



Livingston James



 **enable**

Position Profile

**Chief Finance Officer**



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Founded in 1954, Enable has been supporting people to live independently in the community of their choice for more than 7 decades. By driving excellence in social care, innovating in employability, and leading ground-breaking campaigns led by our self-advocates, we have established ourselves as one of the country's leading charities, championing diversity, equity and inclusion.

We are a charity and social business that 'demonstrate by doing'; driving change locally, nationally and internationally through our impact and influence.

**Our vision** is an equal society where everyone has the right to live, work and participate as active and respected citizens in the communities of their choice.

**Our mission** is to deliver human rights-driven self-directed social care and employment opportunities, and to build inclusive communities.

**Our values:** These values act as a guide, supporting us to do the right thing. Our values help us to make sure that all our services, activities and actions are aligned to deliver excellence for the people we work for.

-  **Equity** – We believe all of us have the right to live in a fair and equal society.
-  **Ambition** – We set ambitious goals and high standards for ourselves. We strive to improve the lives and experiences of the people and the communities we serve.
-  **Integrity** – We make the right decisions, not the easy ones.
-  **Challenge** – We challenge the status quo and drive forward better ways of doing things.
-  **Impact** – We focus all our efforts on impact and outcomes for the people and communities we serve.

Enable is one of the largest, most impactful and fastest-growing charities in the UK and consists of three operating pillars, Enable Cares, Enable Works and Enable Communities, supporting over 13,000 people to live, work and contribute as active citizens within local communities across the country, and beyond.

**Enable Cares** supports over 1,000 people to live independently in the community through our PA (Personal Assistant) Model of human rights-driven self-directed support. The PA Model is internationally recognised as a scalable and transferable best practice model of social care and support, winning the 2023 Award for Social Innovation from the European Association of Support providers for Persons with Disabilities (EASPD).

**Enable Works** supports people who are facing barriers to employment to obtain and sustain high-quality and rewarding careers. We provide a variety of work programmes, training and resources to help people who are traditionally excluded from the employment market. Crucially, we also help employers recognise and realise the benefits of a more diverse workforce, with our Diversity, Equity and Inclusion consultancy supporting businesses to be truly inclusive.



**Enable Communities** is the beating heart of the charity, with our local projects and commitment to self-advocacy supporting people who have a learning disability to be heard and listened to at all levels of government. Since the 1950s, Enable's campaigns have achieved historic change for people with learning disabilities to have the right to education, independent living, and democratic inclusion. Determined to fight for the rights of people with disabilities in every country, we are proud to be founding members of Inclusion Europe, supporting self-advocates in 39 countries.

Enable is committed to collaboration and working with partners across the public, private and not-for-profit sectors, recognising that no one sector has all the answers; yet working together, we can find solutions to the societal challenges of today and the future.

Having doubled in size and scale over the last five years, increasing revenue levels to £70m per annum, Enable is on a further trajectory to reach £100m within the next 12 months.

## Our Impact

We are a modern, vibrant charity which strives to deliver an equal society for every citizen. For us, an equal society means everyone has the right to live independently in the community of their choice, where they can access their human rights to participate as active and respected citizens through work, friends, and relationships. We believe that an equal society is realised when all of the assets of every individual are fully utilised.

**2,500**

employees across  
the organisation

**12,000**

members and  
supporters

**126%**

growth in income since 2017,  
with an average annual growth  
more than 3x the sector average

**13,000**

people supported annually

**£70m**

annual income across the  
organisation

**Top 40**

largest non-public sector  
employers in Scotland



*"I know how important it is to be in control of your own life – I had to fight for a long time to make that a reality for myself. I turned that experience into a business, and I enjoy helping other people to access their rights to self-directed support. When it came to my own support, I knew that Enable was going to be the place for me. I am in the driving seat – choosing my team of PAs and helping to advertise for them, what hours I want to be supported, what I want to be supported to do – and what I don't! I am a busy person, I am quite feisty, and I know what I want. Enable is all about that!"*

*"It demystified the world of work and it shows that in the workplace some people are embracing diversity which is good to know. Before now, Enoch couldn't get into any programme and he felt rejected, but since this programme his confidence has grown. He knows if he puts in the effort, he is able to achieve something good. I see him smiling all the time and I'm happy and grateful to Enable and the Breaking Barriers programme. It has been a truly inclusive journey for us."*



*"Before Breaking Barriers, I was a nervous wreck. I lacked confidence and wanted to take the next steps in my life, and look at me now. Completing Breaking Barriers and the work placement at ScottishPower was the best thing that could have happened to me."*



<b>Job Title:</b>	Chief Finance Officer
<b>Reports to:</b>	Chief Executive
<b>Location:</b>	Hybrid; with requirement to work from Inspire House, Renshaw Place, Eurocentral, ML1 4UF on Tuesday and Thursday

**NB:** The successful candidate will be an integral member of Enable’s executive team. In line with our commitment to flexible working, Enable welcomes applicants looking for a fractional role or job share, with the minimum commitment being 3 days per week.

## Role Overview

In the newly created role of the Chief Finance Officer, you will have strategic oversight of the organisation’s central services departments ensuring they effectively support the three operating pillars of Enable. Utilising your financial leadership skills and commercial awareness to drive a continuous increase in productivity, the post holder will also ensure the organisation maintains its commercial strength, financial resilience and overall sustainability, as it continues to grow its impact and influence nationally and internationally.

## Key Responsibilities

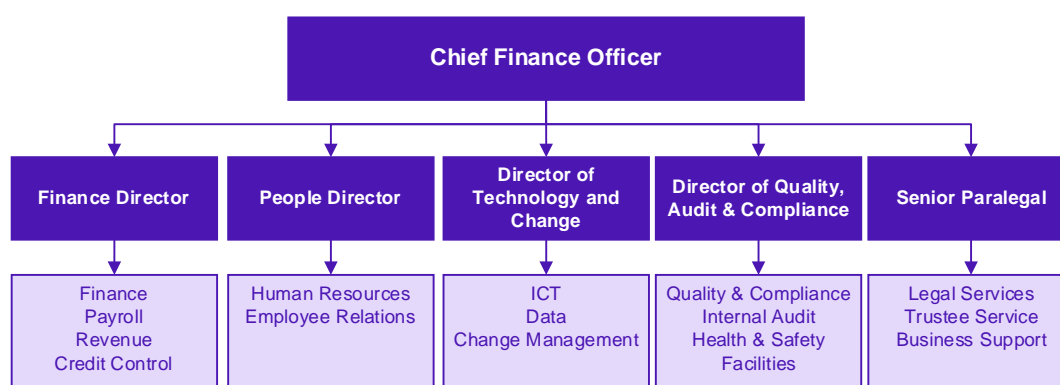
- Provide strategic and operational leadership across all central functions, working with a team of highly skilled directors fostering a culture of collaboration, innovation and high performance and ensuring all functions continue to be effective and fit for purpose in delivering both the organisation’s key strategic objectives and future growth ambitions





- Work with the CEO and executive colleagues to implement the Enable Strategy, across the three pillars, informed by key data, analysis and intelligence, ensuring a suitable and sustainable return on investment is achieved through all growth opportunities
- Translate organisational strategy into actionable steps for growth, ensuring the central support functions are suitably resourced with the necessary skills and capacity to deliver an effective and professional service to the operating pillars responsible for frontline delivery
- Ensure financially viable models of service delivery are delivered across each pillar, holding each pillar Director to account for the commercial performance of their operations, and implementing proportionate interventions where required to ensure commercial strength is maintained at all times
- Drive a data-focused organisation, informing the business-critical systems and processes necessary to deliver a lean, responsive and information-led business, progressing efficiency and continuous improvement priorities required to maximise productivity and effectiveness
- Drive the attainment of best value delivery for commissioners, funders and beneficiaries, ensuring appropriate and proportionate use of public funds is maintained at all times
- Understand the external environment, and the continuous moving pressure around public finances, policy priorities and competitor performance to seek and deliver opportunities that will continue to strengthen the performance and resilience of the charity
- Seek to influence the strategic direction across the health and social care sector, working with the CEO to identify key relationships, interventions and strategies required to manage risk and maximise opportunities for the charity
- Drive high-quality and digitally enabled services that promote the human rights of the people we support and work for
- Provide timely and accurate financial information
- Report to the charity's trustees at quarterly meetings of the Enable Board and Audit & Risk Committee

## Structure and Line Management Responsibilities





The role requires a strategic leader with a demonstrable commitment to continuous professional development across their career, including formal financial/accounting accreditation. You will be an inspiring, solutions-focused and forward-thinking leader with a proven track record in developing and implementing effective growth strategies.

A strategic thinker with well-developed commercial skills and commitment to Enable's mission and organisational values, you will also be an accomplished communicator able to build relationships and work in partnership with both internal and external stakeholders.

## Key Skills, Experience & Attributes

- Demonstrable experience in leading, managing and developing diverse and multi-disciplinary teams
- Strong strategic financial modelling experience, ideally within a service delivery context, coupled with direct involvement in both the budgeting and longer-term (five-year horizon) financial forecasting processes
- Extensive experience in analysing financial and operational data to monitor organisational performance and inform continuous improvement priorities
- Direct experience in the successful delivery of significant organisational or service change programmes
- Proven ability to view the bigger picture and build agile and creative strategies to achieve outcomes
- Excellent presentation, communication, and interpersonal skills to engage with credibility and impact
- Strong relationship-building and highly effective influencing skills across all levels
- Proven ability to view the bigger picture and build credible strategies to achieve desired vision and outcomes
- Skilled in applying strong judgement, commercial awareness and diplomacy in decision-making
- Solutions-focused, with excellent problem-solving, analytical and constructive challenge skills
- Acts with integrity and exercises discretion in all matters
- Adaptable, highly organised and positive self-starter



Enable is offering a competitive salary and terms of conditions for the successful candidate.

The recruitment process is being handled by our retained advisors, Livingston James and all enquiries should be directed to [douglasadam@livingstonjames.com](mailto:douglasadam@livingstonjames.com).

First-stage interviews will be conducted week commencing 13<sup>th</sup> January 2025.

Final interviews will be conducted week commencing 20<sup>th</sup> January 2025.

