

We're looking for a new Chief Executive to lead our Team at Tuppenny Barn

Tuppenny Barn has recently celebrated its 20-year anniversary. We are now looking for an ambitious and dynamic Chief Executive to lead us into the next decade and beyond, to continue to reach out to those within the community that need our support in addition to launching our Transforming Tuppenny community café and shop.

Tuppenny Barn has a formidable reputation within both West Sussex and Hampshire for its year-round Food Education School Programme connecting children and young people with nature and providing learning opportunities demonstrating the 'fork to fork principle' often with cookery sessions 'plot to plate'. We particularly welcome those who are disadvantaged or vulnerable.

The charity runs 6 horticulture green therapy programmes using a nature and gardening focus. Based on an organic smallholding in Southbourne with many activities taking place within our iconic education centre, built with environmentally best practise materials the charity is known as a 'Beacon of Sustainability' Tuppenny Barn has a thriving volunteer programme which supports all our charitable activities providing individuals the opportunity to learn skills, make friendships and give back to their local community.

The charity sector is currently within challenging times so the future CEO will need to have excellent business acumen and development skills to lead the charity through this period of turbulence.

As a dynamic and trustworthy charity our reputation in the Community is incredibly important to us. We want to ensure that the future CEO builds on all our collaborative trusted relationships with the Voluntary Sector, Statutory Bodies, Corporations and local businesses. We have a small board that will support you in your role, complimented by a committed and enthusiastic Tuppenny team.

We look forward to receiving your application.

Ready to make a difference?

We encourage applications from people with varied backgrounds and experiences.

To Apply

Applications will open on Monday 16th February.

Interested candidates should submit a CV and covering letter via contact@tuppennybarn.co.uk, addressed to the Chair of the Board, explaining why you consider yourself to be ideal for the position, based on the job description and essential criteria in the person specification.

If you would like an informal conversation about the role, please contact our current CEO Maggie Haynes at maggie@tuppennybarn.co.uk

The closing date for applications is 12 midday on Friday 6th March 2026. Interviews will be held during the week commencing 16th March 2026, with the successful candidate taking up their post as soon as possible.

Please note that only successful candidates will be contacted for an interview. Video submission may be requested prior to proceeding to interview as part of the shortlisting process.

Tuppenny Barn is an equal opportunity employer and encourages applications from individuals of all backgrounds.

Tuppenny Barn – Chief Executive Officer Job Description

Job Title: Chief Executive Officer

Responsible to: Board of Trustees

Responsible for: All Tuppenny Barn Staff, Volunteers and Beneficiaries

Location: Tuppenny Barn, Southbourne, West Sussex

Salary: £50k pro-rated over 4/5 days, 32 hours per week

Role Purpose

To provide inspirational, and strategic leadership to Tuppenny Barn ensuring the charity delivers on its mission to seed, support and share to achieve a sustainable future for all.

The CEO is accountable for organisational performance, culture, sustainability, safeguarding, impact and implementing change when necessary, working in close partnership with the Board of Trustees.

This is a hands-on leadership role for someone that has a passion for the environment, sustainability and community engagement.

About Tuppenny Barn and its Charitable Activities

Tuppenny Barn is the only charity within a 50-mile radius offering both access to an outdoor classroom and eco-built education centre. Through these we teach children and young people about where their food comes from, healthy eating and growing, to foster physical and emotional wellbeing. They also learn about all aspects of sustainability.

We deliver Social and Therapeutic Horticulture projects to both vulnerable young people and adults to improve mental health and wellbeing. Our nature-based interventions provide proven positive benefits including a reduction in depression, anxiety and stress.

Tuppenny Barn is committed to our local community offering volunteering and organised activities on site. The charity collaborates with many local organisations and helps the community when the need arises.

The charity is based on an organic smallholding that has more than 40 growing beds, 2 solar tunnels, a wildlife pond, a large composting area and an iconic sustainably built education centre. It provides the community with a twice weekly produce shop that also supports local businesses who share the charity's ethics.

In 2025 Tuppenny Barn welcomed just under 2000 young people and children across its threshold and held 98 STH sessions. Our volunteers provided 7645 hours of their time supporting the charity throughout all its activities.

Our impact is measured and is significant for the vulnerable adults and young people we support and as a result, they will experience improved wellbeing and develop confidence and self-esteem.

Our next chapter -

We are at a pivotal moment in the journey of Tuppenny Barn. After 21 years of exceptional service, our current CEO and founder is stepping down, marking the end of an era and the beginning of an exciting new chapter for the Charity. Over the past few years, we have grown to more than twice our original size, expanding our reach, services, and impact across the community.

Rising levels of need, increasing pressure on statutory services, and evolving external factors mean that demand for our support is growing. To meet these challenges, we are committed not only to sustaining our growth, but to strengthening it in a purposeful, strategic way by exploring new delivery models, new funding streams, and new partnerships that will secure the future of the organisation.

The future CEO will shape and inspire this next phase of development, whilst embodying the values and ethos of the charity. They will drive our future sustainability, develop strong external partnerships, and increase our influence locally ensuring that the charity remains resilient, relevant, and impactful.

Why this role matters -

Supporting our beneficiaries is at the core of what we do. Nature based interventions are proven to improve lives and provide a safe space to learn whilst battling with challenges such as mental health issues, anxiety and social isolation, particularly amongst young people. There is a strong focus on providing inspiration and practical advice which encourages anyone that might benefit from therapeutic green therapies either to help treat an existing health condition or to prevent ill health in later life.

This is a rare opportunity to lead a transforming charity with extraordinary potential. The CEO will play a defining role in shaping the next era of Tuppenny Barn. This is leadership with purpose where strategy, compassion, and impact come together to create lasting change.

Key Areas of Responsibility

- To lead all Tuppenny Barn staff and volunteers to successfully achieve objectives in line with the charity's values in an inclusive way.
- To develop Tuppenny Barn policy and strategy in collaboration with the Board of Trustees.
- To oversee and lead implementation of policies and strategy, supported by the Deputy CEO.

- To represent the Charity on behalf of the Board of Trustees with both internal and external stakeholders and partners and to develop new partnerships.
- To further develop the charity in line with its charitable objectives, to implement necessary change and ensure that Tuppenny Barn exhibits ongoing relevance.

1. Strategic & Executive Leadership

- Strategic leadership of Tuppenny Barn, ensuring its aims are achieved in line with our vision, values and mission.
- Support the Chair and Board of Trustees in translating strategic priorities into measurable operational plans and outcomes, through the provision of timely and accurate information to ensure effective governance and strategy development.
- Lead the development, delivery and review of vision, strategy and long-term business plan in partnership with the Board.
- Anticipate changes in policy, funding and the wider operating environment.
- Champion innovation, continuous improvement and effective use of technology.

2. Organisational Leadership & Culture

- Build, lead and inspire a high-performing Senior Leadership Team
- Shape a values-led, inclusive and accountable organisational culture
- Oversee performance management, succession planning and leadership development.
- Act as a visible, approachable leader and role model across the organisation.
- Deputise for any role within the charity where there is an operational short term shortfall that cannot be fulfilled by existing staff members.

3. Charitable Activity Delivery & Impact

- Hold overall accountability for safe, high-quality and cost-effective charitable activities.
- Ensure that the charitable activities for our beneficiaries are evidence-led and meet their needs.
- Ensure robust, timely impact measurement and reporting to funders, partners, and trustees.
- Compile the Annual Report on behalf of the Board of Trustees.

4. Governance, Safeguarding & Risk

- Work closely with the Chair and Board to maintain the highest standards of governance.
- Lead a strong safeguarding culture and ensure full regulatory compliance.
- Identify, manage, and escalate organisational risks appropriately.
- Ensure policies, controls, and assurance frameworks are robust and current.

5. Financial Leadership & Sustainability

- Overall responsibility for maintaining and enhancing the long-term sustainability of the charity.

- To work with the fundraising team to secure funding via grants, Trusts and Foundations, partnerships with the Public Sector, Corporate partners, media, Community Groups and individuals.
- Work with the Deputy CEO to facilitate various fundraising events throughout the year to contribute to the overall fundraising budget.
- In conjunction with the Management Accountant, set and manage budgets, ensuring strong financial control and value for money.
- Provide clear, timely financial and performance reporting to the Board via monthly Management Accounts assisted by our Management Accountant.

6. External Relations & Influence

- Act as the public face and lead spokesperson for Tuppenny Barn at external events and meetings.
- Build and maintain strategic relationships with funders, collaborative partners, local public sector, corporations, individual donors and the Tuppenny Barn Community.
- Lead key partnership relationships.
- Strengthen Tuppenny Barn’s reputation, profile, and influence locally and where applicable, nationally.
- Promote the charity’s mission, impact and stories through events and outreach.
- Oversee external communications, including website, MailChimp and social media.

7. Authority & Accountability

- Full executive accountability for organisational performance and delivery.
- Authority to make operational decisions within agreed strategy, budgets, and policies.
- Responsibility to escalate significant risks, safeguarding, HR, and governance matters to the Board.

The post holder may be required to undertake any other duties that fall within the nature of the role and responsibilities of the post as detailed above.

PERSON SPECIFICATION

Role: CHIEF EXECUTIVE	
EXPERIENCE	
Senior Leadership	
Prior role of leadership at CEO or senior leader level at an organisation of comparable scale and complexity.	E
Experience of stakeholder management at an executive level.	E
Strategic development and delivery	
Able to evidence a role in developing and implementing wide-reaching strategies that successfully deliver objectives.	E
Senior level relationship management and partnership working:	

Have acted as advocate and ambassador, engaging with external stakeholders to achieve impact and change.	D
A clear track record of developing and maintaining strategic senior relationships.	E
Demonstrable success in working across organisations.	E
Senior level team management:	
Can show engagement, supporting, influencing, and motivating staff and volunteers to perform to the best of their abilities.	E
Proven experience of creating and sustaining high performance culture with a track record of success in driving impact.	E
Senior level organisational management:	
A history of increasing achievement, income, and scope within the charity, private or public sector.	E
Strong financial experience, including the ability to plan resources appropriately and understand financial reports.	E
SKILLS, KNOWLEDGE AND ABILITIES	
Business development:	
Good working knowledge of practical business development, with experience of leading income growth through personal relationships.	E
Ability to identify opportunities and see them through to fruition.	E
Communication and external leadership skills:	
Excellent communication, presentation and interpersonal skills.	E
Consummate, senior level external representation skills and proven ability to act as a spokesperson.	E
Strong negotiating skills and the ability to influence others at a senior level to position your organisation as a thought leader and externally recognised source of expertise.	E
Sector knowledge:	
Knowledge and understanding of the charity sector	E
Knowledge or experience of the education sector	D
Knowledge or experience of NHS mental health services	D
Knowledge of the retail sector	D
Knowledge of the horticulture sector	D
Understanding of social impact measurement and reporting	D
Management:	
Ability to switch effectively between strategic and operational tasks and perspectives as required, prioritising between the two effectively.	E
Highly developed analytical and problem-solving skills.	E
VALUES AND BEHAVIOURS	
Considerate, honest, trustworthy, professional, have integrity and respect, accept responsibility and be accountable.	E
Compassion and understanding for those who are affected by emotional / mental health difficulties, or other disabilities	E

including an understanding of the societal and systemic factors which may influence them. This knowledge and understanding could come from lived, rather than clinical, academic or professional experience.	
Commitment to continuous development, for yourself, those around you and the organisation you lead.	E
Collaborative leader who enjoys developing and getting the best out of teams, as a unit and as individuals.	E
Ability to demonstrate, understand and apply our workplace values and behaviours	E

The successful candidate will be subject to enhanced DBS vetting. There is a requirement for the prospective CEO to hold a full clean current driving license and access to transport. Due to the operational aspect of the job, all applicants need to be within a 15 mile radius or approximately 40 minute drive from Tuppenny Barn.

What we Offer

- A meaningful role in a growing and impactful environmental and educational charity
- The opportunity to work with a passionate, proactive and dedicated small team
- 24 days annual leave plus public holidays (pro rata)
- Nest employee pension
- The ability to work on a beautiful organic smallholding with an opportunity to sample its freshly grown produce throughout the year.
- The chance to make a true difference to the lives of those considered vulnerable

Apply with your CV and a supporting letter highlighting why you consider you are a suitable candidate for the role to contact@tuppennybarn.co.uk

Closing date midday Friday 6th March

Interviews will take place on week commencing 16th March