



Flourish Enterprises CIC is searching for a new director to join with its two current Directors and lead the company in the development and delivery of its Business Strategy and Operational Plan.

This is one of the two, non-remunerated Directors that work on a voluntary, part-time basis, providing support to the Managing Director. The expected time commitment would be 1 to 2 days per month.

### **Background Information**

Flourish Enterprises CIC was formed in 2014 and is a wholly-owned subsidiary of Rotherham Doncaster and South Humber NHS Foundation Trust (RDaSH). It was established with the following objectives:

- To provide work, vocational training and therapeutic opportunities to the people who need our support.
- To work with partners and stakeholders to provide a valuable contribution to the local economy.
- To provide opportunities for community involvement.

To achieve this, Flourish currently trades and provides vocational pathways across 3 business areas from St. Catherine's House, Woodfield Park in Doncaster as follows:

- Conferencing and events
- Walled garden / garden centre
- Café Flourish and Woodlands Café (based in Rotherham)

In 2015 Flourish extended its scope of business to provide domiciliary staff to deliver an element of end of life care in Doncaster, under its operating arm Woodfield24.

Flourish works in partnership with a number of other community organisations to promote local community involvement through many different ways and also hosts annual community events in Woodfield Park.

Flourish currently employs approximately 90 staff and has an annual turnover of £2.1m.

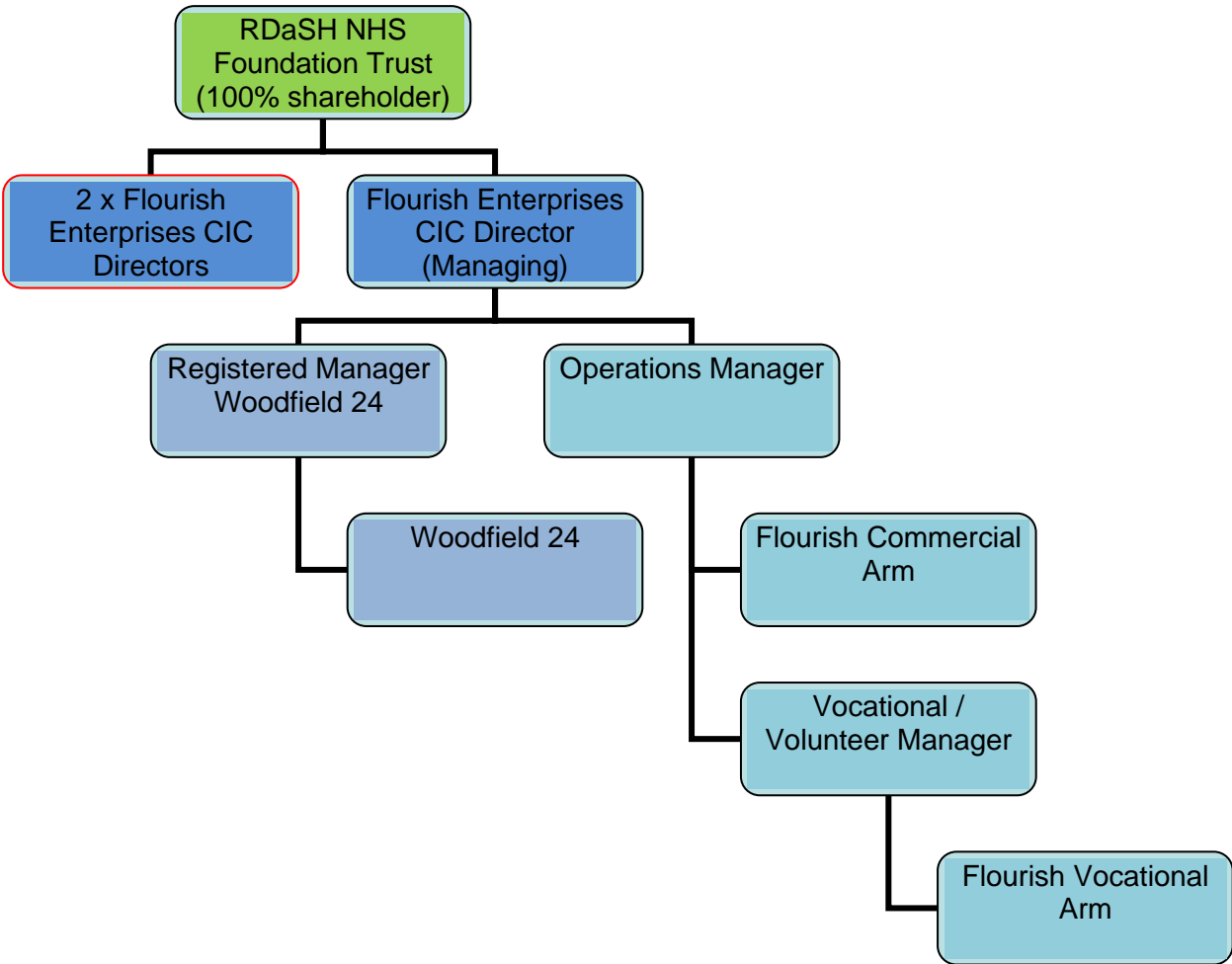
Further information can be found at [www.flourishenterprises.co.uk](http://www.flourishenterprises.co.uk)

### The Way Forward

Flourish Enterprises is a wholly owned subsidiary of Rotherham Doncaster and South Humber NHS Trust (RDaSH). It is incorporated as a Community Interest Company and registered with Companies House (company number 09023692). Since November 2020 a Managing Director has been in place to lead the day-to-day business and, with fellow directors, to develop and deliver its Business Strategy and Operational Plan.

The RDaSH Board of Directors, as the Controlling Shareholder, support the Directors, approving the Business Strategy and Operational Plan and seeking regular assurance on their delivery. However, appropriate delegated roles and responsibilities are in place to ensure that Flourish is led and managed through the appointed Directors.

The recruitment of a director is to one of the non-remunerated, voluntary Director positions, where there is an expected time commitment of between 1 and 2 days per month.



## **General Duties of a Director**

All three Directors are expected to fulfil the following duties:

1. Act within powers
2. Promote the success of the company
3. Exercise independent judgement
4. Exercise reasonable care, skill and diligence
5. Avoid conflicts of interest
6. Not accept benefits from third parties
7. Declare interests in proposed or existing transactions or arrangements with the company
8. The preparation, content, circulation and filing of the company's annual reports and accounts
9. Maintain a duty of confidentiality
10. Ensure compliance with obligations relating to the health, safety and welfare at work of its workers and other relevant legislation

All Directors of Flourish will be proactive, regularly attending and participating in Directors Meetings contributing and leading on the development and delivery of the Business Strategy and Operational Plan.

One of the three Directors fulfils the additional role of chairing Director's meetings.

One of the three Directors fulfils the additional role of 'Managing Director' working on a full-time, remunerated basis with responsibility for the day-to-day management of the services provided by Flourish.

A person specification, applicable for all three roles, is attached at Appendix 1, with for context and information the additional duties of the Managing Director also included.

## **Recruitment process**

Applications, in the form of a CV and supporting letter - that demonstrates the appropriate qualifications, knowledge, skills and experience - are invited to be sent to the Director of Corporate Assurance / Board Secretary at RDaSH (contact details below).

Applications to be received by 15 October 2021.

Interviews will be held late October/early November.

## **Contact details – for further information:**

Philip Gowland  
Director of Corporate Assurance  
Board Secretary

Rotherham Doncaster and South Humber NHS FT  
Tickhill Road Site  
Doncaster  
DN4 5EY

[p.gowland@nhs.net](mailto:p.gowland@nhs.net)

(please make initial contact via email and subsequent telephone / video calls can then be arranged if necessary)

Factor	Desirable
<b>Qualifications and Knowledge</b>	<ul style="list-style-type: none"> <li>• Commercial expertise</li> <li>• Marketing expertise</li> <li>• Knowledge of the grant application processes.</li> <li>• Knowledge of social enterprise/CIC structures.</li> <li>• An understanding of the voluntary sector and third sector.</li> <li>• An understanding of the social responsibilities of a community interest company</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Director level experience</li> <li>• Experience of working within a social enterprise environment</li> <li>• Experience of working in a commercial environment</li> <li>• Experience of grant funding/applications</li> <li>• Chairing of meetings</li> <li>• Operational management (Managing Director)</li> </ul>
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Excellent interpersonal skills and the ability to draw upon a range of communication skills, including tact, diplomacy and persuasion</li> <li>• The ability to process complex, sensitive and contentious information.</li> <li>• The ability to provide constructive challenge at board level or equivalent.</li> <li>• The ability to balance the social objectives of a community interest company with the need to have a commercial approach to ensure the company is sustainable.</li> <li>• Excellent analytical skills.</li> </ul>

**Additional Duties – Managing Director**

Day-to-Day managerial responsibility for implementing the strategic direction of Flourish.

Networking and development of stakeholder relations.

Line management responsibility for the Registered Manager Woodfield 24 and Operational Manager who oversee and are responsible for the day-to-day running of:

- *Registered Manager Woodfield 24*  
Specialist provider of end of life care and support to Doncaster residents with links with the Specialist Palliative Care Team, the Discharge Social Workers and the Community Nursing Teams
- *Operational Manager*
  - Events and Conferencing – St Catherine’s House\*
  - Garden Centre – The Walled Garden\*
  - Catering - Woodlands Coffee Shop \*\*
  - Catering - Victorian Tea Rooms\* & The Coffee Shed (Walled Garden)\*
  - Vocational Arm

\* Location: Woodfield Park, Balby, Doncaster, DN4 8QP

\*\* Location: Woodlands, Rotherham General Hospital, Rotherham, S60 2UD