



DeafKidz
INTERNATIONAL

Chief Executive Officer

Appointment Brief
May 2022



Jenny Hills, Director

Harris Hill Ltd, 1-2 Paris Garden, London, SE1 8ND

020 7820 7321 | jenny.hills@harrishill.co.uk

www.harrishill.co.uk

HarrisHill
charity recruitment specialists



Welcome

Dear Candidate,

Thank you for your interest in applying for the post of Chief Executive Officer at DeafKidz International. As the global leader for the safeguarding and protection of deaf, hard of hearing and deafened children and young people, you will be joining us at an exciting time as we look to review the success of our current three-year strategy and look forward to preparing our 10th anniversary celebrations in 2023.

Deaf children and young people are three times more likely to experience abuse and exploitation than hearing children. All abuse is wrong, very wrong, but the fact is, deaf children experience endemic physical, sexual, emotional abuse and neglect. This can't happen and so at DeafKidz International we're working to ensure deaf children can be safe and that child protection capabilities are strengthened to be inclusive of the needs of deaf children and their families.

This is some undertaking, but in just a short time we've come a long way. We've developed a core model of intervention which is focused on five domains and which aims to ensure deaf children and young people are able to live safely and without fear of abuse; we've originated and developed some cutting edge programming and toolkits which we're now looking to scale; we've built incredible partnerships with the likes of the Global Partnership to End Violence Against Children, Jersey Overseas Aid, Child Helpline International and more; and we've also built a consultancy arm that we are seeking to mobilise.

For our next Chief Executive Officer, DeafKidz International is seeking an experienced and inspiring leader who will scale and sustain the organisation through a blended combination of business development and fundraising work. With, ideally, lived experience of deafness and having worked in child protection, we'd be looking for you to advocate across the global child protection community, ensuring decision makers encompass the needs of deaf children and young people in their programming. You will also work with the Chair, the Board and the staff team to centralise DeafKidz International in the global south whilst leading on the development of DeafKidz USA.

Working out of the vibrant and quirky city of Brighton, this will be a challenging but rewarding role and one that will allow you to make a real difference. As a deaf led organisation, we positively encourage applications from deaf or hard of hearing people. In partnership with Harris Hill and our preferred communications provider, Action Deafness Communications, the search and selection process will be accessible, throughout, to BSL users.

So, if you believe you have the drive, passion and leadership skills required to become the new Chief Executive Officer of DeafKidz International, with a proven track record of growing and sustaining an organisation, we would love to hear from you. Because together, we can work to ensure that deaf children and young people are able to live their lives safely and without fear of abuse.

We look forward to your application

A handwritten signature in black ink, appearing to read 'Steve Crump'. The signature is stylized and includes a small flourish at the end.

Steve Crump
Founder and Chair, DeafKidz International

About us

Deafness is the third largest disability globally with 466 million deaf people worldwide yet it remains the least resourced. The abuse and exploitation of deaf children is endemic, with deaf children three times more likely to be abused than hearing children, but safeguarding and protection networks lack the means to support deaf survivors/victims of abuse and deaf children at risk. Deaf children face barriers to accessing services and support from teachers, social workers, police workers, medical staff and the justice system, often due to the lack of deaf awareness and resources available to these professionals who are unable to effectively communicate with or support the needs of deaf children. In low-middle income countries often children are not even diagnosed as being deaf which exacerbates risk of abuse and prevents them from accessing vital support they need. DeafKidz International (DKI) was founded by Steve Crump, deaf himself, in 2013 after witnessing the appalling abuse suffered by deaf children in sub-Saharan Africa. DeafKidz International seeks to address the vital gaps in meeting the safeguarding and protection needs of deaf children and reducing risk and vulnerability while supporting deaf children, young people and adults to lead their fullest lives ensuring equal and rightful access to health, education and employment as their hearing peers.

Drawing its authority from the UN Convention on the Rights of the Child (CRC) and the UN Convention on the Rights of Persons with Disabilities (CRPD) and the Sustainable Development Goals (SDGs) which guide international development agenda, DeafKidz International aims to promote and realise the rights of deaf people as enshrined, endorsed and promoted in international legislation. The reality for deaf people in low middle income countries is that they are often socially isolated, excluded from school and have limited opportunities for income and employment. Our organisational objectives and strategy aim to ensure deaf children, young people and adults are never left behind and can enjoy their rights in a fully inclusive society while able to live safely, access health and education, secure a livelihood and sustain their future.

Our Vision

A world where Deaf, hard of hearing, deafened and DeafBlind children, young people and adults are able to live safely and without fear of abuse and exploitation.

Our Mission Statement

With safeguarding at the heart of all we do, DeafKidz International aims to respond comprehensively to the protection, health, wellbeing and access to education needs of deaf children, young people and adults worldwide.

Our Values Statement

DeafKidz International is a deaf-led organization where deaf children, young people and adults are central to all aspects of our organization, influencing and informing our work. We are committed to the integration of deaf and hearing, through which we 'normalise' being deaf, reduce stigma and promote deaf awareness. We recognise and celebrate the diversity of deaf people and deaf communities and adopt and advocate a total communication approach, believing every deaf person has the right to choose and use their preferred mode of communication. We are evidence led, guided by the lived experience of deaf people and informed by the learning and impact of our work, strategies and approaches. We consider sustainability right from the outset, aiming to embed our work in local structures and investing in enhancing the skills and capacities of local communities and partners. We take a rights-based approach, promoting and protecting human rights, and stand for non-discrimination and equal opportunities for everyone regardless of age, disability, gender, race, religion, sexual orientation, socio-economic status or any other basis while also recognizing the barriers and inequalities faced by certain groups due to stigma, stereotypes, marginalization and power imbalances. At our core, we are an organization that treats everyone we come in contact with decency, respect and dignity.

Our Strategic Aims & Objectives

- i. Prevent and mitigate the abuse of deaf children, young people & vulnerable adults**
 - i. Empower deaf children, young people and vulnerable adults, their families and communities to know, prevent and respond to abuse
 - ii. Ensure governments, civil society and service providers in humanitarian, development, education and health settings are able to respond to the inclusive safeguarding and protection needs of deaf children, young people and vulnerable adults through their own systematic architectures, policies, programmes and services.
- ii. Reduce risk and vulnerability by ensuring accessibility and removing barriers to communication for deaf children, young people and adults**
 - i. Support the development and acquisition of communication skills including sign language, sign supported spoken language, community ethnic sign, aural method and DeafBlind manual for deaf children, young people and adults
- iii. Ensure deaf children, young people and adults have equal access to health, education and economic opportunities to realise their rights and potential**
 - i. Support deaf children, young people and adults to access local, sustainable, low cost early identification and hearing health interventions led, managed and delivered by trained local partners and professionals
 - ii. Support design and delivery of accessible public health education and health promotion programmes and services specifically for deaf children, young people and adults
 - iii. Support deaf children, young people and adults to access mental health and wellbeing services and programmes that respond to their specific needs and risks
 - iv. Support the rightful access, inclusion and progression of deaf children through the education system
 - v. Support deaf young people and adults to access livelihoods and employment opportunities enabling economic independence
- iv. Enhance deaf led representation & advocacy**
 - i. Through our brokerage and support, empower international, regional, national and local organisations of and for deaf people to represent and advocate the safeguarding and protection rights of the communities they serve
- v. Build a robust and sustainable organisation by strengthening organisational effectiveness, efficiency and resilience**
 - i. Grow the income through diversified funding streams
 - ii. Strengthen our monitoring, evaluation and learning (MEL) systems
 - iii. Ensure people capacity and structure meet the needs of the organisation
 - iv. Raise the visibility and profile of the organisation

Our Work

DKI delivers and implements its work through a range of partners, including deaf-led organisations, NGOs and government entities. This to ensure the work is locally driven, impactful and sustainable. We currently work in The Gambia, India, Malawi, Pakistan, South Africa and Zambia. We have carried out short term and contractual assignments in Kenya, Jordan, Switzerland and Greece. We are currently mobilising a small consultancy team to Moldova and Romanian in response to the Ukraine crisis.

Current programming includes;



DeafKidz Defenders - funded by the Global Partnership to End Violence Against Children, we are developing interactive, accessible, digital games to be piloted in South Africa and Pakistan, aimed at educating and empowering deaf children to stay safe online. An ambitious scaling partnership will see this content cascaded globally.



DeafKidz Goal! - funded by Comic Relief, works to break down barriers, promotes inclusion and ensures equal opportunities for deaf boys and girls by empowering them with vital life skills through the platform of street soccer. Currently delivered in India, we are looking to scale this programme across the country and to other geographies.



Our work across The Gambia, Malawi, Pakistan and Zambia is aimed at increasing vital access to ear and hearing care for deaf children and adults by working with partners to set up ear and hearing care health services. This sees work to develop the skills and capacities of partner teams, ensuring services are independent, locally-led and sustainable.



In South Africa, we are working with partners to develop an arts-based leadership programme, which uses participatory filmmaking to empower deaf children and young people to develop leadership skills alongside other young people who are hearing. This to foster the inclusion of deaf children and support the development of their self-advocacy skills.



In response to the Ukraine crisis and drawing reference from previous work in France and Greece, we are working to ascertain the protection needs of deaf refugee children and their families in Romania and Moldova.

Our financial position

DeafKidz International is in a good financial position with a positive balance sheet, reserves and an investment policy which continues to support growth.

A major portion of our income comes from grant agreements out of the US and Switzerland. We will be looking to build upon these partnerships and to further diversify and grow our income. In particular, we are looking to continue to develop our consultancy arm as well as our innovative fundraising programme. All of which is aimed at developing sustainable income streams in support of our core mission. To this end, DeafKidz International will continue to work with the global child protection community, partner deaf organisations, donors and investors to embed best practice and innovation, providing excellent protection and safeguarding services for deaf children and young people.

You can find out most recent accounts on [our page at the Charity Commission](#).



Our next CEO

We are looking for a Chief Executive Officer who will provide the overall strategic leadership, vision and direction for DeafKidz International.

You will be the lead ambassador for the organisation, raising our profile, engaging with high level decision makers and developing relationships with investors, donors and partner agencies. An ability to grow the business – and an evidenced track record of having done so elsewhere – is essential. We are looking for an experienced and well-networked leader from within the child protection, humanitarian, development or global disability space. We would obviously welcome lived experience of deafness and we would wish you to have some competence in British Sign Language, or be prepared to learn – quickly. You will have a proven ability to motivate and support staff through a facilitative approach and possess personal drive and energy. It goes without saying, you will need to be financially literate and able to work with organisational and programme budgets. The post is based in Brighton with allowances for flexible working. For the right individual, this will be a most rewarding role.

What success will likely look like for our next CEO

In 1 year from appointment:

- A hybrid working model has been successfully implemented, with staff attending the office 3 days per week
- An affirmed business development and fundraising programme is in place to drive revenue growth in the medium and long term
- The charity has a platform established in the USA; DeafKidz USA
- The charity has consultancy contacts in place that both generate income and spread best practice
- Agencies and other stakeholders are investing in DeafKidz International

In 5 years from appointment:

- The charity has grown a diversified and secure portfolio of funding
- DeafKidz International is franchised, with branches in countries such as South Africa, Zambia and Pakistan.



Job description

Job title:	Chief Executive Officer
Salary:	circa £60,000
Location:	Brighton/Hybrid
Accountable to:	the Chair of DeafKidz International, working closely with the Board
Line reports:	Senior Finance Manager, Senior Programmes Lead, Programme Manager, Fundraising and Communications Manager
Total staff:	5 positions



Job overview

The Chief Executive Officer will provide strategic leadership to the organisation and drive the growth of the organisation, working to ensure that deaf children and young people are able to live safely and without fear of stigma, discrimination and abuse in their communication mode of choice.

Key responsibilities

Strategic leadership and operations

- Working with the Board, set the strategic direction for the organisation, developing strategic and operational plans to achieve maximum reach and impact for our key constituency – deaf children, young people and adults – and monitor the performance of the organisation against agreed targets and objectives
- Uphold the financial integrity of DeafKidz International, managing the overall budgets and resources of the charity as a whole, ensuring optimal resource utilisation, in keeping with regulatory and compliance requirements
- Ensure that the charity has robust organisational governance protocols and policy infrastructure as well risk management and mitigation measures, with particular regard to financial stewardship and compliance.
- Provide appropriate and timely reports in and information to the Board and counsel the Board to support fulfilment of their duties and responsibilities. In consultation with the Chair, prepare Board meeting agenda and papers and organise the quarterly board meetings.
- Guide and inform the Board on current trends and issues in the international development sector in order to facilitate policy-making and recommend policy positions
- Promote diversity and equality of opportunity in all of DeafKidz International's work and practices and ensure that all policies relating to equality, safeguarding and other aspects of ethical operation are maintained and enforced.
- Develop and form partnerships with relevant like-minded organisations in the UK and overseas to support delivery of our work, with appropriate contractual arrangements in place.
- Oversee programme quality and performance to ensure our work achieves desired impact, meets the objectives of the organisation and commitments to funders.
- Provide general oversight of all activities, manage the day-to-day operations, and assure a smoothly functioning, efficient organisation.



Growth

- Drive business development and fundraising, diversifying the income of the organisation, developing sustainable and resilient incomes streams including through the DKI consultancy
- Steer the team on prospect research and programme development, developing high quality bids for institutions, trusts and foundations and other funding organisations.
- Increase visibility and profile of the organisation through devised external communications, PR and media strategies, growing our follower base and reaching new audiences

Representation

- Represent and promote DeafKidz International in various platforms and forums and through presentation and presence at high level summits and conferences as well as key donor meetings
- Personally contribute to lifting the public profile of DeafKidz International

People

- Manage the team effectively, building confidence in the Executive Team, managing and improving performance.
- Ensure skills, capacities and structure of the team meets the operational requirements of the charity, where staff feel valued and equipped to do their job effectively.
- Foster effective relationships with partner organisations, funders and teams.
- Motivate, inspire and empower all those working within and associated with the charity to achieve the charity's goals, including trustees, staff, consultants and volunteers.

Person specification

Experience

- Leadership experience within international child protection, humanitarian, development or disability organisations
- Experience in a senior management role of managing and growing teams
- Experience of developing and implementing organisational strategies that deliver evidenced outcomes and outputs
- Experience in the design and development of strategy and vision, with the proven ability to learn from and adapt to changing circumstances, and to translate strategy into meaningful action
- Experience leading change in an organisation, and in developing values and culture
- Experience of communications at the highest level to achieve positive outcomes through advocacy with donors, influencing decision-makers, and engaging opinion formers
- Experience of business development and fundraising, delivering organisational sustainability and resilience; leveraging funding from institutional donors, partner NGOs, Trusts & Foundations; high-net worth and corporate donors
- Experience of managing human and financial resources in a complex and dynamic framework and the acumen to maximise opportunities within a sector where resources and talent are not easily secured or sustained
- Financial and budget management experience, including budget preparation, analysis, decision-making and reporting

Knowledge

- Awareness or familiarity with the intricacies of lived deaf experience, with some competence in BSL – or a preparedness to learn
- Understanding of current child protection policy and funding
- Ability to manage teams remotely
- Experience of working with low and middle income countries
- Awareness of current issues, challenges and trends in the broader humanitarian and development sectors

Skills and abilities

- Ability to engage and communicate with confidence, comfortable articulating vision, strategy and technical positions, adaptive to a wide range of stakeholders
- Interpersonal skills; an active listener with ability to build positive relationships with a wide variety of people, staff, donors, sectoral decision-makers and communities

Personal qualities, values and behaviours

- Personal and professional integrity, a credible and authentic leader. Cross-cultural awareness, commitment to diversity and inclusion
- Willingness to travel as needed

Core competencies and behaviours of the role

- Vision and strategy**
 - Sees the broader picture and anticipates strategic issues, opportunities and risks
 - Clearly communicates the link between the vision and strategy and operational plans
- Leadership**
 - Serves as a role model that other people want to follow
 - Is proactive in developing strategies to accomplish objectives
 - Drives for change and improvement
 - Widely shares DeafKidz International's messages and values, engages and motivates others
- Accountability**
 - Takes ownership for responsibilities and decisions and honours commitments
 - Operates in compliance with organisational rules and regulations
- Decision making**
 - Makes fully informed decisions and recommendations.
 - Ability to make decisions with integrity
 - Involves others in decision making that affects them.
- Results-driven**
 - Sets ambitious and challenging goals.
 - Future orientated, thinks strategically and on a global scale with a clear, actionable plan
- Team working, team building and collaboration**
 - Builds and maintains effective relationships, with the trustees, teams, partners and external stakeholders.
 - Values diversity, sees it as a source of wider strategic competency and insight
 - Enthusiastic, positive, approachable, good listener, easy to talk to.
 - Actively supports the development and career aspirations of staff.
 - Encourages team to set SMART goals that are actually Specific, Measurable, Achievable, Relevant and Time-bound
 - Empowers staff input and expertise.
- Communication**
 - Tailors communication style and content to match the audience both in writing and presentation.
 - Demonstrates openness in sharing information and keeping people informed.
 - Presents in a confident and enthusiastic manner when addressing people in a large or small group.
- Innovation**
 - Develops and encourages new and innovative ideas and solutions.
 - Gives due consideration to new and unusual ideas; thinks 'outside the box'

How to apply

If you would like to apply for this position, please send the following:

- An up to date CV outlining your employment history, academic and professional qualifications, and contact details
- A completed Application Form
- A Supporting Statement (no more than 2 x A4 pages)
 - Demonstrating how you meet the criteria outlined in the Person Specification
 - Outlining why you are interested in becoming the CEO of DeafKidz International

Please submit your completed application to executive@harrishill.co.uk to arrive by 9am on Monday 13th June 2022.

DeafKidz International and Harris Hill are equal opportunities employers. We value diversity and welcome applications from all sections of the community. Applications from people in underrepresented groups with protected characteristics are encouraged. We are dedicated to encouraging a supportive and inclusive culture amongst the whole workforce. It is within our best interest to promote diversity and eliminate discrimination in the workplace. When we select candidates for employment, promotion, training, or any other benefit, it will be on the basis of their aptitude and ability. We ask individuals to complete a monitoring form to help us monitor the diversity of applicants. It will be separated from your application and will not be seen by anyone involved in recruitment to this position.

Next steps:

Closing date for applications	9am, Monday 13th June
Shortlisting meeting between Harris Hill and DeafKidz International	Monday 20th June
First stage interviews with DeafKidz International	Thursday 23rd June
Final panel interviews with DeafKidz International	Tuesday 28th June

Please state in your application if you have any commitments during the interview period that may coincide with these dates, and if you will require a BSL interpreter or any other any special provisions should you be called forward for interview.

If you require any further information, please contact Jenny Hills at Harris Hill with your availability at executive@harrishill.co.uk to arrange a confidential conversation.

Advertising copy

The next Chief Executive Officer (CEO) of DeafKidz International will join us at an exciting time as we look to review the success of our current three-year strategy and look forward to preparing our 10th anniversary celebrations in 2023. Our new CEO will be an experienced and inspiring leader who will scale and sustain the organisation through a blended combination of business development and fundraising work.

While we are a relatively new charity, we are the global leader for the safeguarding and protection of deaf, hard of hearing and deafened children and young people. Deaf children and young people are three times more likely to experience abuse and exploitation than hearing children. Deaf children experience endemic physical, sexual abuse and neglect. This can't happen and so at DeafKidz International we're working to ensure deaf children can be safe and that child protection capabilities are strengthened to be inclusive of the needs of deaf children and their families.

We've developed a core model of intervention which is focused on five domains and which aims to ensure deaf children and young people are able to live safely and without fear of abuse; we've originated and developed some cutting edge programming and toolkits which we're now looking to scale; we've built incredible partnerships with the likes of the Global Partnership to End Violence Against Children, Jersey Overseas Aid, Child Helpline International and more; and we've also built a consultancy arm that we are seeking to scale.

Role:	Chief Executive Officer of DeafKidz International
Contract:	Permanent, full time
Salary:	circa £60,000
Location:	Brighton (3 days per week in the office)

Amongst other criteria, the successful candidate will have:

- Leadership experience within international child protection, humanitarian, development or disability organisations
- Awareness or familiarity with the intricacies of lived deaf experience
- Proven and evidenced track record of business development and fundraising, delivering organisational sustainability and resilience; leveraging funding from institutional donors, partner NGOs, Trusts & Foundations; high-net worth and corporate donors
- Experience in a senior management role of managing and growing teams
- Experience of developing and implementing organisational strategies that deliver evidenced outcomes and outputs
- Experience in the design and development of strategy and vision, with the proven ability to learn from and adapt to changing circumstances, and to translate strategy into meaningful action
- Experience leading change in an organisation, and in developing values and culture
- Experience of communications at the highest level to achieve positive outcomes comms through advocacy with donors, influencing decision-makers, and engaging opinion formers

We encourage applicants who are from underrepresented groups with protected characteristics, as we value having a diverse pool of applicants to find the best candidate. We would especially welcome candidates who are deaf.

If you would like to receive an Information Pack for this role with details on how to apply, please send an expression of interest and (optional but appreciated) a CV or professional profile in confidence to our consultant, Jenny Hills at executive@harrishill.co.uk

For an informal and confidential conversation about this position, please contact Jenny at the above address with your contact details, and suitable times to chat. If you require a BSL interpreter please advise and we will make the necessary arrangements.

Closing date for applications: 9am, Monday 13th June 2022.