



**BRIGHTON
PERMACULTURE
TRUST**

Skills and competencies for the CEO role

Essential

Strategy and delivery

At this stage of the Trust's development, you will be clarifying a vision for the future and identifying how to achieve it. You will bring expertise in realising a vision, and show you can do this with creativity, bringing the team with you. You will work with project teams to set specific goals for delivery, with mechanisms for regularly measuring performance and reviewing progress.

Leadership, relationship building and negotiating

You will demonstrate strong skills in leading a team to meet key objectives and goals. You will be able to work with staff, volunteers, and stakeholders to negotiate priorities and deliver results, inspiring confidence, and steering the organisation through growth and development.

You will enjoy working in a relational way and have a track record of building healthy relationships as a leader.

Negotiation skills will be crucial in your engagement with stakeholders and local decision-makers. Managing conflict, building consensus and communicating skilfully to galvanise teams to bring a shared vision to fruition.

Peoplecare

Diversity and inclusion are central to our ethics of peoplecare and fair shares for all. The people make Brighton Permaculture Trust: from our teams of tree planters, apple pickers and juicers, to the admin team, the project managers, the tutors, the growers, and the hundreds of volunteers who give hours of their time. Recruiting and retaining good people is our focus. You will ensure we have the best models for engaging volunteers and employing/contracting people.

Financial management

You will have a good grasp of accounts and be confident working with our accountants and admin team in structuring and managing budgets and reporting on the accounts to the trustees.

Fundraising, corporate sponsorship and networking are important to the continued financial stability of Brighton Permaculture Trust. You will have the skills and experience to manage partnerships and networks at all levels to sustain financially beneficial relationships.



**BRIGHTON
PERMACULTURE
TRUST**

You will be able to write /commission successful funding bids and be able to articulate a fundraising strategy.

Desirable

Permaculture knowledge and experience

Permaculture, and consciously designing for sustainability, is at the heart of our work. You will have a good understanding of sustainable design and be able to articulate how the principles and ethics of permaculture can be realised through work such as ours.

Local knowledge

We are a Brighton-based, Sussex-focused charity. Knowledge of the city and its environs, and familiarity with local structures, forums, opportunities and networks is important in ensuring we continue to grow and are well-connected with stakeholders. You will be based in the locality and have experience working with multiple agencies and organisations to deliver goals.

Communications and marketing experience

Experience in writing for websites, and newsletters, delivering a social media marketing campaign, and online or in-person events would all be valuable. Working alongside the comms team, you will provide strategic oversight of a marketing strategy with insight into the best mechanisms to broadcast and amplify our work and our offer.

Role summary

The current CEO is moving on to pastures new and we are seeking an experienced leader with strong strategy and communication skills to take this vital work forward.

Working closely with a committed and extensive team of volunteers and paid staff, and with the support of an established and engaged board of Trustees, you will be steering the work on our vision and leading the team to deliver it.

As the leader of a relatively small charity, you will be engaged with many operational aspects of the organisation.

Taking on the stewardship of the new plot of land will be one of the operational priorities in the first year.

You will be managing our annual income of around £200K, 3 part-time managers (Admin; Orchards; Food waste) plus a team of 25 workers and key volunteers engaged in ongoing roles.



**BRIGHTON
PERMACULTURE
TRUST**

Hours can be worked flexibly, though you will need to attend in-person meetings, events and site visits, including some weekends and evenings. We have a working 'Fruit Factory' at Stanmer Park, but not an office, so all desk work and online meetings will need to be done remotely.

To apply

Please send your CV and a Cover Letter showing how you meet the skills and competencies required to admin@brightonpermaculture.org.uk

Closing date for applications: 17th January 2024

Interview dates: initial interviews will be on the 25th or 26th January 2024

For more information about Brighton Permaculture Trust, the CEO role or to arrange an informal chat with one of the trustees, please contact us:
admin@brightonpermaculture.org.uk