

Head of Legal, Risk and Assurance

Job description

Together we are help and hope for everyone living with dementia



Who we are

Dementia is the UK's biggest killer. One in three people born in the UK today will develop dementia in their lifetime.

At Alzheimer's Society, we're the UK's leading dementia charity and the only one to tackle all aspects of dementia by giving help and hope to people living with dementia today and in the future. We give vital support to people facing the most frightening times of their lives, while also funding groundbreaking research and campaigning to make dementia the priority it should be.

Together with our supporters, we're working towards a world where dementia no longer devastates lives.

Our values

Our values tell everyone who we are as an organisation.

Our values make sure that our focus is clear for the challenges and opportunities ahead and remind us of what we all stand for.

Our values are evident in everything we do, how we do it and how we work together.

These are not just words on a wall, we live these every day in all our work. We are determined to make a difference when and where it matters most, by being passionate, focussed and making a lasting impact for people affected by dementia.



Determined to make a difference

We're passionate, we're focused and we make a lasting impact for everyone living with dementia.



Trusted expert

We're listening, we're learning and we use experience and evidence.



Better together

We're open, we combine our strengths and we achieve more together.



Compassionate

We're kind, we're honest and we don't shy away from challenges.

Through our values we will make the greatest difference for people affected by dementia. Whether you are someone living with dementia, a family member or carer, a supporter, a donor, a colleague from another organisation, an employee or a volunteer, these four values will shape your experience with Alzheimer's Society.

Head of Legal, Risk, and Assurance

Position in the organisation

Reports to the Associate Director Risk & Assurance.

Line Manages Risk & Assurance Managers.

Member of our Assurance team.

Part of our Finance & Assurance directorate.

Purpose of this role

At Alzheimer's Society we are advisors, supporters, fundraisers, researchers, influencers, communicators, technical specialist and so much more. We are volunteers, we are employees, and together we are here to make a difference to the lives of people with dementia and their carers.

In Finance & Assurance, our vision is to be the Society's single point of truth. We are trusted partners, credible experts, working as one team to be a true enabler to the organisation as it makes impact to end the devastation of dementia.

Partnership, collaboration, accountability, professionalism and a restless desire to constantly improve are needed in every role across Finance & Assurance. That is especially true for this role, the Head of Legal, Risk, and Assurance, who will work in close partnership with key stakeholders across Directorates to deliver a professional, credible, and valued service across these three disciplines. Whilst technical expertise is the foundation of this role, more important is the ability to effectively build relationships, influence, and raise the bar in relation to good governance and decision-making.

The Head of Legal, Risk, and Assurance will be a senior, credible, and visible voice within the Society, helping to influence and ensure that the Society is operating safely, legally, and ethically.

We are looking for someone who exemplifies our values, someone who is: **Determined to make a difference** when and where it matters most. **A trusted expert** who believes in working **Better together** and demonstrates true **Compassion**.

Key accountabilities and responsibilities

- The Head of Legal, Risk, and Assurance will oversee the legal, risk, and assurance teams, ensuring these services are professional, high-performing, and valued throughout the wider Society.
- Work closely, in partnership with executive management and trustees, in providing risk-based advice and guidance to support the Society achieve its objectives.
- Drive a culture of continuous improvement across the teams, elevating the profile of the offering and ensuring a first-class service is delivered.
- Keep abreast of sector best practices and emerging trends, ensuring that the Society is proactive in addressing future risk areas.
- Collaborate closely with other Directorates and within Finance & Assurance, to address issues and embrace opportunities.
- Work with other leaders across Finance & Assurance, delivering the directorate plan and embodying a culture of high support, high challenge, compassionate leadership for all our people.
- Manage people resource, capacity and culture across the team.

- Role model the Society's values and leadership competencies, demonstrating a high level of self-awareness and commitment to continuous learning, development, and growth.
- Set, track and report impact of activity as part of integrated team, directorate and corporate reporting.
- Own and manage the departmental budget, ensuring resources are allocated effectively to meet strategic and operational objectives.
- Ensure highly developed and impactful external networks inform the Society's approach and decision making.
- Deputise for the Associate Director Risk and Assurance, as necessary.

Legal

- Oversee the delivery of a professional, credible, and valued legal service and team.
- Work closely, in partnership with Society stakeholders, to ensure the legal team is visible, and that legal matters are considered at the right level at the right time.
- Lead on necessary legal reporting to Board, Committees, and Executive Management.

Risk

- Oversee the facilitation of a robust system of risk management, including driving forward our risk management maturity and strategic direction.
- Work closely with stakeholders to enhance the Society's risk culture, focussing on embedding risk in decision-making, business planning, and horizon scanning.
- Lead on risk reporting to Board, Committees, and Executive Management.

Assurance

- Oversee the delivery of a professional, credible, and valued assurance service and team.
- Work closely, in partnership with Society stakeholders, to ensure the assurance team is visible and proactively consulted on key initiatives, risks, and work.
- Lead on risk reporting to Board, Committees, and Executive Management.

We are looking for someone who can...

- Understand the critical role of Finance & Assurance as an enabling partner directorate in ultimately creating impact to end the devastation of dementia, linking everything you do back to the ultimate objectives of the Society.
- Work collaboratively and enthusiastically with colleagues across Finance & Assurance and across the Society more widely to deliver first class partnership and expertise.
- Role-model our values and embrace a high challenge, high support, high performing environment.
- Drive continuous improvement, including through bringing best-practice from across the sector and more widely, using horizon-scanning and networks to bring new ideas to the table.
- Have the ability and willingness to travel independently on behalf of the Society on request, including occasional overnight stays as required.

- Adhere to all the Society's service standards, policies and procedures.
- Comply with the data protection regulations, ensuring that information on clients remains confidential.
- Be enthusiastic for personal learning and development, to support the learning and development of others and the whole organisation.
- Work in a manner that facilitates inclusion, particularly of people with dementia.
- Implement the Society's health and safety policy and procedures, ensuring that all practices and procedures are undertaken in accordance with a healthy and safe working environment and that all staff and volunteers for whom you may be responsible are aware of their responsibilities in respect of their role, monitoring data and recommending action as required.
- Administrate and organise own work to ensure that it is accurate and meets quality targets, reasonable deadlines, and reporting requirements.
- Follow the Society's management information guidelines and requirements, including ensuring appropriate monthly measures on service usage levels are collected and submitted on the services database or other systems in accordance with deadlines.

Person specification and selection criteria

Skills & knowledge	Application (A) or Interview (I)
Qualified professional across one or more of the Legal, Risk, or Assurance disciplines (qualified lawyer, risk professional, and/or chartered internal auditor).	A
Significant experience in successfully leading and championing Legal, Risk, or Assurance teams.	A/I
Broad experience of providing professional, clear, and valuable reporting through to Board, Committees, and Executive Management.	A/I
Strong leadership and team management capabilities, providing the environment and support to enable others to reach their potential.	A/I
Clear, effective and persuasive communication skills - able to balance assertiveness with the need to build and maintain great working relationships.	A/I
Proven ability to develop effective working relationships, to connect with and influence colleagues, including Director and Board levels.	A/I
Ability to work collaboratively and with flexibility to problem solve and find pragmatic solutions.	A/I
Able to operate independently and with minimal direction and support, but applies judgement in knowing when to consult.	A/I
Embraces continuous learning and development.	A/I

High standards of personal conduct and integrity.	I
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Competencies & personal attributes	Application (A) or interview (I)
Takes initiative and is comfortable working independently as well as collaboratively.	I
A critical thinker, able to identify and act on ways to work more effectively and efficiently.	I
Celebrates progress, solutions and impact rather than activity.	I
Delivers effectively to timelines in complex and sometimes ambiguous environments.	I
Deeply committed to the development of yourself and others.	A/I
Resilient and adaptable, with a strong work ethic and the ability to navigate changing situations and diverse teams.	I
Welcoming and respectful of diverse perspectives, experiences, and opinions.	I
A team player who sees opportunity and energy in working together to solve problems	I

*Follow us on Twitter and Instagram @Alzheimerssoc and Like us on Facebook or check out Alzheimer's Society
YouTube channel [youtube.com/AlzheimersSociety](https://www.youtube.com/AlzheimersSociety)*

Our benefits



Financial Security

- Group Personal Pension Plan with Scottish Widows – with up to 8% employer contribution rate
- Life Assurance Scheme – two times your annual salary
- Society Plus and Smart Spending App – giving you unbeatable savings at hundreds of retailers



Health & Wellbeing

- Health Cash Plan
- 24/7 Employee Assistance Programme including online and face to face counselling
- Discounted gym membership with Society Plus
- Lived Experience Networks
- Mental health app and unlimited therapy



Personal Development

- Apprenticeships
- Women in Leadership development programme
- Leadership development programme
- Financial support towards relevant professional qualifications



Family & Dependants

- Enhanced family leave – 16 weeks paid for all parents
- Paid time off work for fertility treatments for both partners
- Paid carers leave
- Paid dependants leave
- Paid compassionate and bereavement leave
- Paid time off work to support those transitioning



Recognition

- Annual people awards
- Long service awards
- Thank you eCards
- Values Hero and Society Legend Awards



Work Life Balance

- Annual leave of 27 days increasing to 30, plus bank holidays
- Career breaks of up to 3 months
- Flexible working
- Wellbeing leave