



CHAIRPERSON OF THE BOARD CENTRAL REMEDIAL CLINIC ('CRC')

Date: 15 August 2019

ABOUT THE CRC

The CRC is one of the largest voluntary organisations in Ireland working with people with disabilities, their families, advocates and supporters since its foundation in 1951. Through the provision of services, at both local and national level, the CRC aims to make a real difference to people with disabilities - adults and children - by providing a range of medical, therapeutic, social, educational and rehabilitative supports and interventions. The CRC provides services to over 3,500 children and their families each year and supports approximately 400 adults each year. Services are provided from six locations in Dublin, a centre in Waterford and a centre in Limerick. Services are also provided via specialist outreach services to other parts of Ireland.

The CRC is a registered charity, a company limited by guarantee and a Section 38 agency. The CRC receives funding from the HSE, from the Department of Education and Skills and from fundraising. Further details on all income and governance matters is available in our 2018 annual report via our website www.crc.ie.

The Board is responsible for the governance of the CRC, ensuring the oversight and stewardship of the CRC and the successful delivery of services to adults and children today and in to the future while also ensuring regulatory compliance and fulfilment of its service commitments to the HSE. A major revitalisation of the governance structures with the appointment of a competency-based Board took place in 2014 and has been the basis for continuous improvements.

This has been recognised in the following awards.

- **Charity Excellence Awards 2019:** Best Charity Board Award
- **Good Governance Award 2018:** Best Governance Improvement Initiative: Keeping Connected

ROLE SPECIFICATION

The current Chairperson has been on the Board since inception of a major change and revitalisation programme initiated in 2014. She was appointed Chairperson in March 2018 and has indicated her desire to step down at the end of her current tenure when she will have completed two three-year terms. The Board is now commencing a recruitment process for a new Chairperson, effective March 2020.

Key responsibilities of the Chairperson will include the following:

- Leading the Board in meeting the vision, mission and values of the CRC, upholding the highest standards of governance, compliance and integrity;
- Ensuring appropriate strategies, plans, funds and governance arrangements are in place;
- Working closely with the CEO and the Board to shape and implement the ambitious strategy for CRC;
- Evaluating the performance of the CEO in delivering agreed goals and objectives.

PERSON SPECIFICATION

The CRC is seeking a Chairperson who shares the organisation's values of integrity, professionalism and valuing people. Bringing demonstrably high standards of personal integrity and enthusiasm for disability services, the successful candidate will also have a strong record of providing strategic direction, knowledge of delivering organisational change and effective stakeholder management.

The appointee will

- play a central role in the direction, leadership, corporate and clinical governance of the CRC;
- foster a positive relationship with and manage the performance of the CEO;
- be an ambassador for the CRC in the charity sector and play a central role in directing key stakeholder engagement.

Required:

- **Strategic leadership experience:** The successful candidate will have a proven track record in strategic planning and successful organisational leadership as CEO or Chair, ideally with experience of leading an organisation through a period of transformational change.
- **Non-executive experience:** The successful candidate will have non-executive experience, ideally as Chair, or Board/Committee member in either a not-for-profit or commercial organisation.

Desired:

- Knowledge of the Irish healthcare and disability sectors demonstrating an understanding of the environment in which CRC operates;
- Extensive knowledge of regulations, codes and expected standards of compliance in the charity and health services sectors;
- Awareness of the challenges of public sector delivery within the constraints of increasing quality and risk management accountability.

Candidates must have sufficient time and commitment to fulfil the role. The time commitment required for the role of Chairperson will include preparation and attendance at

- Board and Committee Meetings (the Chairperson may sit on one or more Committees)
- Meetings with the CEO
- Annual Board Strategy Day
- Occasional visits to CRC facilities, Adult Services Council or other events and venues.

It is anticipated that the time commitment is no less than 20 days per annum and flexibility will be required.

Term of Appointment

The Chairperson will be appointed for a term of 3 years, with an option to extend the term of engagement for a second term of 3 years.

In order to qualify for appointment a person must not have any conflicts of interest or loyalties likely to interfere with his/her ability to assume the role of Chairperson.

APPLICATION PROCESS:

Please visit: www.crc.ie for details

Application Closing Date: 30 September 2019