1.1	0.6	0.5	1.1
First aid and crisis education		15.5	0.2	15.7	10.6	0.5	11.1
Support between home and hospital		33.1	1.9	35.0	37.0	1.9	38.9
UK charitable activities		54.3	8.4	62.7	52.6	8.6	61.2
International emergency response and recovery		0.6	20.6	21.2	0.7	73.1	73.8
Total income from charitable activities	3	54.9	29.0	83.9	53.3	81.7	135.0
Other trading activities							
Retail		27.0	-	27.0	17.3	1.5	18.8
Other fundraising activities		1.3	0.1	1.4	1.0	0.6	1.6
Rent		0.1	-	0.1	0.1	-	0.1
Total income from other trading activities		28.4	0.1	28.5	18.4	2.1	20.5
Investments		-	-	-	0.1	-	0.1
Other							
Miscellaneous income		0.6	0.4	1.0	0.5	0.3	0.8
Net gains on disposal of tangible fixed assets		1.4	-	1.4	2.3	-	2.3
Total income		162.2	64.3	226.5	159.5	146.4	305.9
Expenditure on:							
Raising funds							
Fundraising		21.7	1.4	23.1	20.1	1.6	21.7
Retail		28.1	-	28.1	27.7	-	27.7
Total expenditure on raising funds		49.8	1.4	51.2	47.8	1.6	49.4
Charitable activities							
Crisis response		14.9	8.6	23.5	16.4	27.5	43.9
Refugee support and migration		16.0	6.4	22.4	10.2	6.0	16.2
First aid and crisis education		19.7	1.7	21.4	16.2	2.2	18.4
Support between home and hospital		48.8	5.8	54.6	44.5	9.2	53.7
UK charitable activities		99.4	22.5	121.9	87.3	44.9	132.2
International emergency response and recovery		19.4	42.2	61.6	20.4	93.3	113.7
Total expenditure on charitable activities		118.8	64.7	183.5	107.7	138.2	245.9
Total expenditure	4	168.6	66.1	234.7	155.5	139.8	295.3
Net gains / (losses) on investments	10	-	2.3	2.3	-	5.3	5.3
Net income / (expenditure)		(6.4)	0.5	(5.9)	4.0	11.9	15.9
Transfers between funds	7, 8	0.6	(0.6)	-	1.1	(1.1)	-
Other recognised gains / (losses):							
Actuarial gains / (losses) on defined benefit pension schemes	16	4.6	-	4.6	1.0	-	1.0
Net movement in funds		(1.2)	(0.1)	(1.3)	6.1	10.8	16.9
Total funds at 1 January		144.7	54.7	199.4	138.6	43.9	182.5
Total funds at 31 December	7, 8	143.5	54.6	198.1	144.7	54.7	199.4

British Red Cross Annual Report December 2021

About the team

Who's who in Health and Local Crisis Response



The power
of kindness



Victoria Corbishley – UK Director of Health and Local Crisis Response

Victoria is a senior leader with a strong track record of making high-value change programs happen in health and care services. With over 18 years' experience in various health and care roles, she supports and enables teams to define their challenges and ambitions, and to develop, adapt, and adopt the best solutions.

Victoria is a qualified accountant with a Certificate in Management from London Business School, which has equipped her with a broad range of skills and knowledge in finance, management, and business operations. Her passion for learning and her commitment to professional development have led her to pursue challenging opportunities where a strong purpose and mission inspire her to create value. At the Red Cross, she leads the health and local crisis response teams with a focus on empowering the frontline and removing barriers that prevent quality improvement and innovation.

Job Description

Northern Ireland - Director Health & Local Crisis Response

Role Profile Nov21

Job Level	6		
		Role Review Date	March 2022
Directorate	UK Operations	Function	Health & Local Crisis Response
Service	Health & Local Crisis Response	Reports to	UK Director Health & Local Crisis Response

Scale and scope of role

Direct Reports	Up to 5	Indirect reports	60+
Budgetary responsibility/ accountability	c. £1.5m	Accountable for other resources	Fleet required by service

Context

We help anyone, anywhere in the UK and around the world, to get the support they need if crisis strikes: connecting human kindness with human crisis.

We enable vulnerable people in the UK and abroad prepare for and withstand emergencies in their own communities. And when the crisis is over, we help them to recover and move on with their lives. We are part of the Red Cross and Red Crescent global humanitarian network.

Our Values and Principles

Our values (compassionate, courageous, inclusive and dynamic) underpin everything we do. As a member of the Red Cross and Red Crescent Movement, the British Red Cross is committed to, and bound by, its [fundamental principles](#): humanity, impartiality, neutrality, independence, voluntary service, unity, and universality.

Purpose of the role

The Northern Ireland Director will develop a country vision and lead the development, coordination and delivery of a country-specific plan which reflects our strategic aims across all cause areas (Health Inequalities, Displacement and Migration and Disasters and Emergencies) taking full account of the political, funding, stakeholder and compliance contexts within Northern Ireland.

They will take accountability for delivery of our UK HLCCR service offer, nationally quality assured and locally tailored, in their area through the area operational teams and in collaboration with partners from other UK service teams or other parts of the organisation.

They will lead and represent HLCCR service development initiatives at a national level to both, internal and external audiences, or partners. They will play an active role in the HLCCR national management team and oversee adherence to all

business processes and procedures, as well as delivery of the services' strategies in the UK.

They will convene and chair a multi-service strategic group, leading discussions to develop and report on the Country plan. They will also oversee adherence and compliance with national requirements – ensuring BRC are meeting country-specific legislation.

They will be responsible for developing a co-ordinated volunteering strategy within the nation, including developing cross cause volunteering / relationships with country-specific volunteer organisations.

Key Responsibilities

Service Delivery & Development

- To lead the development and growth of our UK HLCR service offer within Northern Ireland, ensuring that we learn from, share and where appropriate, replicate successful innovation at local level.
- To facilitate, stretch and direct service development and delivery across Northern Ireland. To ensure consistent delivery of our UK service offer, that is tailored to the Northern Ireland operating context, nationally quality assured and ensure that our beneficiaries are at the centre of everything we do.
- To lead and oversee implementation of the country plan, taking specific responsibility for the HLCR budget, ensuring appropriate preparation, monitoring and delivery within the framework of the Corporate Strategy.
- Will be the face of the British Red Cross in Northern Ireland drawing together cross-cause elements of our work to develop a robust annual plan, incorporating HLCR budgeting and engagement with fundraising to develop the HLCR fundraising strategy for the area.

Service Leadership

- To work as an ambassador and catalyst for development and change within the country, with volunteers and staff at all levels.
- Accountable for all the HLCR services – ensuring they are appropriately quality assured, with fully trained and competent volunteers and staff in place to deliver the best possible service experience for our beneficiaries. This will include ensuring any nation specific compliance requirements are achieved.
- Develop and Chair a cross-service Northern Ireland leadership team.
- As a member of the national HLCR Management Team ensure that we are learning and transferring experience effectively across the UK; assisting to implement the policies and other decisions made by UK Leadership Team (UKLT)/Executive Leadership Team (ELT).

Communications & Advocacy

- Media – To represent the BRC in Northern Ireland and support relevant media campaigns aligned to Strategy 2030 objectives.
- Work with policy and public affairs colleagues to influence policy, and policy-makers to secure humanitarian advances for our beneficiary groups.

Stakeholder management

- Play a pivotal role in securing, developing and maintaining relationships at the most senior level within the country. Ensure that organisationally, the country has the strongest possible network of external relationships across government health, social care, and emergency services as well as other partner agencies necessary to provide high quality services now and open the door for the development of high-quality services in the future.
- To act as the pivotal role in understanding what each UK Operations service is delivering within Northern Ireland.
- To play an active and senior role with the statutory agencies in the health and social care sector, emergency planning, resilience and response, displacement and migration.
- To engage and maintain strong working relationships at a CEO/Director level across the voluntary and community sector in Northern Ireland, ensuring our strategic intentions are reflected within cross-sector groups and identifying/developing opportunities for collaboration and partnership.
- The Northern Ireland Director will be the lead spokesperson and ambassador for the British Red Cross within the country, protecting and promoting its work, good name, and reputation at all times.
- Ensure relevant connections are made between cross-service leaders and internal stakeholders.
- Act as the lead BRC operational partner with the International Committee of the Red Cross (ICRC) mission in Northern Ireland.
- Co-operate closely with the ICRC and Irish Red Cross to articulate the presence of the Red Cross Movement across the Island.

Strategy delivery

- To lead the team in the delivery of the organisation's strategy within Northern Ireland ensuring planning and budgeting for HLCR and ensuring consistency and full support for other cause services operational plans played out across the UK.
- Working closely with the Head of Crisis Response, the Northern Ireland Director will take the lead role in the country during periods of surge activity, leading the coordination of a collective British Red Cross response on behalf of the country during peak periods of activity, including emergencies.
- Responsible for the development of local crisis response solutions relevant to the country context.

Leadership Behaviours

- Authentic, consistent and honest leader
- Actively listens and allow others to be heard.
- Adaptable to changing needs, pressures and opportunities.
- Empowers others based on skills and expertise.
- Dynamic, inclusive, compassionate and courageous

Team Leader

- All team members understand their responsibilities and objectives.
- All resources involving staff managed in accordance with BRC policies and procedures.
- All staff are kept informed of relevant organisational plans and updates on development.
- Team ideas and comments are communicated and forwarded appropriately.

Team Member

- Actively participates in all team meetings.
- Supports other team members.
- Work and behaves in accordance with all BRC policies and procedures.
- Upholds the fundamental principles of the Red Cross and acts with integrity, in accordance with the Society's values (inclusive, compassionate, courageous and dynamic).

The duties and responsibilities described are not a comprehensive list and additional tasks may be assigned from time to time that are in line with the level of the role.

Pre- engagement checks

Criminal Records

Type of criminal record checks required for this role

England and Wales - Disclosure and Baring Service Check (DBS)
None
Scotland
None
Northern Ireland
Disclosure and Barring Service checks

Drivers Checks

Required Yes

Diversity

At the British Red Cross, we are looking for the right people to help us provide support to millions of people affected by crisis. We want our team to reflect the diversity of the communities we serve, offering equal opportunities to everyone, regardless of, age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

Diversity is something we celebrate, and we want you to be able to bring your authentic self to the British Red Cross. We want you to feel that you are in an inclusive environment, and a great position to help us spread the power of kindness.

Person Specification

Role Profile Nov21

		Requirement	Evidence obtained through Shortlisting (S) Interview (I) or Assessment (A)		
			S	I	A
Knowledge and Skills	Essential	• Development and oversight of appropriate service delivery processes, mechanisms and systems • Implementing effective monitoring and evaluation tools, using national frameworks as appropriate to ensure consistency of high-quality service delivery • Seeking out, establishing and maintaining strong and effective alliances and relationships at the most senior level in-country • Use and operate delivery performance measures and management reporting on delivery outcomes • Country-specific knowledge of: ○ The government, statutory and voluntary sectors in which the BRC works ○ The service areas in which the BRC operates, including but not exclusive to, health and social care and crisis response mechanisms	S	I	A
	Desirable	• Established network of contacts across relevant areas of BRC work within the nation • Working knowledge of national priorities specific to Northern Ireland • Understanding of the political context within Northern Ireland and how this relates to, or may impact upon, the work of BRC		I	A

Experience	Essential	• Senior management experience that includes strategic engagement at the most senior political and statutory levels within Northern Ireland • Operational management delivering varied services within a complex, geographically dispersed operating environment. • Managing and operating to contracted arrangements • General management in a multi-disciplinary team supporting vulnerable people, including strong people and team development • Leadership of approaches to share good practice • Liaison, networking and influencing at senior level with external partners • Management of significant budgets, financial planning, setting financial and delivery targets • Identification and management of risks and issues • Managing teams through change	S	I	
	Desirable	• Senior management experience that includes: ○ Achieving sustainable business growth ○ Experience of identifying service needs and exploiting and developing service opportunities		I	

Behaviours	FOCUSSING ON PEOPLE IN CRISIS > Is ambitious for the British Red Cross and has a relentless desire and determination to improve and make a tangible difference to the lives of people in crisis EMBRACING AND LEADING CHANGE > Delivers organisational change by recognising the strategic direction, identifying future needs and providing explanations COMMUNICATING AND INFLUENCING > Inspires, enthuses and excites every individual in working towards the British Red Cross vision, enabling them to see how their role contributes to helping people in crisis on a day-to-day basis LEADING AND ENGAGING > Builds a shared and compelling sense of purpose across the British Red Cross, even when the context is unclear or ambiguous		I
Additional requirements	Essential	• Ensures inclusive practice and promotes diversity • Ability to work and travel in the UK • Ability to work unsocial hours on occasion	I

We guarantee an interview to disabled candidates (as defined in the 2010 Equality Act) who meet the minimum shortlisting criteria in the advertised person specification and apply under the disability confident scheme.

How to apply

Please forward a **CV, maximum three A4 sides**, together with a completed **Supplementary Questions form** available from www.engageexec.co.uk, ensuring you have included mobile, work and home telephone numbers, as well as any dates when you will not be available or might have difficulty with from the recruitment timetable. You will also be asked to submit a separate **equality form** (see below).

The deadline is **Noon on Tuesday 2 May 2023**. Applications should be made by email to: **patrick@co3.org.uk**

Contact Patrick Minne on 07792 509003 if you have any queries about the role or the application process.

Equality Monitoring and Criminal Convictions Disclosure

Along with the CV and Form, you will be asked to complete and return the Equal Opportunities Monitoring and Criminal Convictions Disclosure Form in a separate document. Neither of these will be disclosed to anyone involved in shortlisting your application.

Disability

In accordance with the Disability Discrimination Act a person is disabled if they have, or have had, “a physical or mental impairment which has, or has had, a substantial and long term adverse effect on your ability to carry out normal day to day activities”.

If you consider yourself to have a disability relevant to the position for which you are applying, please contact Patrick Minne so that we can process your application fairly, make any specific arrangements for your interview, and make any necessary reasonable adjustments or adaptations, or provide any aids to assist you in completing the duties of the post if appointed.

Equal Opportunities

The British Red Cross is an Equal Opportunities Employer and all applications for employment are considered strictly on the basis of merit.

Timeline

CV, Supplementary Questions and Equality Monitoring and Criminal Convictions forms to be submitted

Noon, Tuesday 2 May 2023

First Interviews

Tuesday 9 May 2023

Second Interviews (may include a seen or unseen task)

Tuesday 16, Wednesday 17, Thursday 18 May 2023 TBC

Final Interviews

Thursday 25 May 2023



Please address any enquiries relating to the advertised position, and your submission, to the British Red Cross's NI recruitment partners:

Patrick Minne

ENGAGE
EXECUTIVE TALENT

Tel: 07792 509003

Email: patrick@co3.org.uk

www.engageexec.co.uk



**British
RedCross**

Enquiries unrelated to this recruitment can be addressed to:

British Red Cross
44 Moorfields
London EC2Y 9AL

Tel: 0344 871 11 11

The British Red Cross Society, incorporated by Royal Charter 1908 RC000070, is a charity registered in England and Wales (220949), Scotland (SC037738), Isle of Man (0752) and Jersey (430).