



## **Chief Executive Officer (Part-time, 3 days/week)**

Veterans With Dogs (VWD) is seeking a dynamic and compassionate Chief Executive Officer (CEO) to lead our charity into its next chapter. This rare and exciting opportunity offers the chance to guide a small, high-impact team at a pivotal stage in the charity's growth.

**Location:** Exeter (hybrid with regular office presence required)

**Salary:** £45,000–£55,000 pro-rata (equivalent to £27,000 - £33,000 for 3 days/week) + 3% pension contribution

**Contract:** Initial 1 year role with opportunity to extend

**Hours:** 21 hours / 3 days per week

**Holiday:** 38 days per annum (FTE), plus bank holidays

**Reports to:** Chair of Trustees

**Direct reports:** 4

### **About Veterans With Dogs**

Veterans With Dogs is a UK charity that transforms the lives of Armed Forces veterans living with mental health challenges. Through the provision of highly trained assistance dogs and trauma-informed support, we help restore purpose, independence, and dignity to those who have served.

Founded in 2012, our work addresses a vital gap for veterans living with PTSD, anxiety, depression, and complex trauma. Through our award-winning PALS™ (Partner Animal Life Skills) programme, we help veterans re-engage with life, with the support of a trusted companion by their side.

Following a period of governance transition and renewal, we are entering a new and exciting phase. We are strengthening leadership, systems, and strategy to ensure long-term sustainability and greater reach. As we begin this next chapter, we are seeking an experienced, values-driven CEO to lead us confidently into this next phase.

### **The Role**

The CEO will provide strategic direction, operational oversight, and cultural leadership for Veterans With Dogs. Working closely with the Board of Trustees, the CEO will oversee the delivery of the charity's mission, ensure operational excellence, develop our long-term strategy, and foster a values-led and high-performing team.

This is a hands-on, multi-dimensional leadership role, ideal for a calm, pragmatic, and inspiring individual with experience of organisational stabilisation, stakeholder engagement, and sustainable growth. You will be a visible leader at our base in Exeter, while building strong relationships across the veteran, assistance dog, and wider charity sectors.

### **Key Responsibilities**

#### **Leadership & Strategy**

- Lead the development and delivery of an interim plan and longer-term organisational strategy
- Translate strategic goals into clear operational priorities and plans
- Foster a compassionate, inclusive, and mission-aligned organisational culture

- Act as a credible and inspiring ambassador for Veterans With Dogs with stakeholders, funders, partners, and the public
- Guide the charity through stabilisation and values-led, sustainable growth

### **Governance & Compliance**

- Ensure compliance with all relevant charity law, regulation, and best practice
- Work in partnership with the Board of Trustees, supporting effective governance and reporting
- Implement and embed improvements in HR, finance, safeguarding, IT, and operational systems
- Lead on organisational risk management, ensuring policies and procedures are in place and regularly reviewed

### **Operations & Programme Delivery**

- Oversee day-to-day operations to ensure safe, ethical, and effective service delivery
- Ensure safeguarding standards are upheld for both veterans and dogs
- Drive continuous improvement in programme quality, delivery, and impact measurement
- Ensure operational systems and data processes are robust, compliant, and fit for purpose

### **People & Culture**

- Lead, support, and nurture a small, dedicated staff team and wider network of volunteers
- Promote staff wellbeing, clear communication, and professional development
- Work with trustees to assess future staffing needs and build leadership capacity

### **Finance & Sustainability**

- Work with trustees and advisors to ensure sound financial management and reporting
- Contribute to financial planning, budgeting, and development of a sustainable reserves policy
- Help diversify income streams, supporting fundraising efforts, corporate partnerships, and individual giving

### **Fundraising & External Relations**

- Build and maintain relationships with funders, donors, corporate partners, and sector allies
- Collaborate with the fundraising trustee to develop new funding opportunities
- Represent the charity externally with credibility, transparency, and professionalism
- Strengthen partnerships with [ADUK](#), [ADI](#), [Cobseo](#), and other key membership bodies

### **Person Specification**

#### **Essential**

- Senior leadership experience within a charity, social enterprise, or values-led organisation
- Strong knowledge of charity governance, regulation, and trustee relationships
- Experience leading teams through organisational change or stabilisation
- Financial literacy with experience of budgeting, reporting, and planning
- Excellent communication and interpersonal skills across diverse stakeholders
- A calm, values-based, and ethical leadership approach

#### **Desirable**

- Experience in health, mental health, veterans' services, or trauma-informed work
- Experience working with boards during periods of strategic or leadership transition
- Fundraising and/or income generation experience
- Understanding of safeguarding best practice (for people and/or animals)

- Lived experience of the military or charity sectors (not essential)

### **Our Commitment**

Veterans With Dogs is committed to equity, diversity, and inclusion. We actively welcome applicants from all backgrounds and strive to create a supportive, respectful, and empowering workplace. We recognise the value of lived experience and are committed to continuous learning as an organisation.

### **How to Apply**

**Apply by emailing:** [sally.williams@veteranswithdogs.co.uk](mailto:sally.williams@veteranswithdogs.co.uk) with your CV and a brief cover letter outlining your interest and suitability.

If you would like a confidential conversation before applying, we would be happy to speak with you.

**Closing date to apply:** Friday 13 March 2026

- **First interviews (online):** week commencing 16 March 2026
- **Second interviews (in our Exeter office):** week commencing 23 March 2026 TBC

*Veterans With Dogs is a registered charity in England and Wales (No. 1161554).*