

Beannachar Camphill Community



South Deeside Road, Banchory-Devenick, Aberdeen AB12 5YL

CANDIDATE INFORMATION FOR THE POST OF GENERAL MANAGER

Beannachar is an independent Camphill Charity and Life-Sharing Community offering a therapeutic and supportive environment for young adults with learning support needs. With a core of live-in staff, called 'Vocational Co-Workers', and employed staff who live off-site, our life and work is further enhanced by an annual intake of short-term volunteers from abroad. This staffing mix creates an international flavour which is a highly valued aspect of our identity.

Beannachar is one of 11 independent Camphill communities in Scotland, 5 of which are located in Aberdeen and the shire. Camphill is a world-wide movement dedicated to building communities where everyone can find purpose and belonging. The first Camphill community was founded in Aberdeen in 1940 by a group of refugees led by Dr Karl Koenig, an Austrian paediatrician. Inspired by the ideas of Rudolf Steiner they found their purpose living and working with children with learning disabilities. At that time people with learning disabilities were excluded from education and many other dimensions of society. Camphill took the opposite approach and created communities where the individuality and potential of even profoundly challenged children was developed.

More information on Camphill can be found on the Camphill Scotland website: <https://www.camphillscotland.org.uk/>

While Beannachar is a self-contained 28 acre estate in a semi-rural area near the River Dee, we are conveniently located only two miles from Aberdeen city centre. At the centre of our extensive wooded estate is a large 19th Century mansion house which is divided into two house communities, and there are two further purpose built houses which serve as house communities. We have a large walled garden, a working farm and numerous facilities for craft and other workshops. Originally Beannachar was a wholly land-based community. Today, the farm and garden still provide a fair proportion of the organic produce consumed by the community.



Life at Beannachar supports young people to discover and strengthen their unique talents and latent potential as they transition into adulthood. Young people need to have the chance to find themselves and find their place in the world. Those with learning support needs are no different in this respect, although finding an environment and a support network conducive to meeting their needs can be very difficult.

Beannachar strives to create that environment by providing a warm, welcoming and secure home life in a 'House Community', while complementing this with active and engaging working experiences and a lively and stimulating social and cultural life.



A limited company registered in Scotland No. 103915 Charity No. SCO 16384
Registered office: Brodies House 31-33 Union Grove Aberdeen AB10 6SD

Beannachar is a 'working community'.

Everyone, students and staff, contribute to the meaningful work necessary for maintaining our mutual interdependence, our mutual pride in achievement, and our mutual sense of belonging to something bigger than ourselves while recognising our own, irreplaceable part in that picture.



Work imparts a sense of dignity, inclusion and purpose to all who are able to access it. Enabling everyone to participate in 'meaningful work' is a recognised strength of our provision.

The day programme comprises a wide variety of workshop placements which run from Monday to Friday. They meet different needs and provide different ways for our students to progress through therapeutic inputs, skills development (fine and gross motor), sustained application of skills, confidence in achievement, social skills



development, independence, work and team-working skills.



The new 'self-build office under construction.

A note from the Chair:

2019 promises some significant changes at Beannachar. Elisabeth Phethean, who has been a leading figure and Beannachar's Registered Manager for over 30 years, will be stepping aside from her formal role by this summer. Our Board of Trustees have accordingly identified the first part of this year to recruit her replacement—the new General Manager!

This summer will also see the opening of our new Office Building. This building, which is a sustainably designed, wholly fund-raised self-build project, also heralds a new beginning for our Community. Allied to these two developments, the Board is committed to ensuring that our strategic direction gains momentum and secures Beannachar's valuable and valued service well into the future...



Jeannie Carlson, Chair, Beannachar Board of Trustees

Key details about the role of General Manager

As the most senior postholder within the organisation, the General Manager will:

- Take the strategic lead in pursuing and implementing the goals of an agreed Development Plan.
- Report to the Board of Trustees.
- Be responsible for the safe and effective overall management of the Charity.
- Undertake reporting duties as required by the Board and other external bodies.
- Maximise resident and day placement occupancies and ensure that Beannachar's provision fully meets the needs of all of its students.
- Be responsible of all commercial decisions.
- Monitor key areas of expenditure in order to ensure the sound financial management of the Charity.
- Act as ambassador and custodian of Beannachar's ethos and values.

Key information about who we are looking for

The General Manager will have:

- A minimum of 3 years Senior Management experience.
- Excellent time management skills and the ability to manage and prioritise a broad range of responsibilities.
- A sound and up to date knowledge of the social care sector, with a particular interest/involvement in the Voluntary Sector.
- A demonstrable commitment to upholding Beannachar's mission, values and ethos.
- Strong leadership skills with the ability to manage and motivate multi-disciplinary teams.
- Excellent verbal and written communication skills.

The General Manager will be:

- Comfortable managing a budget and dealing with sensitive financial information.
- Able and willing to converse with, report to and network with other professionals and our own Trustees and have the commercial acumen to identify and meet potential challenges to the Charity.

For further information please see the accompanying job description.

For an informal chat about this role, *please do not hesitate to email Fiona (fiona.campbell@hr-fm.co.uk) to arrange a time to speak with Jeannie Carlson, Beannachar Chair of Trustees.*

Additional information about this role

- This is a full-time, permanent position.
- Holiday entitlement is 30 days per annum inclusive of public holidays.
- Beannachar operates a Stakeholder pension scheme.
- The closing date for applications is January 27th 2019.
- Application is by CV and a cover letter. Please make sure that your cover letter addresses in detail the content of the attached Job Description and Person Specification.
- Interviews for this post will be held in the week of February 11th. Please let us know your availability when applying.

How to apply

To apply for this role, please email: fiona.campbell@hr-fm.co.uk

Please include your CV and tailored cover letter (in separate Word documents) outlining your suitability by midnight on Sunday 27th January 2019.

Thank you for your interest in this role.

