



REGIONAL EATING DISORDERS CHARITIES ALLIANCE & NETWORK

REDCAN Development Director Candidate Pack

Job Description

Job Title: REDCAN Development Director / Consultant – 9-month contract

Location: Hybrid, with travel required across the UK and regular supervision meetings with SWEDA (remotely or in Shepton Mallet, Somerset).

Salary: £60,000 per annum pro rata

Hours: 30 hours per week

Contract: Fixed term - 9 months

Benefits: Leave: 25 days per annum plus bank holidays pro rata

Pension: SWEDA contributions – up to 7.5%

Flexible Working, which may include family friendly hours

Freelance and consultancy applications will be considered.

About REDCAN

REDCAN (Regional Eating Disorders Charities Alliance and Network) is currently a collaboration of eight regional eating disorder charities in the UK.

Eating disorders are extremely serious mental health problems, and can have severe psychological, physiological, and social consequences for individuals and their families. Anorexia nervosa carries the highest suicide rate of any mental health concern. The NHS estimates that eating disorders directly impact 1.25 million adults in the UK, although this estimate is based on pre-pandemic figures and more recent research points to a sharp rise in eating disorders across the population. Early identification and intervention with rapid access to specialist care is crucial to improve outcomes and ensure that eating disorder behaviours do not become entrenched (Treasure et al, 2005). However, NHS thresholds can prevent people accessing help in the early stages (although there is a national drive to improve early intervention and REDCAN is committed to supporting this) and specialist private support is rare and the cost prohibitive for many.



REDCAN's goal is to deliver expert-by-experience eating disorder services closer to those in need. For many years, people affected by eating disorders (EDs) have struggled to access specialist support. The sector faces numerous challenges, including inadequate funding, lack of understanding of EDs, and a 'postcode lottery' for both VCSE and NHS services. This restricts the availability and quality of services, leaving many service users without the support they need, and allowing their ED to escalate and become entrenched. Systemic change is necessary to address these issues effectively. REDCAN seeks to address these challenges and strengthen the VCSE eating disorder sector so everyone can access specialist support when they need it, and the profound impact of eating disorders on individuals and their families is reduced.

REDCAN was formed in 2020. In 2019, the transformation of the NHS Mental Health services marked a pivotal change, as eating disorders became a specialist funding stream. This allowed many regional charities to apply for NHS funding, fostering transformative changes. However, the pandemic presented new challenges, with children and young people significantly affected by lockdowns and isolation, leading to a rise in mental health crises and eating disorders. Despite existing for decades, many of these charities have survived with limited income and resources and through REDCAN's mission, our collaborative partnership approach is to offer hope and support amongst each other as a small specialist group of charities. Our aim is to enable access to local evidence-based specialist services that empower recovery to everyone.

REDCAN seeks a Development Director to accelerate and amplify the impact of the Network to ensure more individuals and their families can receive our evidence-based care and support closer to where they live and work. A Development Director will

- establish a collective vision, and agree objectives and a strategy for REDCAN
- facilitate the ongoing sharing of information, knowledge and tools between REDCAN members
- support members in meeting the immediate challenges of growing demand

What we are looking for

This role requires someone who can shape the network's ambitions into a strategy for REDCAN, with excellent project management skills and the ability to balance multiple strands of work. You will also need to be a strong strategic thinker, able to build connections across the network and with potential partners, and take advantage of new opportunities as REDCAN develops.



REDCAN has secured 9 months funding for this post, which is an opportunity to invest in the development of the network and secure funding for its ongoing development from existing and new partners. You'll need to be a natural collaborator with a track record of bringing diverse partners together to develop and achieve shared goals. You will also be someone who can bring their own ideas to help develop the future ambition and resourcing of this work. The post will be hosted by SWEDA, a member of the network supporting people with eating disorders across the South & West. The CEOs of the REDCAN network will direct and oversee the role while SWEDA will provide infrastructure, day to day supervision and support.

Main responsibilities

- Meet with each REDCAN network member and map their services, challenges, priorities and ambitions. Give an objective assessment of each member's strengths and weaknesses and how REDCAN can support their development.
- Plan and deliver face to face planning days to co-develop a vision, aims and strategy for REDCAN. Establish Terms of Reference including expectations of members.
- Facilitate regular meetings to share information, knowledge and tools between members (CEOs, clinical, fundraising)
- Support individual members with immediate challenges by
 - Connecting them to other REDCAN members with relevant experience and expertise
 - Researching sources of funding & support suitable for REDCAN members
 - Finding and sharing examples of best practice between members
- Mapping potential partners / funders for the future and opening conversations with them

Person Specification

	Essential	Preferred
Experience		
Experience of programme development at a senior level,	X	
Track record of engaging and working with diverse multiple stakeholders	X	
Skills & Knowledge		
Convening and leading collaboration and joint working, working at pace to clarify and realise shared goals	X	



Excellent communication and presentation skills with the ability to inspire, persuade, influence and negotiate effectively	X	
Ability to think/plan strategically, analysis and problem-solving skills	X	
Understanding of eating disorders and mental health issues		X
Personal attributes:		
A passion for and commitment to REDCAN's vision and values	X	
Outgoing, with an ambition for results and a drive to make things happen	X	
Ability to build long-term, mutually beneficial relationships, with successful outcomes	X	
Ability to work autonomously with good judgement in making sound and timely decisions	X	
Integrity, honesty, openness to challenging others and being challenged	X	
Creativity, willing to try new things and learn from them, and challenge current practice	X	

Recruitment Process

If you're interested in the role, we just need you to send us your CV, together with a covering letter (no more than two sides of A4) that explains how your skills, experience and knowledge make you the right person for this role.

If you would like an informal chat about this role before putting in your application, please contact deborahxavier@swedauk.org and we will arrange a suitable time for a member of the team or the REDCAN network to speak with you.

The deadline for getting your application to us is midday on the 3rd February. Initial interviews are likely to take place online (date TBC).

