



Recruitment of CEO

Position Title: Chief Executive Officer (CEO)
Location: Remote
Reports To: Board of Directors
Salary: Competitive, based on experience
Contract Type: Full-time, 2-year contract
Start Date: ASAP

About the Organisation:

Gambling Awareness Trust (GAT) is a leading national charity, established in 2019 to fund research, education, awareness, treatment & rehabilitation and supports to help minimise gambling related harm in Ireland. The Gambling Awareness Trust charity is funded by voluntary donations from the online and retail betting and gaming industry in Ireland through a Social Responsibility Fund. This fund will be replaced by the Social Impact Fund once established by the Gambling Regulatory Authority of Ireland (GRAI). GAT is a grant-making and distribution body, not a service-provider. We work in partnership with other organisations, agencies, and experts to help reduce and prevent gambling-related harm. Our mission is to promote safer gambling practices, increase awareness, provide direct help to those in need, and contribute to policy development for a healthier, more informed society.

Role Overview:

The CEO will play a pivotal role in leading GAT through the next two-year period. As the chief executive, you will be responsible for the overall management and direction of the charity, ensuring it delivers on its mission and objectives. This will involve strategic leadership, financial oversight, stakeholder management, and acting as the public face of the charity.

You will work closely with the Board of Directors, staff and partners to set and implement the organisation's strategic plan, manage the charity's day-to-day operations, and build and maintain relationships with key stakeholders.

Key Responsibilities:

1. Leadership & Strategy

- Provide leadership to the charity, setting a clear direction and ensuring alignment with its mission and values.

- Develop, implement, and monitor the strategic goals and objectives of the charity in collaboration with the Board of Directors.
- Oversee the charity's strategic planning process and ensure the delivery of key initiatives and projects.
- Foster a culture of innovation, collaboration, and high performance within the organization.

2. Governance & Board Relations

- Work closely with the Board of Directors to ensure effective governance and the charity's legal and financial compliance.
- Act as the primary point of contact between the Board and the key partners.
- Provide regular reports on the charity's performance, challenges, and progress toward strategic goals.
- Support the recruitment, training, and development of Board members, ensuring the Board is diverse and well-equipped to guide the organization.

3. Operations & Financial Management

- Oversee the charity's operations, ensuring efficient delivery of services and activities that support individuals impacted by gambling harm.
- Review all SLAs, project proposals, funding applications and financial returns from grantee organisations.
- Develop and manage the charity's budget, ensuring financial sustainability and effective use of resources.
- Ensure compliance with legal, regulatory, and financial requirements in all operations.

4. Stakeholder Engagement & Advocacy

- Maintain strong relationships with key external stakeholders, including grantee organisations, the GRAI, other charities, and community groups.
- Represent the charity in public forums, media interviews, conferences, and other advocacy opportunities to raise awareness of gambling harm and the charity's work.
- Engage with stakeholders to influence policy and practice around gambling regulation, treatment, and harm reduction.

5. Impact & Service Delivery

- Ensure the charity provides high-quality, evidence-based services that meet the needs of individuals affected by gambling harm.
- Monitor and evaluate the effectiveness of services and programs, ensuring a continuous improvement approach.
- Ensure that service users are central to the charity's work, including gathering feedback and incorporating their insights into service delivery.

6. Team Leadership & Development

- Lead, mentor, and support the GAT team to ensure high levels of performance and accountability.

- Promote a positive and inclusive organizational culture that supports staff development, wellbeing, and retention.

Person Specification:

Essential:

- Proven track record of leadership experience in the charity or non-profit sector, with experience at the senior executive level.
- An understanding of gambling-related harm, its social and psychological impact, and the current landscape of gambling policy.
- A relevant third level qualification in a related field.
- Strong financial acumen, including experience with budgeting, and financial oversight.
- Exceptional interpersonal and communication skills, with the ability to engage and influence a wide range of stakeholders.
- Knowledge of governance practices and experience working with a voluntary Board of Directors.
- Experience in strategic planning and management in the not-for-profit sector.

Desirable:

- Experience working in a national or large-scale charitable organization.
- Experience in advocacy and influencing public policy.
- Understanding of the regulatory framework governing gambling and related issues in Ireland.
- Knowledge of the latest research and evidence in gambling harm prevention and treatment.

Personal Attributes:

- Strategic thinker, able to lead the organization through a period of change.
- A passionate commitment to supporting individuals affected by gambling harm and improving public health outcomes.
- Strong emotional intelligence and resilience, with a collaborative leadership style.
- Ethical and values-driven, committed to transparency and accountability.

Application Process:

To apply for the role of CEO at Gambling Awareness Trust, please submit your CV and a cover letter outlining your qualifications, experience, and vision for the charity to the GAT Chairperson at info@gamblingawarenesstrust.ie

The closing date for applications is Thursday 23rd January at 5pm.
