

Avante Care Trustee Recruitment Pack

avante[®]
care & support
'Everyone Matters'™



Introduction



I am delighted to introduce you to Avante Care & Support and want to thank you for your interest in becoming one of our Trustees.

We are a forward-thinking charity and have been providing care and support for over 30 years. We are proud of what we do and are committed to making a positive difference to those in our care. Without exception, the delivery of high-quality care is seen by Trustees and staff at all levels as our core purpose. This is guided by Our Vision, Communities where everyone has a vibrant and fulfilling life; and our Philosophy of Care, The Eden Alternative, with its focus on activity, variety, spontaneity and life.

We are financially stable and have reserves to enable us to grow. In recent years, we have made substantial progress in developing our services, specifically the construction of a new home at Westgate on Sea, Wain House, and the imminent opening of a new home at West Malling, Malling Grange.

Our commitment to create communities where everyone has a vibrant and fulfilling life is also reflected in the way we treat our employees. Our people are our most important asset, and we want to see our colleagues develop and grow.

We are seeking Trustees who share our desire to make a difference in the lives of older people. To that end, we are looking for people with backgrounds in social care or the health sector, or with a property, finance or HR specialism.

We look forward to hearing from you.

Stuart Cross

Managing Director

Background to Avante



Avante Care & Support is a Registered Charity supporting over 1000 older people through ten registered nursing and dementia care homes and home care services across Bexley, Greenwich, Medway and Kent. The organisation has an income in excess of £30 million.

Avante Care & Support was established nearly 30 years ago and is well regarded in the areas it serves, has an experienced and committed workforce and looks to make a difference through the care and support offered to individuals and to families in need of care and support. Avante's activities are delivered in accordance with its vision statement: Communities where everyone has a vibrant and fulfilling life.

The Board of Trustees is responsible for the overall governance and strategic direction of the charity, developing the organisation's aims, objectives and goals in accordance with the governing document and legal & regulatory guidelines.

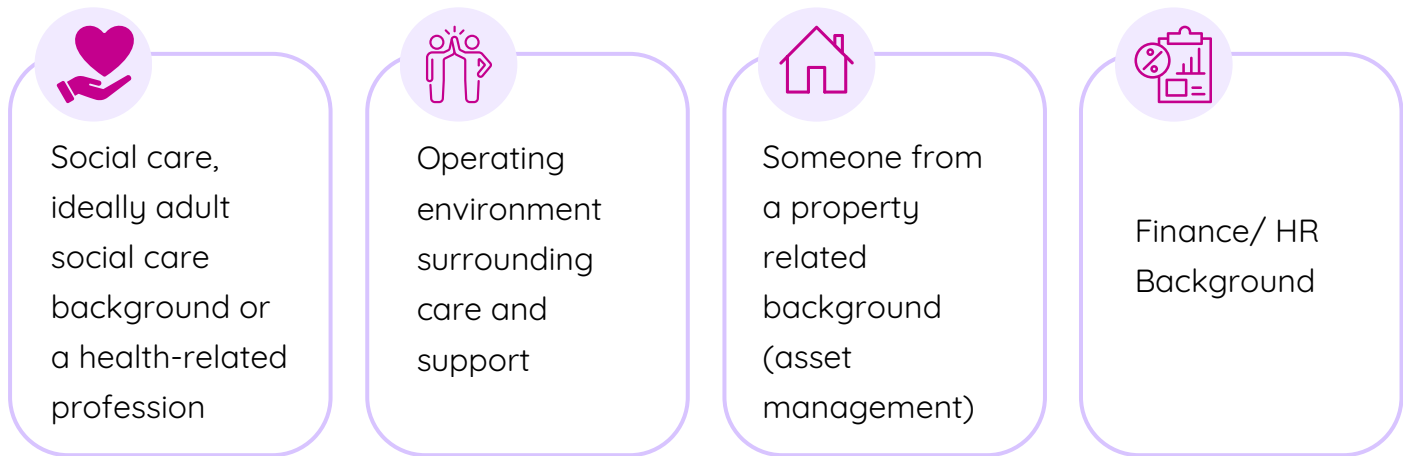
Avante is keen to develop its operations and has some ambitious plans, so this represents an exciting time to get involved with a progressive and developing organisation. For more information about Avante Care, please see [Avante Care & Support | Care Homes & Home Care | Kent & London.](#)



Candidate Profile

Avante is seeking two trustees to complement its Board of Trustees - Avante Care & Support.

The suitable candidates should have background expertise in either:



The suitable candidates will ideally be:

- based in the Southeast so that you can discharge your trustee duties and visit Avante's care homes as part of your duty of care as a trustee, these are largely based in Kent and surrounding areas Avante Care Homes - Avante Care & Support
- able to attend board meetings in person at the Head Office: De Gelsey House, 1 Jubilee Way, Faversham, ME13 8GD or at one of Avante's care homes.
- understanding of the commissioning environment, the regulatory environment surrounding care and support in the wider system.

Duties as a Trustee

Leadership

- To develop and approve the organisation's mission and values.
- To promote the reputation of the organisation and represent it at public events
- To provide the strategic leadership necessary for all staff to always deliver high-quality services.
- To represent the organisation at public events.

Strategy

- To regularly assess the market and review and develop the organisation's strategy.
- To agree the Annual Plan implementing the strategy.
- To review and authorise any major corporate changes to the organisation e.g. corporate amalgamations, takeovers or formal partnerships.

Performance Management

- To monitor and assess the organisation's results in relation to the agreed objectives, budget and business plan.
- Risk management
- To maintain a robust overview of the principal risks facing the charity;
- To exercise scrutiny over the charity's risk management systems.

Duties as a Trustee

Executive performance monitoring and remuneration

- To recruit and support the Managing Director.
- To monitor performance for the Managing Director and maintain an overview of Executive Team performance.
- To establish remuneration policy for the Managing Director and Executive
- In addition to the above duties, each Trustee should use any specific skills, knowledge or experience they have to help the Board reach sound decisions. These may involve scrutinising Board and focus group papers, leading discussions, focusing on key issues, providing advice and guidance on new initiatives and other issues in which the Trustee has special expertise.
- All Trustees are expected to bring commitment to inclusion, diversity and the application of equal opportunities working in practice.
- A Trustee is required to act reasonably and prudently in all matters relating to the charity and must always act in the best interests of Avante. As the Board is responsible and liable for the governance and functioning of the charity, they are accountable in varying degrees to a variety of stakeholders, including service users and funders.

Application Process

To apply for the position of Trustee, please submit the following documents:

- A **CV & Covering Letter** detailing your motivations for applying and the added value you would bring to Avante as a Trustee. (Maximum 2 sides of A4).
- A **Diversity Monitoring Form** (You will be prompted to fill this in electronically when applying via the WIG website).

Documentation can be submitted via the [WIG website](#).

If you have any questions about this opportunity, or would value a confidential discussion, please contact Katy Crothall, Head of Talent at katy.crothall@wig.co.uk or talent@wig.co.uk



Advert closing date:

24th August



Interview w/c:

5th October & 12th October

