

withyou

Appointment of

Executive Director of People, Inclusion and Organisational Development

April 2026

Reference: SBOLC

Saxton Bampfylde

wearewithyou.org.uk

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About us

Why we exist

There are almost 100 drug-related deaths every week in the UK – that's over 13 deaths per day.

Scotland currently has the highest drug-related death rate in Europe.

82% of dependent drinkers in England are not in treatment.

Each week 700 people are hospitalised and 24 die in Scotland as a result of alcohol use.

We exist to change this.

Our mission

What we do, the business we are in, who we serve, the services we provide.

To be there for anyone experiencing challenges with drugs and alcohol.

To work with people on their unique journey, whether it's staying safe and healthy, making small changes, or completely stopping a harmful habit.

To reduce stigma associated with drug and alcohol use so that everyone feels able to reach out for help.

We will do this by delivering specialist, free-to-access services to anyone who needs support, working in partnership with other experts.

Our vision

The difference we'll create in the world.

A future where everyone lives a life free from the harm associated with drugs and alcohol.

What we do

We provide a free and confidential service without judgement to more than 100,000 people a year. We use our expertise to improve the help available and raise awareness around drugs, alcohol and mental health so that more people can get support.

We provide over 80 community-focused services across England and Scotland, in the following areas:

Adult drug and alcohol services

We are commissioned to run drug and alcohol services across England and Scotland. This includes many different services from engagement and advice, to harm reduction, treatment (including clinical, nursing, psychological therapy and trauma approaches), recovery/community support, to supporting the Armed Forces communities. As our core work, this is the largest proportion of our work and the majority of our staff are employed in drug and alcohol services.

Mental health support

We run NHS Talking Therapies in Surrey and Kent for adult anxiety disorders and depression. We also integrate a trauma-informed mental health approach to all of our services.

Young people's services

We run stand alone young people's services and a number of others that are integrated within the adults' services, across the country. Services are developed locally around the needs of the young people and provide a holistic and CBT based approach to support, focusing on reducing risk-taking behaviour, building resilience, self-esteem and well being in order to make positive change.

Digital services

We provide confidential online support via a Webchat service for anyone in the UK, alongside creating connections and referrals for clients who need support. Our website also includes digital interventions and information about drugs, alcohol and mental health.



I hadn't smiled properly for a long time and a few months ago I laughed out loud. I'm smiling all the time now, every single day.

Everybody's got it in them to change. I didn't think my life was worth anything until I found We Are With You.

Read Louise's story [here](#)

Our Strategic Priorities for 2025–2030

To help realise our vision, we're focused on three key priorities:

- **Develop our core client support offer and operating model.**
- **Deliver high performing services and sector-leading client outcomes.**
- **Be a confident and bold voice in the sector and proactively work to tackle stigma for our clients, in the system and in society.**

We have transformed how we work, updating our operating model and clinical approaches to deliver more consistent, person-centred care.

Looking to the future, our 2025–2030 strategy is bold and transformative.

With a strong focus on deepening and enhancing our core offering, we aim to be the leading specialist provider of drug and alcohol services in the UK.

We will strengthen and deliver services that set the standard for excellence and use our voice to challenge stigma and drive change so that everyone can access the help they deserve.

Our ambition is to expand our reach and impact, empowering regional services to innovate and respond flexibly to local needs, while building a stronger, more sustainable organisation for the future.

Our impact in numbers



We worked with **72,618** adults in England and Scotland to overcome challenges with drugs and alcohol

We supported **6,362** young people aged 11-24 with drug, alcohol and mental health challenges

We received **£1.9m** in grants and donations from supporters, donors, trusts, and foundations

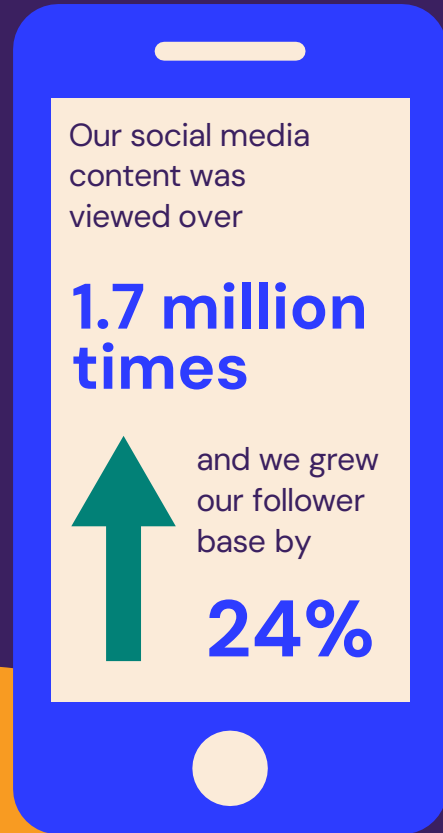
12,458 people began treatment with us in our mental health programme



203 volunteers gave **20,002 hours** to support our work and role model recovery



We completed **11,747** dry blood spot tests in our mission to micro-eliminate hepatitis C in our BBV commissioned services



The role

Job Purpose

- Accountable for the People function ensuring effective management of people services, supporting WithYou's diverse workforce and managers in achieving strategic objectives.
- The Executive Director will promote a positive workplace culture and ensure that People (HR) practices align with the organisation's values and mission.
- Drive initiatives that promote equality, diversity, and inclusion (EDI) while enhancing lived experience opportunities through the volunteering offer, fostering a culture of continuous learning and development.
- Leads and transforms the shared services function to ensure efficient transactional processing and provide strategic support to managers and staff.
- Accountable for Organisational Development strategy that aligns with the charity's mission, enhancing team performance, collaboration, culture and capability.
- Ensure Strategic Workforce Planning is in place to align talent acquisition and development with current and future organisational needs.



I wouldn't be here if it wasn't for We Are With You. Everything they do is awesome. It was their prescribing that kept me out of the hospital and out of the morgue. It diverted me away from what I was doing and made me focus on something else to sort myself out. My Recovery Worker, Lucy, steered me in the right direction.

Read Jamie's story [here](#)



Responsibilities / duties

- Lead cross-functional teams to deliver the Organisational Development & People function strategies.
- Oversee the Organisational Development & People Function, ensuring effective delivery of services to WithYou.
- Drive equality, diversity, and inclusion (EDI) initiatives, embedding these principles into organisational practices.
- Foster a culture of continuous learning at all levels, driving and sponsoring the implementation of training and leadership development programmes that support staff growth.
- Conduct strategic workforce planning to ensure alignment of talent with current and future organisational needs.
- Collaborate with senior leadership to align people initiatives with the charity's mission and values, enhancing team performance.
- Monitor the effectiveness of people-related initiatives, using data to inform decision-making and drive improvement.
- Ensure robust governance, compliance with laws and regulations, and alignment with WithYou's strategic direction.

Strategy

- As a member of the Executive Team, develop and implement the organisation's strategic plan, ensuring alignment with our mission and objectives while driving operational efficiency.
- Develop effective people strategies that support the organisational objectives and goals.
- Input into the development of comprehensive communication strategies by providing the people insight that effectively conveys our mission, values, and strategic objectives to internal and external audiences.

Leadership

- Proven track record of leading and developing cross-functional teams, with excellent interpersonal and communication skills.
- Contribute to the organisational vision as part of the Senior Executive and drive strategic initiatives to deliver outcomes for individuals with Drug & Alcohol challenges.
- Lead the Shared Services function to streamline, simplify procedures and create efficiencies through automation and take out duplication where possible, ensuring services are efficient and responsive to the needs of staff and the organisation.

Relationship Management

- Build and maintain strong relationships with key stakeholders, including government officials, regulators, industry associations, and clients, ensuring their needs and concerns are addressed in strategic planning.
- Oversee and manage relationships with Trade Unions and where appropriate take a lead role with Union Officials.
- Build and maintain strong relationships with the Executive Director of Operations and Directors of Operations to ensure the directorate provides the right level and support and tools to improve service delivery and positive outcomes for our clients.
- Lead the EDI & Lived Experience function by setting policies and processes that foster an inclusive environment and support the needs of all staff and volunteers.

Finance

- Strong understanding of financial management and accountability for management of service budgets, ensuring effective resource allocation and raising any financial issues in a timely manner to achieve value for money in service delivery.

Operational Delivery

- Drive and oversee operational development initiatives, covering all aspects of the team such as leadership training, culture development and workforce planning, to enhance staff capabilities.
- Drive and oversee all aspects of the People Operations team, ensuring effective delivery of services in support of staff and managers across WithYou.
- Accountable for the strategy and implementation of EDI support, policy and practice across WithYou.

General responsibilities

- **Confidentiality:** Ensure confidentiality at all times, only releasing confidential or personalised information externally with consent from a line manager.
- **Data Protection Act:** Comply with the requirements of the Data Protection Act and amendments to ensure integrity and security of our information.
- **Safeguarding:** Remain vigilant at all times to any safeguarding concerns within the day to day performance of your job role, sharing and learning from these experiences to ensure our statutory and organisational responsibilities are met in respect of safeguarding children & vulnerable adults.
- **Conflict of interest:** Declare any involvement either directly or indirectly with any firm, company or organisation that has a contract with WithYou.
- **Equal Opportunities and Diversity:** Ensure that all clients, partners, carers, and colleagues in WithYou and partner organisations are treated as individuals within our Diversity and Equality framework.
- **Health and Safety:** Compliance at all times with the requirements of the Health and Safety regulations and WithYou's Health and Safety Policy and Procedures, ensuring reasonable care is taken with regard to yourself as well as any colleague, client or visitor who might be affected by an act or failure to act by yourself.
- **Quality Assurance:** To ensure all activities are delivered in a way that supports and maintains WithYou's registration with the Care Quality Commission and appropriate agencies in the devolved administrations (England) and with the Care Inspectorate, Scottish Social Services Council and appropriate agencies (Scotland).
- **Any Other duties:** To undertake any other duties that are reasonable and are commensurate with the role as directed by the relevant Director in line with the changing needs of the service and/or legal requirements.
- **Self-development:** Ensure you take responsibility for development and keep learning in your role.



We want to see a world where anyone experiencing challenges with drugs, alcohol or mental health gets support, when and where they need it.

Foreman, Staff, Rotherham

Person specification

Education / qualifications

- Educated to degree level
- Senior CIPD Level member or equivalent extensive HR experience

Experience / knowledge

- Significant experience working at a senior HR role in a complex organisation
- Experience of leading a people and organisational development function
- Good knowledge of employment law

Personal circumstances

- Ability to work flexible as required
- Commitment to the organisation's Guiding Principles and Behaviours

Skills and abilities

- Expertise in translating strategy to relevant people strategies and approaches, ensuring alignment and effective delivery
- Proficient in navigating complex people-related situations with a blend of compassion and decisiveness, fostering a supportive work environment
- Ability to build strong relationships with people at all levels of an organisation
- Strong communications and engagement skills, enabling effective interaction and influence across diverse audiences
- Ability to utilise and interpret data to inform the decision making process, enhancing effectiveness
- Good financial skills with the ability to manage costs and make effective commercial decisions
- Innovate and solutions focused
- Comfortable using digital tools for remote working and engagement, and to improve people's experience

Terms of appointment

Directorate: People, Inclusion and Organisational Development

Reports to: Chief Executive Officer

Responsible for: Director of People, Director of Learning and Development and Head of EDI and Lived Experience

Key relationships:

Internal: Executive Leadership Team, People Directorate Team, Department Heads, Board of Trustees

External: Regulatory bodies, sector HR Directors and leading sector providers

Remuneration: £105,000 plus benefits.

This a permanent, fulltime role. Hybrid working with national travel.



I never thought I could get help. Now I'm proud of myself sober. And I know I can do things I never imagined.

Read Chloe's story [here](#)

How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to WithYou on this appointment.

Candidates should apply for this role through our website at **roles.saxbam.com** using code **SBOLC**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

The closing date for applications is **noon on Friday 15 May**.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

- [Read our guide to writing cover letters](#)

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