

YMCA CORNWALL

Managing Director

Candidate Pack

YMCA

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A MESSAGE FROM OUR CHAIR OF TRUSTEES

Thank you for your interest in the position of Managing Director at YMCA Cornwall.

YMCA Cornwall is a long established and respected local charity dedicated to ensuring that all young people have the foundations they need for a safe, healthy, and fulfilling life.

We believe in fairness, opportunity, and the essential building blocks that help young people belong, contribute and thrive. Our vision is to transform our community so that every young person can reach their full potential.

In recent years, YMCA Cornwall has experienced a period of significant and exciting growth. We continue to expand our supported housing provision, including our recent campaign to build four new self-contained flats for young people at risk of homelessness, which has reached its fundraising goal thanks to generous community support.

We are financially robust, well governed, and supported by a dedicated and talented team committed to making a meaningful difference.

We are now seeking a Managing Director to lead the next chapter of our development. This role will be central in providing strategic and operational leadership, ensuring that our services continue to grow, innovate, and deliver exceptional support for young people.

The successful candidate will also play a key role in supporting the Board of Trustees and the Senior Management Team, helping to ensure that YMCA Cornwall is a place that reflects our vision and values to everyone in our community.

If you would like an informal conversation about the role, please contact us at recruitment@ymcacornwall.org

Nicola Hemsley

Chair of Board of Trustees
YMCA Cornwall



ABOUT YMCA CORNWALL

YMCA Cornwall is an independent charity based in Penzance, supporting young people and the wider community across Cornwall.

We focus on young people aged 16–24 who are homeless or at risk of homelessness. We provide supported accommodation along with training, life skills and mentoring to help them build confidence and independence for the future.

YMCA is the oldest and largest youth charity in the world, and across England and Wales there are 84 YMCA's, each working to transform lives in their local areas.

We also support the wider community through housing advice sessions which are open to all.

Our coffee shop and room hire facilities are used by a variety of local groups and classes throughout the week.

OUR SERVICES

Housing

We provide 51 accommodation units, offering a mix of self-contained, shared, and move on housing options for young people affected by homelessness. Our accommodation is person-centred and designed to help young people belong, contribute to their communities, and thrive as individuals.

Support & Advice

We provide housing support and advice to anyone in our community, We help people navigate housing challenges and signpost them to the relevant agencies to access the help they need.

Find us: [YMCA Cornwall](#) | [Facebook](#) | [Instagram](#) | [LinkedIn](#)

The YMCA logo is displayed in a bold, white, blocky font against a dark purple background.

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OUR VISION

YMCA Cornwall’s vision is transforming our community so that all young people can belong, contribute and thrive.

OUR VALUES



We Seek Out

We never stop looking for ways to transform lives for the better.



We Serve Others

We are committed to the wellbeing of others in mind, body, and spirit, and to fair and equitable opportunities for all.



We Inspire

We build — and rebuild — people’s confidence in their own strength, and foster conviction in everyone’s potential.



We Speak Out

We stand up for what’s right, advocate when needed, and encourage people to find the power of their own voice.



We Welcome

We respect, support, and protect without fail. Everyone is included, and everyone belongs.



ROLE DESCRIPTION

Job Title:	Managing Director
Salary circa:	£60,000-£65,000 per annum
Responsible to:	Board of Trustees, YMCA Cornwall
Remuneration:	Competitive salary + Benefits package
Working Hours:	37.5 hrs (including some evenings /weekends)
Contract:	Permanent
Commencement:	Immediate
Base:	*YMCA Cornwall, Alverton Road, Penzance, Cornwall TR18 4TE
Annual leave:	34 days (including. 8 statutory holidays)
*Location:	The Managing Director will be required to work from the Penzance office. Some hybrid working is permissible.

Strategic Leadership

- Develop and implement a long-term strategic plan aligned with YMCA Cornwall’s vision
- Drive organisational growth and innovation in youth services and supported housing
- Support the Board by providing clear insight, reporting, and expert recommendations



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Operational and Service Management

- Oversee delivery of all programmes, ensuring services remain safe, effective, and person-centred
- Lead continuous improvement and compliance with regulatory standards
- Maintain robust safeguarding practices across all activities
- Ensure property, facilities, and supported housing resources are well managed

Financial Leadership

- Develop sustainable budgets and oversee financial management
- Identify and secure diversified funding streams, including grants, contracts, and partnerships
- Ensure effective risk management and financial controls

People, Leadership and Culture

- Lead, motivate, and support a high performing staff team
- Foster a culture that reflects the YMCA values: We seek out, We welcome, We Inspire, We Speak out, We serve others
- Oversee HR processes, talent development, and workforce wellbeing

Partnership and Stakeholder Engagement

- Cultivate strong, strategic relationships with local authorities, commissioners, charities, funders, and key community organisations to strengthen collaboration and maximise impact
- Build a strong and effective working relationship with the Board of Trustees, ensuring transparent communication, timely reporting, and meaningful engagement to support strong governance and informed strategic decision making
- Represent YMCA Cornwall as a visible and credible ambassador, promoting the organisation's mission, values, and achievements across a range of public forums and stakeholder groups
- Actively engage with national YMCA networks, contributing to sector wide learning, sharing

KEY EMPLOYMENT TERMS

- 37.5 hours per week (flexible working, occasional evenings and weekends)
- 34 days (including statutory holidays)
- Sick Pay
- Cycle to Work Scheme
- Annual Leave increase based on length of service
- Pension contributions
- Wellbeing Support through EAP

PERSON SPECIFICATION

ESSENTIAL	DESIRABLE
<p>Education & Qualifications</p> <ul style="list-style-type: none"> • Degree or equivalent educational qualification <p>Experience</p> <ul style="list-style-type: none"> • Senior leadership experience in a charity, public sector, community organisation, or relevant service setting • Experience overseeing diverse service delivery (youth work, housing, community or social care) • Proven success in managing budgets and driving organisational sustainability • Demonstrated ability to lead and inspire teams 	<ul style="list-style-type: none"> • Post-graduate diploma or MA • Evidence of recent relevant training <ul style="list-style-type: none"> • Experience working with vulnerable young people or supported accommodation services • Knowledge of regulatory frameworks (housing, charity governance, safeguarding)

ESSENTIAL	DESIRABLE
<p>Skills and Qualities</p> <ul style="list-style-type: none"> • Strong strategic thinking and problem-solving abilities, including the ability to analyse and evaluate solutions to complex situations • Excellent communication, interpersonal and relationship building skills • Commitment to safeguarding and inclusive practices • Ability to represent the organisation confidently to external partners and stakeholders • Values driven leadership aligned with YMCA ethos 	



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HOW TO APPLY

Please send the completed [application form](#) along with your CV and covering letter to: recruitment@ymcacornwall.org

Closing date: Midday on Friday 26th June 2026

Interviews: W/C Monday 6th July 2026

Find out more: www.ymcacornwall.org

We select all candidates for interview based on their skills, qualifications and experience.

We look forward to your application.