

MySight York

Living well with sight loss

Chief Executive Officer – Recruitment Pack

Welcome

Thank you for your interest in becoming the next Chief Executive Officer of MySight York. This is an exciting opportunity to lead a respected local charity supporting people to live well with sight loss, while shaping the organisation's next phase of development and impact.

Role Details

- Role: Chief Executive Officer
- Location: Ground Floor, 84–86 Walmgate, York, YO1 9TL
- Hours: Full-time (37 hours per week), permanent. Monday–Friday, 9:00–16:30, with flexibility to work outside these hours when required
- Salary - £51,000-56,000
- Holiday: 30 Days + Bank Holidays and an additional Day after 5 years' service.
- Plus, a Day's holiday on birthday.
- Hybrid working arrangements.
- Pension, auto enrol after 3 months 5% employer contribution and 5% employee contribution
- Probationary period 6 Months



Welcome from the Chair

Thank you for your interest in becoming the next Chief Executive of MySight York.

MySight York is a long established and highly respected local charity, working alongside people with sight loss to enable them to live independent, confident and fulfilling lives. We are proud of the difference our services make every day for individuals, families and communities across York, and of the value-driven culture that underpins our work.

We are now seeking an exceptional new Chief Executive to lead MySight York into its next chapter. This is a pivotal appointment and an exciting opportunity for an inclusive, compassionate and strategic leader to build on our strong foundations, while helping the organisation respond to a changing external environment and the evolving needs of people with sight loss.

We have a committed and supportive Board of Trustees who bring a wide range of skills, perspectives and lived experience. We are united by a shared commitment to good governance, collaboration and accountability, and by a belief that diversity of thought, background and experience strengthens our decision making. The Board's role is to set strategic direction, ensure long term sustainability and uphold our values, while supporting and constructively challenging the Chief Executive to succeed.

At MySight York, equality, diversity, inclusion and accessibility are not add ons; they are central to who we are and how we work. We recognise that people with sight loss are not a homogeneous group, and we are committed to ensuring our services, workplace and leadership are inclusive, accessible and responsive to different experiences and identities. We are equally committed to creating an organisational culture where staff, volunteers and service users feel respected, listened to and able to thrive.

We welcome applications from candidates who share this commitment and who understand the importance of inclusive leadership, including the removal of barriers, the promotion of accessibility, and the active involvement of people with lived experience in shaping services and strategy.

The Chief Executive will work in close partnership with the Board, leading and supporting a dedicated staff team and volunteers, and building strong relationships with service users, partners, funders and the wider community. This role offers the opportunity to lead with purpose, empathy and integrity, while making a tangible difference to people's lives.

In return, the Board is committed to being an engaged, supportive and inclusive partner to our Chief Executive, providing encouragement, oversight and space for strong leadership.

I hope this pack gives you a clear sense of MySight York's purpose, values and ambitions. If you are inspired by our mission and believe you can lead with compassion, inclusivity and vision, we would be delighted to hear from you.

Warm regards,

Andrea Glover

Chair of the Board



Why Join MySight York

This is a unique opportunity to lead an ambitious, respected and growing charity at a significant point in its development.

MySight York has built a strong reputation as a trusted source of support for people with sight loss across York and beyond. We are recognised for our innovative services, strong partnerships and leadership in the development and implementation of the Eye Care Support Pathway.

The organisation has secured investment through trusts, foundations, statutory partners and the National Lottery Community Fund. We have ambitious plans to strengthen our services, expand our influence and ensure that people with sight loss are able to live independently, make informed choices and participate fully in their communities.

The successful candidate will inherit a committed and talented staff team, dedicated volunteers, engaged trustees and strong relationships with key partners including the NHS, Humber and North Yorkshire Integrated Care Board, RNIB and local authorities.

As Chief Executive, you will have the opportunity to:

- Deliver an ambitious three-year strategy.
- Shape the future of support for people with sight loss.
- Influence policy and service development locally and nationally.
- Lead a financially stable and respected charity.
- Build new partnerships and opportunities for growth.
- Champion accessibility, inclusion and equality.
- Make a lasting difference to the lives of people affected by sight loss.

About MySight York

MySight York is an independent local charity supporting people to live well with sight loss.

We provide practical, emotional and social support, advocate for accessibility and inclusion, and work with partners including the NHS, Integrated Care Board, RNIB and local organisations.

History

York Blind and Partially Sighted Society was formed in July 1979 with the aim of providing services to enable people who are blind or partially sighted achieve independence and live well with sight loss. This included providing a resource centre and a home visiting service.

In 2014 we became a Charitable Incorporated Organisation and in 2019 we changed our name to MySight York to become a more inclusive organisation aiming to encourage anyone who is experiencing sight loss to use our services which have grown to include, an equipment and information service, befriending at home and on the telephone, regular and one-off groups and activities, counselling, digital inclusion support, transcription and an Eye Clinic Liaison Service.

Where we are now

MySight York has award-winning service delivery, a go to place for people at all stages of sight loss, from a growing catchment area. We support around 1,700 people with sight loss every year, providing emotional support, expert advice and accessible services. From practical help and specialist information to peer support and inclusive groups, our work enables people to make confident choices about their lives and live well with sight loss. We are supported by a dedicated team of volunteers who help us to provide services, run activities and serve on the Board of Trustees.

We are also proud of our track record of campaigning on behalf of our members.

We have continued embedding the Eye Care Support Pathway into local services and systems. This work reached a major milestone when Humber & North Yorkshire Integrated Care Board became the first in the UK to formally adopt the Eye Care Support Pathway principles. We are proud to have helped shape and lead this work alongside RNIB and partners across the sector, ensuring that emotional and practical support are recognised as essential parts of the eye care journey.

We are also incredibly proud winners of two Visionary Awards, recognising our impact and innovation. This reflects the hard work of our staff, volunteers, members, and partners in helping to create a more sight loss-friendly York and pushing forward new approaches to accessibility, inclusion, and support.

As a charity we continue to grow and develop services all thanks to our fundraising efforts, donations and legacies we receive from individuals, groups and funders. We are embarking on a new, four-year, project – Bridging the Digital Divide – funded by the National Lottery, to tackle digital exclusion amongst people with sight loss.

We are a small but mighty team, with a mission to build a York where people with sight loss can live independently, equally, and without barriers. Our hard work has enabled us to achieve a sound financial footing and our ambition is to grow, innovate and improve and increase our services, to enable us to support more people than ever.



Our Strategic Priorities 2025–2028

The successful Chief Executive will play a pivotal role in delivering MySight York's Strategy 2025–2028 and ensuring that people with sight loss remain at the heart of everything we do.

Our vision is:

"A York where people with sight loss can live independently, equally, and without barriers, making confident choices about their lives."

Our mission is:

"To empower people with sight loss by providing expert advice, accessible services and a strong community of support, enabling them to live well with sight loss."

Over the next three years, MySight York will focus on four strategic ambitions:

Empowering and Equipping People with Sight Loss

We will continue to develop high-quality services that enable people to navigate life with sight loss confidently, including advice, emotional support, peer networks, assistive technology support and the ongoing development of the Eye Care Support Pathway.

Amplifying the Voices of People with Sight Loss

We are committed to ensuring that lived experience shapes services, policy and decision-making. Through consultation groups, partnership working and advocacy, we will ensure the voices of people with sight loss are heard locally, regionally and nationally.

Creating an Inclusive and Accessible Society

We will challenge barriers and promote accessibility across all aspects of public life. Through training, campaigning, partnership working and public engagement, we aim to create a more inclusive society for people living with sight loss.

Building a Resilient and Sustainable Organisation

We will strengthen our governance, financial sustainability, digital capability and workforce development to ensure MySight York remains a trusted and impactful organisation for years to come.

The new Chief Executive will lead the delivery of these ambitions, working closely with trustees, staff, volunteers, beneficiaries and partners to translate strategy into meaningful impact.

Our Values

Everything we do is guided by our values:

People First

We put people with sight loss at the heart of everything we do.

Integrity

We operate transparently, ethically and with accountability.

Inclusivity

We actively remove barriers and champion equal participation.

Collaboration

We work in partnership to create lasting and meaningful change.

Our Behaviours

Led by Lived Experience

We listen to and learn from people with sight loss.

Collaborative

We build strong relationships and work together to maximise impact.

Innovative

We embrace new ideas and continuously improve our services.

Inclusive

We ensure everyone feels welcome, valued and respected.

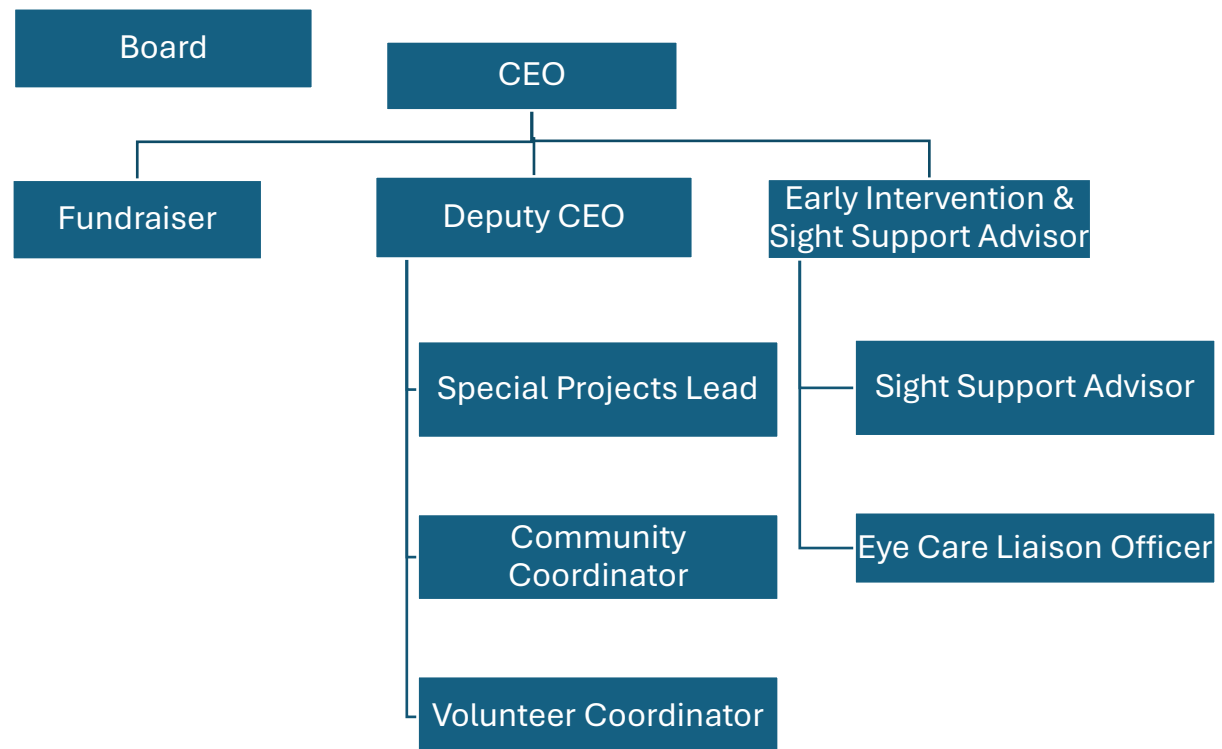
Transparent

We communicate openly, honestly and accessibly.

Job Purpose

To provide strategic vision, leadership and management to ensure MySight York achieves its charitable objectives, delivers high-quality services, remains financially sustainable, and continues to amplify the voices of people living with sight loss.

Organisational Structure



Key Responsibilities

Strategic Leadership and Planning

- Lead the development and delivery of the organisation's strategy.
- Work with Trustees, staff, volunteers and stakeholders to shape future priorities.
- Ensure services remain responsive to the changing needs of people with sight loss.
- Develop and monitor annual business plans and organisational objectives.
- Develop annual performance measures.
- Ensure organisational decisions are informed by beneficiary feedback and lived experience.
- Monitor organisational impact and report outcomes to the Board.

Leadership, Culture and Workforce Development

- Lead, inspire and develop staff and volunteers.
- Promote a culture of inclusion, accountability, learning and continuous improvement.
- Ensure staff wellbeing, development and effective performance management.

Financial Sustainability and Income Generation

- Maintain the long-term financial sustainability of the charity.
- Oversee budgeting, financial planning and financial controls.
- Support and develop fundraising, grants, contracts and donations.

Governance, Risk and Compliance

- Support the Board in fulfilling its governance and legal responsibilities.
- Maintain effective risk management and assurance frameworks.
- Ensure compliance with charity law, safeguarding, health and safety, employment legislation and data protection.

Partnerships and External Relations

- Act as the principal ambassador and spokesperson for MySight York.
- Develop strategic partnerships with funders, NHS partners, local authorities and community organisations.
- Promote awareness of sight loss and advocate for accessible services.

Safeguarding

- Act as the organisation's safeguarding lead at a strategic level.
- Ensure safeguarding policies, procedures and training remain effective and up to date

Equity, Diversity and Inclusion

- Champion equity, diversity, inclusion and belonging across the organisation.
- Ensure services remain accessible and responsive to diverse communities.
- Promote meaningful involvement of people with sight loss in decision-making.

Digital, Data and Innovation

- Lead the development of digital services and digital inclusion initiatives.
- Ensure effective use of data, insight and technology to improve services.
- Maintain oversight of cyber security, data protection and information governance.

Person Specification

Essential

- Significant senior leadership experience in a charity, public, private or voluntary sector organisation.
- Experience developing and implementing organisational strategy.
- Experience leading organisational change and improvement.
- Strong financial management and budgetary experience.
- Experience working effectively with a Board of Trustees or equivalent governance body.
- Track record of developing partnerships and influencing stakeholders.
- Excellent communication, presentation and relationship-building skills.
- Commitment to equality, diversity, inclusion and accessibility.
- Commitment to the values and mission of MySight York.
- Knowledge of disability, health or social care sectors.

Desirable

- Knowledge of visual impairment.
- Fundraising and income diversification experience.
- Knowledge of charity governance and regulation.
- Experience of working with NHS organisations or Integrated Care Systems.
- Media and public affairs experience.
- Experience of digital transformation and service innovation.

How to apply

If you believe you have the experience and leadership qualities to lead MySight York through its next phase of development, we would be delighted to hear from you.

To apply please send your CV to jobs@charityhorizons.co.uk

Please note: If you would like to submit an application or express your interest in an alternative format such as audio or video upload, or require any adaptations for your initial engagement with us, please contact either Jen or Leanne who will be happy to advise on this.

Please also be aware that we use anonymous recruitment methods when submitting shortlists for all our roles and we only work with organisations that are happy to engage with us in this way.

Charity Horizons is an equal opportunities employer and as such actively promotes equality, diversity and inclusion in the workplace. We welcome and encourage applications from all suitable candidates irrespective of age, disability, hidden disability, race or national origin, religion or belief, gender, gender expression, political view, sexual orientation, medical condition and pregnancy.

