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Job Title – Interim Managing Director

Reports To Board of Trustees

Location – Fully remote roughly with bi-weekly travel

Salary £80,000 + Benefits

Contract: Full Time, 6-month FTC

About the Charity

The Electrical Industries Charity (EIC) is a registered charity which supports individuals and families connected to the electrical and energy sectors, providing practical assistance, wellbeing support, financial aid, crisis intervention, and programmes that improve lives and strengthen communities. It raises circa £2.5 million per year for its purposes and manages circa £5m in invested assets. It works with a range of external providers and partners to deliver for its clients. In 2025 it celebrated its 120th anniversary.

Role Purpose

The Interim Managing Director is responsible for the overall leadership, compliance, strategic direction, financial sustainability and operational performance of the charity.

The Managing Director is responsible for keeping the Board informed and involved and must use their judgement to seek input from the Board to ensure sound governance of the Charity, including at Board Meetings which the Managing Director is responsible for organising and chairing.

The person leads a team of circa eighteen employed staff members and is responsible for managing relationships with a number of external contractors who provide key services such as legal advice, payroll and management accounting. The Charity uses a wide variety of independent practitioners to provide therapeutic and counselling services to people experiencing a range of mental health issues. The Managing Director has ultimate responsibility for ensuring that robust safeguarding and controls are in place to protect clients.

As Interim Managing Director, the postholder will provide visible and steady leadership through a period of transition, helping to build confidence, stability and engagement across the organisation. They will foster a positive and inclusive culture, ensuring staff feel supported, informed and empowered during a time of change, while maintaining a strong focus on organisational performance and wellbeing.

The Interim Managing Director will also be responsible for ensuring the effective delivery of high-quality services, working closely with staff and practitioners to maintain excellence, consistency and a person-centred approach. They will create an environment in which teams feel valued and supported to perform at their best, ensuring service users receive safe, responsive and impactful support that meets their needs.

Key Responsibilities

Strategic Leadership

- Identify emerging challenges and opportunities within the electrical and energy sectors.
- Provide strategic advice and recommendations to the Board of Trustees.
- Ensure that organisational structures and processes are resilient and that there are no single points of failure.

Leadership and People Management

- Provide inspirational leadership to staff and volunteers.
- Foster a positive, inclusive, and high-performing organisational culture which role-models the values which the Charity recommends within industry.
- Lead workforce planning, recruitment, performance management, and succession planning, ensuring organisational resilience at all times
- Support professional development and employee wellbeing.
- Promote equality, diversity, and inclusion throughout the organisation.

Operations and Service Delivery to clients

- Ensure the effective delivery of all charitable programmes and services.
- Monitor service quality, impact, and beneficiary outcomes.
- Drive innovation to enhance support available to beneficiaries.
- Track trends in client requests and match capabilities to changing requirements.
- Ensure safeguarding, health and safety, and operational excellence across all activities, for staff and clients
- Ensure that staff and contractors are appropriately qualified for the work they undertake and encourage professional development.

Governance and Compliance

- Work closely with Trustees to ensure effective governance and compliance with charity law and regulatory requirements.
- Ensure adherence to Charity Commission guidance and all relevant legislation.
- Ensure that all employees and contracted service providers are aware of their compliance obligations and demonstrably comply with those obligations. These include, but are not limited to, Charity Commission obligations, serious incident

reporting, risk management, safeguarding, conflicts of interest, data protection, whistleblowing, employment responsibilities and financial controls.

- Develop and maintain robust policies, procedures, and risk management frameworks.
- Ensure high standards of transparency, accountability, and ethical conduct.

Financial Management

- Lead the management of annual budgets and financial plans.
- Obtain sign-off from the Finance Working Group and the Board.
- Ensure effective stewardship of charitable funds and resources.
- Monitor financial performance and implement actions to maintain financial sustainability.
- Work with auditors and trustees to ensure accurate financial reporting.
- Track the performance of different income streams and identify opportunities for sustainable diversification. Ensure financial reserves are maintained or grown, within the parameters agreed with the Board.

Fundraising and Business Development

- Build and maintain relationships with corporate partners, sponsors, donors, grant funders, and industry stakeholders.
- Develop innovative partnerships within the electrical and energy industries.
- Represent the charity at sector events, conferences, and networking opportunities.
- Oversee fundraising campaigns and supporter engagement initiatives.

Person Specification

Essential Criteria

Experience

- Senior leadership experience within a charity, not-for-profit, membership organisation, or related sector.
- Strong people management and organisational development experience, including managing volunteers and managing remote, distributed teams
- Proven track record of strategic planning and organisational leadership.
- Experience managing budgets and financial performance.
- Demonstrable success in fundraising, partnership development, and income generation.
- Experience working with boards, trustees, or governing bodies.

Knowledge

- Understanding of charity governance and regulatory requirements.
- Knowledge of fundraising principles and donor engagement.
- Awareness of challenges facing individuals and families within industry-related communities.
- Understanding of safeguarding and risk management practices.

Skills

- Exceptional leadership and communication skills.
- Sound judgment, the ability to make decisions under pressure and to bring others along.
- Strong stakeholder management and relationship-building abilities.
- Strategic thinking and problem-solving capability.
- Financial and commercial acumen.
- Excellent presentation and influencing skills.
- Ability to inspire teams and drive organisational change.

Desirable Criteria

- Experience within the electrical, engineering, construction, utilities, or energy sectors; or a similar 'traditional' industry
- Knowledge of the UK charity sector and grant funding landscape.
- Experience of leading organisational transformation or growth programmes.
- Relevant professional qualification or degree.
- Experience of providing person-centred support to service users, helping them overcome social, financial, and personal challenges through tailored welfare interventions and signposting.

Key Performance Indicators (KPIs)

- **Organisational Stability and Leadership Through Transition**
Successfully provide stable and effective leadership during the interim period, ensuring continuity of operations, clear decision-making and organisational resilience.
- **Staff Confidence, Engagement and Culture**
Build confidence, trust and engagement across the workforce, fostering a positive, inclusive and supportive organisational culture where staff feel valued, informed and empowered.
- **Quality and Continuity of Service Delivery**
Ensure the effective delivery of high-quality welfare services, maintaining strong outcomes for service users and ensuring services remain safe, responsive and person-centred throughout the transition period.
- **Staff Support and Wellbeing**
Create an environment in which staff and practitioners feel supported to perform at their best, with appropriate communication, leadership visibility and wellbeing support.
- **Operational Performance and Oversight**
Maintain effective operational management across the organisation, ensuring resources, systems and processes support the delivery of organisational priorities.

Values and Behaviours

The Interim Managing Director will demonstrate:

- Integrity and accountability.
- Compassion and empathy.
- Inclusivity and respect.
- Innovation and continuous improvement.
- Collaboration and partnership.
- Commitment to the charity's mission and beneficiaries.