

Chief Executive Officer – YMCA North Staffordshire

Location: Stoke-on-Trent

Contract: Permanent

Salary: Negotiable. Range £91k-£100K (depending on experience)

Benefits: 39 days annual leave (including bank holidays), company pension

Lead. Inspire. Serve. Transform Lives.

Are you a Christian leader with a heart for young people and a passion for community transformation?

Do you believe in the God-given value and potential of every person?

Are you ready to guide one of the country's oldest and most trusted Christian youth movements into its next chapter?

YMCA North Staffordshire is seeking an exceptional Christian Chief Executive Officer to lead our mission, embody our values, and continue shaping a movement that is transforming the lives of thousands of young people and families.

With a proud 160-year history and an award-winning campus at the heart of Stoke-on-Trent, this is a rare opportunity to lead a charity that is deeply rooted in Christian faith, committed to radical inclusion, and driven by a vision where all young people can belong, contribute and thrive.

Our Christian Vision and Values

YMCA North Staffordshire is an inclusive Christian movement.

Our mission flows directly from our faith and is grounded in four core values:

PROTECT

We provide sanctuary and safety, ensuring every young person feels seen, valued, and respected.

HOPE

We see young people not through the lens of their past, but their God-given potential.

PERSEVERE

We walk with young people through challenges, setbacks, and breakthroughs.

TRUST

We act with integrity, accountability, and belief in the dignity of every human being.

Because these values are Christian in origin and practice, and because the CEO is the guardian of our mission, this role has a Genuine Occupational Requirement (GOR) for the postholder to be a practising Christian.

About the Role

Reporting to the Board of Trustees, the CEO will lead an organisation of 130 staff, a £5m+ budget, and a £35m estate, helping strengthen community through youth development, education, housing, healthy living, and social responsibility.

The next CEO will:

- Provide strategic leadership to deliver the 2026–2029 Business Plan
- Champion youth voice and empowerment in all areas of work
- Sustain and grow financial strength, partnerships, and social enterprise
- Uphold and deepen our Christian identity, ensuring values-led practice
- Drive innovation, digital transformation, and organisational development
- Represent YMCA NS locally, regionally, nationally, and internationally
- Be a visible advocate for young people in Stoke-on-Trent
- Strengthen our “village” culture: welcoming, relational, rooted in Ubuntu and Asset-Based Community Development principles (ABCD).

Purpose of the Role

To lead YMCA North Staffordshire in fulfilling its Christian mission, as described in the Associations charitable objectives

We develop young people; they develop their world.

Key Responsibilities

- Strategic leadership in alignment with Board governance
- Upholding Christian ethos, values, and culture across the organisation
- Financial stewardship, compliance, and sustainability
- Community development and partnership building
- Youth advocacy and empowerment
- Oversight of housing, programmes, and impact measurement
- Staff leadership, pastoral care, and organisational culture
- External representation and communications

Person Specification – Summary

Knowledge

- Housing, youth services, and community development
- Charity law, governance, safeguarding
- Understanding of Christian ministry, mission, and values
- Organisational development and change leadership

Experience

- Senior leadership in values-led or Christian settings
- Track record of strategic development and organisational growth
- Experience working with young people, housing, or community sectors
- Experience nurturing Christian ethos across a diverse organisation

Skills & Abilities

- Inspirational leadership and people development
- Strategic planning and delivery
- Excellent communicator and ambassador
- Partnership building and stakeholder engagement
- Ability to articulate and embody Christian faith
- Deep commitment to Christian values and the Aims & Purposes of the YMCA

The Leader We Are Looking For

The landscape for young people is changing — and so must we.

We need a CEO who is:

- Faith-filled and prayerful
- Values-driven and courageous
- Relational, compassionate, and community-minded
- A champion of excellence, innovation, and good governance
- Grounded in Christian mission and committed to radical inclusion
- Able to inspire hope, build trust, and persevere through challenge

As George Williams, YMCA's founder, said:

"You are not alone, and you can be more."

Our next CEO must believe this not only for themselves — but for every young person we serve.

How to apply

An application pack can be found at <https://ymcans.org.uk/services/jobs/>. This role is subject to enhanced DBS and reference checks.

Questions about the role should be directed to HR Director Josephine Boakye-Mensah at Josephine.Mensah@ymcans.org.uk

Applications should be emailed to Rachel.Greenway@ymcans.org.uk

Key Recruitment Dates

- Closing Date: 18th January 2026
- Interviews: Week commencing 9th February 2026

We are a safe recruitment Organisation and an Equal Opportunities Employer, we run the disability confident guaranteed interview scheme.

We are an organisation with Christian values, committed to Equality and Diversity in the Workplace. YMCA is committed to the safeguarding of children, young people and vulnerable adults.