



We change lives together - a handshake, not a hand-out

CANDIDATE INFORMATION PACK

Chief Executive Officer

0.6 FTE · Fully remote (UK-based) · Reporting to the Board of Trustees

Welcome

Thank you for your interest in becoming the next Chief Executive Officer of People Against Poverty. This pack introduces you to our charity, our story so far, and the opportunity ahead.

People Against Poverty is a small, ambitious charity with wide reach and big impact. This is a rare opportunity to lead an organisation end-to-end, shaping strategy at Board level one day and rolling up your sleeves on operational detail the next.

The CEO role is central to our charity. As CEO you will carry us forward, building upon the development that has been achieved in the last four years. We do not stand still. We expect that the CEO will continue to look critically at the way we operate, implement measures already identified and identify, develop, plan and implement further innovations.

In order to do that you will need to be a creative thinker with an eye for detail, who is able to carry concepts through to completion. You will need to be able to manage your time efficiently in order to address the workload. There is always more work to be done than there is time in which to do it, that seems to be one of life's axioms, but you can count on the understanding and support of our trustees, all of whom are professionals in their respective fields. You will also have the support of our Charity Manager who works 2 days a week.

We are looking for a person of vision, with a big heart, who is able to reach out and motivate people. For our size, we, together with our partners, are achieving a significant amount with the life-changing opportunities we are able to fund, all the more because they are opportunities for people to find a way out of poverty to self-sufficiency. We certainly do not lack ambition and we know, from feedback from both our beneficiaries and our supporters, that the work we are doing is much needed and valued, and this is what continues to motivate us as we move forward. We invite you to join us on this exciting journey.



Stuart Brown
Chair of Trustees

"A hand-shake, not a hand-out"

About People Against Poverty

People Against Poverty promotes self-sustainability and hope for a brighter future.

We are passionate about alleviating poverty around the world. We fund a range of projects, delivered through local partners on the ground, designed to enable new opportunities for a more sustainable future - creating lasting impact for individuals, families and communities.

Our mission is clear: to alleviate poverty both at home within the UK and throughout countries across the globe. We currently work in the UK and five other countries – India, Malawi, Tanzania, Haiti and Romania, supporting individuals and communities.

Where We Work

We deliver our work through trusted local partners on the ground in six countries: the United Kingdom, India, Malawi, Tanzania, Haiti and Romania. Working through local partners means resources reach the people who need them most, in ways shaped by local knowledge and relationships.

Our aims

- To help break the cycle of poverty by supporting individuals and communities to become self-sufficient.
- To partner with UK businesses, individuals and communities in the fight against poverty.
- To raise awareness of the realities of living in extreme poverty, and highlight opportunities to support people to find a way out.

Our charitable objects

The relief of poverty, deprivation and distress of all people throughout the world, with particular reference to third-world countries, by providing practical expertise, equipment, tools, machinery, transport, appliances, building and other materials, medical supplies, seeds, fertilisers, water supply and drainage equipment, clothing, shelter, money and other necessities.

To advance the Christian religion in any part of the world.

Such other charitable objects as the Trustees shall, from time to time and in their absolute discretion, determine.

Our impact (from our 2024-2025 Annual Report)

A snapshot of what the generosity of our donors has enabled us to achieve:



2546 individuals
494 families
669 children
(80 sponsored)



137 children with support to access education
65 children with a hot meal every day (128 every week)
132 children with school supplies (eg uniform & books)
63 children with a place at an activity club



16 people to gain a qualification
31 people to gain a vocational skill
7 people to prepare for work
31 people get into employment
6 individuals to start their own business
16 people to become self-sufficient



3 water projects giving 494 individuals
(118 families) access to fresh water
1442 packs of fresh veg for people in need
16 white goods for people in crisis
1008 pairs of socks for people in need



Our Four Core Programmes

Every project we fund sits within one of four programme areas. Together they form a pathway: meeting immediate need, building skills for the future, helping people sustain themselves long-term, and responding fast when crisis strikes.

1. Life Essentials

Meeting basic needs with dignity

From essential supplies to white goods, this programme provides the fundamentals that help individual and families to move forward out of financial difficulty – often the first step on a longer journey out of poverty.

Fresh veg and white goods projects in the UK; practical support for families in Romania

2. Building Skills

Funding education, training and tools that create lasting independence

This programme funds education, vocational training, and small-business start-up support – giving people the skills and confidence to earn a sustainable income of their own.

Education for 80 sponsored children in 5 countries; tailoring course for young people in Malawi

3. Sustaining Life

Giving support that enables long term change

Projects that build lasting infrastructure so families and communities can become self-sustaining for the long term.

Community microfarm in Romania providing food and local employment; water projects in India bringing fresh water and irrigation to remote villages

4. Crisis Support

Being there for our partners in times of crisis

This programme responds to crisis situations that affect our partners and the communities they serve.

Emergency funding for Haiti

See the full breadth of our work at peopleagainstopoverty.com





How We Work

People Against Poverty is a small, entirely remote organisation. There is no office, every trustee, member of staff, contractor or volunteer works from home. This makes the CEO role hands-on by necessity: you will be as involved in the operational running of the charity as you are in setting its strategic direction.

Our team

Chief Executive Officer – 0.6 FTE (this role)
 Charity Manager – 0.4 FTE
 Outsourced project management support – approximately 10 hours per month
 Outsourced bookkeeping and management accounts
 A committed Board of Trustees

The CEO can be based anywhere in the UK, but will need to be able to travel occasionally, without significant cost to the charity, to the South West (Bath/Wiltshire area) and to Birmingham, where much of our supporter and volunteer activity is based.

How we raise funds

Our income comes from a genuinely varied mix of sources, which the CEO will help sustain and grow:

- Individual giving and regular donors
- Corporate donors and business supporters
- Trusts and foundations
- Events and challenge events
- Campaigns and appeals promoted through 2 monthly newsletters (one for individual donors, one for corporate donors) and social media
- A regular Quiz & Curry night, run by volunteers in Corsham, Wiltshire and in Birmingham
- A monthly online business networking event
- An Annual Celebration, held in person or online

The Role: Chief Executive Officer

This is a CEO role in title and in strategic responsibility, however because People Against Poverty is such a small, fully remote charity, it is also a genuinely operational role. You will move fluidly between Board-level strategy, hands-on programme oversight, fundraising, and the everyday running of the organisation. If you enjoy variety, autonomy and seeing the direct impact of your work, this role offers all three.



Role	Chief Executive Officer (CEO)
Hours	0.6 FTE (3 days per week)
Salary	£38,000-£40,000 FTE
Type	PAYE
Contract	Permanent, subject to satisfactory references, and to a satisfactory probationary period
Reports to	The Board of Trustees, via the Chair
Direct reports	Charity Manager, and oversight of contractors and volunteers

Job Overview

People against Poverty is looking for a Chief Executive Officer to provide strategic and operational leadership for the charity. The CEO holds overall responsibility for generating income, relationships with donors and partners, external communications, and oversight of governance and finance. The CEO provides line-management to the Charity Manager.

People against Poverty is a Christian charity. As the charity's principal public representative, the CEO is expected to understand and uphold this Christian foundation, to bring Christian values to key decisions, and to represent the charity's ethos appropriately and sensitively in all external-facing activity. For this reason this role holds an occupational requirement to be a Christian in line with Schedule 9 of the Equality Act 2010.

The role calls for a non-hierarchical style of leadership, an ability and willingness to execute the wide range of functions required in a small charity, combined with confident external representation of the charity to business networks, donors, partners and the wider public, reflecting both sound strategic judgement and experienced operational ability.

This is a remote-based role. The CEO must be able to work effectively from a home office, successfully line-managing the Charity Manager and conducting all external relationships, with donors, partners, business contacts and the wider public, primarily by phone, video call and email, with occasional travel for meetings and events as required. Many of the charity's partners are based overseas, and English proficiency cannot be assumed. The ability to communicate clearly and effectively via videoconferencing is therefore essential.

Job Description

Strategy & Governance

- Lead the development and delivery of the charity's next five-year strategy, working with the Board to agree priorities and track progress against them.
- Keep the Chair and trustees regularly informed of organisational performance, risks and emerging opportunities.
- Prepare papers, reports and briefing material for board meetings, sub-committees and the AGM.
- Ensure the charity's governing documents, key policies and risk register remain current, and are reviewed on a regular cycle.
- Maintain the charity's compliance with Charity Commission requirements and other relevant regulatory obligations.

Leadership & People Management

- Provide day-to-day remote line management, support and development to the Charity Manager, agreeing objectives with regular reviews.
- Oversee and coordinate the work of any contractors (also such volunteers as may offer their services), ensuring clear expectations and good working relationships.
- Build and sustain a positive, supportive staff culture, in keeping with the charity's non-hierarchical approach to leadership.
- Support recruitment, induction and ongoing development of staff and volunteers as the charity's needs evolve.

Christian Leadership & Representation

- Model the Christian faith through personal conduct as part of the charity's identity, with sensitivity to the cultural and religious context of the countries in which the charity operates.
- Lead or take part in prayer with staff, trustees, partners and supporters where appropriate, and speak about the charity's Christian values and motivation when representing it externally.
- Act as the charity's senior representative on matters of Christian identity in dealings with church partners and faith-based donors, ensuring the charity's values are represented accurately and sensitively.
- Represent the charity's Christian values consistently, particularly in relationships with partners and supporters, when undertaking fundraising activity, and attending public events.

Finance & Resources

- Work closely with the Treasurer and external accountants to support accurate and timely financial reporting.
- Ensure sound financial management across the charity, overseeing and monitoring the outsourced finance team's (Finance Box) work on management accounts and reporting.
- Own the annual budgeting process, working with the Board to set and monitor budgets and to report on variances.
- Calculate, set up and administer monthly donations and payments, and oversee the accurate handling of restricted and unrestricted funds.
- Monitor cashflow and financial risk, escalating concerns to the Chair and Board promptly.

Income Generation & Fundraising

- Lead the charity's income generation strategy, ensuring funding is sufficient to sustain, and ideally grow, its operations and programme portfolio.
- Develop and diversify income streams, including individual giving, events, trusts and grants, corporate donations and legacy giving.
- Run established fundraising events, including the Quiz & Curry evenings, and develop new fundraising and supporter engagement events.
- Attend exhibitions, conferences and networking events to build new business contacts and engage new supporters.

Marketing, Communications & Engagement

- Maintain and deepen existing donor relationships, reflecting the warm, friendly and professional culture of the charity.
- Organise the Annual Celebration and other supporter engagement events, including online events.
- Maintain the charity's public-facing communications, including its website, social media and supporter updates and newsletters, ensuring they reflect its mission and values.
- Represent the charity at external networking events, video calls and charity-sector forums.

Data Protection & Compliance

- Securely maintain and update donor and supporter records in line with GDPR and the charity's data protection policy.
- Ensure data protection and safeguarding procedures are understood and followed across the organisation, including by contractors and volunteers.

Partnerships & Development

- Identify and develop new partnerships and projects, including UK-based partnerships and collaborations.
- Oversee relationships with delivery partners, supporting effective programme delivery.

External Affairs

- Act as the first point of contact for external enquiries, comments and complaints, responding promptly and professionally.
- Represent the charity in the media and at events as required, protecting and enhancing its reputation.

Person Specification

Business Networks, Fundraising Confidence & Public Presence

Essential	Desirable
• A confident, engaging communicator, able to secure speaking engagements and fundraising opportunities. • Able to represent the charity with warmth and clarity. • Builds strong donor relationships that balance friendliness with appropriate professional boundaries, and understands donor motivations and stewardship. Ability to do this using online platforms and able to communicate clearly and effectively.	• Has well-established business contacts and networks, both local and national. • Comfortable appearing on video, social media reels and other public-facing content. • Combines positive energy with big-picture thinking.

Style of Leadership

Essential	Desirable
• A non-micromanaging, developmental leadership style that gives staff autonomy, encourages their thinking, and supports their wellbeing. • Works alongside staff rather than above them, and values frontline opinions and expertise. • Willing and able to take on operational and administrative tasks personally. With a small core team, there is no back office to delegate to, so hands-on delivery is a core part of this role rather than an occasional exception. • Works closely with trustees, encouraging them to be active, supportive and engaged, while communicating clearly and respectfully. • Handles pressure calmly and is able to prioritise their work effectively.	

Strategic Planning & Operational Alignment

Essential	Desirable
• Able to build a clear five-year strategy and align operations, staffing and budgets to strategic priorities alongside the Trustees.	• Sticks to the agreed strategy while adapting intelligently as circumstances require.

Governance & Financial Management

Essential	Desirable
• Understands charity governance, compliance, risk and reporting, and works constructively with trustees on all areas of governance. • Competent with budgets, forecasting, cashflow and financial risk, including restricted and unrestricted funds.	

Evidence, Monitoring & Evaluation

Essential	Desirable
• Understands why evidence, outcomes and impact reporting matter, and ensures projects have a clear data trail for funders and governance.	

Efficiency & Continuous Improvement

Essential	Desirable
• Strong attention to detail. • Notices waste, duplication and inefficiency, and encourages staff, contractors and volunteers to suggest and help implement improvements. • Understands how to make cost savings without compromising the charity's mission.	

Christian Faith & Practice

Essential	Desirable
• A committed, practising Christian, able to articulate and demonstrate a personal faith consistent with the charity's Christian values. • Confident and comfortable leading or taking part in prayer, and speaking about faith in both internal and external, public-facing settings. • Able to make and explain decisions with reference to Christian teaching, and to bring prayer needs and matters of faith appropriately to the Board. • Culturally sensitive in expressing and modelling the Christian faith across the different countries and contexts in which the charity operates.	

Occupational Requirement & Safeguarding

People against Poverty is a faith-based Christian organisation, and one of its charitable objects is the advancement of the Christian religion. Being a practising Christian is a genuine occupational requirement (GOR) for this post, applied in accordance with the Equality Act 2010 (Schedule 9, Part 1).

This requirement is applied because the duties of the CEO role are not purely operational or managerial. As set out above, the postholder is required to:

- represent the charity's Christian values publicly, including to partners, supporters, donors and at public events;
- base decisions on prayerful consideration, and bring prayer needs to the Trustees; and
- model the Christian faith through personal conduct, as a core part of the charity's identity and public representation.

Because faith is therefore a genuine and determining element of how this role is carried out, and not merely a background context in which it takes place, applicants will be asked to evidence their personal Christian faith and practice as part of the recruitment process.

This role requires the successful candidate to complete a Self-Declaration and Disclosure form and is subject to a basic DBS check. Having a criminal record does not automatically bar you from this role. We assess all applicants on an individual basis in line with our Safer Recruitment Policy and the Rehabilitation of Offenders Act 1974. This role may also be subject to other legal or best practise checks as of the time of appointment.

How to Apply

Expressions of interest should be sent to Stuart Brown at:
chair@peopleagainstopoverty.com

Please enclose:

A full CV outlining your career history to date. Please include any relevant experience to date.

A covering letter, of no more than two pages in total, **outlining how you meet the criteria set out in the person specification and your reasons for applying.**

People Against Poverty is committed to equality, diversity and inclusion, and welcomes applications from all suitably qualified candidates.

The closing date for applications is midnight on Sunday 27th September 2026.

All applications will be considered immediately after the closing date and candidates informed if they have been shortlisted for interview by **Thursday 1st October 2026.**

Formal interviews will be held online on **Thursday 8th October 2026.**

The interview panel will be; Stuart Brown, Chair of Trustees, Andrew Fisher, Treasurer, Kiki Alo, Trustee and Suzie Leveson, HR Consultant.



People Against Poverty
c/o Alanbrookes Group
10 Market Place
Devizes
Wiltshire
SN10 1HT

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A Limited Company, registered in England and
Wales, no. 4727350