



Camphill Devon

Supporting adults with learning disabilities

Chief Executive Officer

Recruitment Pack • January 2026

Nick Shanks • Director, Harris Hill Ltd

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Harris Hill
Executive Search

About Us

Camphill Devon is a long-established charity providing supported living, residential care and meaningful community for adults with learning disabilities. Set within a unique rural environment featuring multiple residential houses and a 100-acre working farm, Camphill Devon offers a blend of care, independence, therapeutic activity and community living.

Camphill Devon provides a vibrant and wholesome environment where people can enjoy the freedom of their rural surroundings, access craft, land and community activities, and play a part in the running of where they live. We are committed to providing the necessary support and facilities through which everyone can choose to live their life, their way.

Personalised support and regular reviews ensure that everyone is given the opportunity to develop activities that are important to them. Many arts, craft and land activities are available on site which provide therapeutic, learning and physical opportunities for social engagement and developing new skills.

Activities include Pottery, Textiles, Metalwork and Woodwork as well work on the land and garden. Individuals are supported to create their own weekly structure, which for many includes accessing local leisure and sports facilities, college and voluntary work.

Home Life

People live in comfortable self-contained households of various sizes, sharing the daily routine, and working with each other to make their house a real home. Each person has their own private room as well as the shared living spaces and the facilities and grounds of Hapstead to enjoy.

Social and Cultural Life

People are encouraged to follow their own interests. This might be participating in an evening college course, with interests such as drama, singing and dancing, or computer skills. Other opportunities include sailing and horse riding, walking and cycling. People enjoy regular trips to the cinema, theatre, night clubs and other activities in the area.

We host our own events from Bingo, Movie, Disco and Choir in our small hall and café, and there is the opportunity to take part in music lessons. With Dartmoor and the coast – and Exeter, Plymouth and smaller towns for shopping and sightseeing – there is plenty of choice for days out. Everyone has the opportunity for an annual holiday of their choice including the chance for foreign travel



Supported living

Within our CQC registration we also offer a supported living service, enabling people to live in their own home, or a shared house within the local community. Support is assessed and provided for personal care, and day to day living activities, and a bespoke package is agreed to reflect the number of support hours required. Accommodation is arranged through local housing associations or private landlords.

Spiritual Life

Life at Camphill Devon is in tune with humanistic and Christian ideals, celebrating festivals together throughout the year. We actively welcome people of different faith or persuasion and encourage them to contribute and be involved.

History

The movement was founded in 1940 by Dr Karl Koenig and his co-founders, who developed a mutually-supportive model for community life based on the principles of Dr Rudolf Steiner. Over time the choices of individuals at Camphill Devon about how they want to live their lives have changed and whilst some maintain an interest in the foundations of the Camphill movement and are supported to pursue their religious or cultural beliefs, there are others for whom this plays a lesser part, and we support each individual accordingly.

Governance and Finance

Camphill Devon Community is a registered charity. We are self-governing, responsible for our own running and development and have a board of trustees. Most residents are funded by local authorities through individual service contracts. Finance for improvements and developments rely on donations and fundraising activities.



Our Vision & Values

Our Vision

“A world where everyone is valued and supported to live their life their way.”

Our Values

- To promote a community ethos where everyone has a part to play, and has opportunities to make choices and take responsibility.
- To involve people is at the heart of everything we do.
- To understand, value and meet people’s needs.
- To treat people with kindness, compassion and dignity.
- To promote, respect and celebrate people’s diversity and individuality.
- To learn from people to help us adapt and continually improve.

Our Culture

“An inclusive, supportive and rural environment where people have real freedom, are enabled to perform to the best of their strengths and have the opportunities to learn and grow.”

Job Description

Job title: Chief Executive Officer

Salary: circa £80,000 p.a.

Reports to: Board of Trustees

Purpose of the Role

The CEO will provide strategic, operational and cultural leadership for Camphill Devon, ensuring high-quality, person-centred care, strong governance, financial sustainability and organisational resilience. Reporting to the Board of Trustees, the CEO will drive forward organisational improvement, prepare for regulatory scrutiny, and embed a culture of empowerment and accountability across the charity.

Key Responsibilities

Strategic Leadership & Governance

- Lead the development and delivery of Camphill Devon's strategic plan in partnership with the Board of Trustees.
- Strengthen governance frameworks, improving reporting, compliance, safeguarding oversight and board assurance.
- Ensure clear delegation structures, reducing over-reliance on any individual post and empowering house managers and senior staff.
- Provide high-quality advice and guidance to the Chair and Trustees.

Regulatory Compliance & Quality of Care

- Ensure full compliance with all relevant regulatory bodies, particularly CQC, preparing the organisation for an imminent inspection.
- Oversee continuous improvement in care quality, safeguarding practices and risk management.
- Support the Registered Manager to achieve and maintain high regulatory standards across all homes.
- Drive the transition towards a more regulated care home model while retaining the ethos and values of Camphill Devon.

Operational Management

- Provide visible, supportive leadership to operational teams across care, estates, administration and the farm.
- Ensure effective staffing models, including management of international volunteers and exploration of new workforce structures.
- Oversee performance management, employee engagement and organisational culture.
- Support the recruitment, development and registration of house managers to enable more distributed responsibility.



Financial Leadership & Commercial Sustainability

- Lead the financial management of the charity, ensuring robust budgeting, forecasting and cost control.
- Ensure long-term sustainability in the context of increasing care costs, local authority funding pressures and property investment needs.
- Oversee the effective use of reserves and capital expenditure linked to property acquisition and refurbishment.
- Support income diversification, including legacies, donations and other fundraising opportunities.

Estates, Property & Farm Oversight

- Oversee strategic decision-making relating to Camphill Devon's estate, including residential houses and the 100-acre farm.
- Maintain and manage the re-tendering and recruitment process for a new farm operator (Tenant) and manage the onboarding process.
- Ensure legal, safety and operational compliance across all buildings and land assets.
- Plan and support the integration of the recently acquired, Buckfastleigh cafe / supported living property.

People, Culture & Community

- Champion a person-centred, values-led culture across Camphill Devon that promotes dignity, independence and wellbeing for residents.
- Improve staff wellbeing, workload distribution and operational resilience.
- Build positive relationships with residents' families, local authorities, community stakeholders and partner organisations.
- Support the introduction of improved pay structures for frontline staff, including consideration of increased hourly rates.
- Lead the development of the competency framework.

External Relations & Representation

- Act as the public face of Camphill Devon, building trusted relationships with commissioners, funders and regulators.
- Represent the charity at regional and national forums where appropriate.
- Ensure Camphill Devon's values and mission are communicated clearly to stakeholders.

Person Specification

Experience	Essential / Desirable	Assessment Stage
Senior leadership experience in a regulated care environment (adult social care, supported living, residential care or similar).	E	Application and Interview
Proven track record of delivering organisational improvement, restructuring or governance modernisation.	D	Application and Interview
Strong understanding of CQC, safeguarding requirements and best practice in social care.	E	Application and Interview
Experience working with Boards/Trustees or equivalent governance structures.	E	Application and Interview
Financial leadership experience within a similar-sized organisation.	D	Application and Interview
Experience managing multi-disciplinary teams across care, operations and estates.	D	Application and Interview
Experience in charities, non-profit or voluntary sector organisations.	D	Application and Interview
Experience with property/estates oversight and/or land-based services.	D	Application and Interview
Experience overseeing care provision across multiple sites.	D	Application and Interview

Person Specification

Skills and Competencies	Essential / Desirable	Assessment Stage
Strong strategic thinker with the ability to translate vision into operational reality.	E	Application and Interview
Excellent governance, compliance and risk management capability.	E	Application and Interview
Collaborative leadership style - empowering others while holding clear accountability.	E	Application and Interview
Strong relationship-building skills with staff, trustees, families and external partners.	D	Application and Interview
Financially astute with the ability to manage tight budgets and complex funding streams.	D	Application and Interview
Skilled communicator who can represent Camphill Devon credibly in public and regulatory settings.	D	Application and Interview
Ability to drive cultural change with empathy and clarity.	D	Application and Interview

Values & Behaviours	Essential / Desirable	Assessment Stage
Compassionate, person-centred and aligned with Camphill Devon's ethos.	E	Application and Interview
Integrity-driven, transparent and accountable.	E	Application and Interview
Calm, resilient and able to lead through change.	E	Application and Interview
Committed to improving lives and enabling independence for people with learning disabilities.	E	Application and Interview

Additional Information

- This is a full-time leadership role with on-call responsibilities shared appropriately across the management team.
- Some flexibility may be required around evenings and weekends.
- Enhanced DBS clearance will be required.
- The CEO will play a critical role in redistributing operational load across the organisation, including supporting the development and potential registration of house managers.

Terms of Appointment

Job title:	Chief Executive Officer
Reports to:	Board of Trustees.
Contract:	Permanent / Full time.
Salary:	circa £80,000 p.a.
Location:	Hapstead Village, Camphill Devon Community, Buckfastleigh, Devon, TQ11 0JN.
Annual leave:	28 days plus public and statutory holidays.
Pension:	4% Employee, 4% Employer contribution.



How to Apply

If you would like to apply, please send the following:

- An up-to-date CV
- A completed data capture form (which Harris Hill can share with you)
- A Supporting Statement (no more than 2 x A4 pages) outlining why you are interested in becoming Chief Executive Officer of Camphill Devon demonstrating relevant experience for the role.

Please submit your completed application to: nick.shanks@harrishill.co.uk by **9am, Friday 13th February 2026**

Dates for your diary:

Closing date for applications: 9am, Friday 13th February 2026

First interviews: w/c 9th March 2026

Second interviews: w/c 16th March 2026

Please could you also let us know if you will require any special provision should you be called forward for interview.

Please state in your application if you have any commitments during the interview period that may coincide with these dates.

Advertisement

Harris Hill is delighted to be working with Camphill Devon to recruit its new Chief Executive Officer.

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The charity provides a vibrant and wholesome environment where people can enjoy the freedom of their rural surroundings, access craft, land and community activities, and play a part in the running of where they live. We are committed to providing the necessary support and facilities through which everyone can choose to live their life, their way.

As Chief Executive, you will:

- Provide strategic, operational and cultural leadership for Camphill Devon, ensuring high-quality, person-centred care, strong governance, financial sustainability and organisational resilience.
- Drive forward organisational improvement, prepare for regulatory scrutiny, and embed a culture of empowerment and accountability across the charity.

If you are inspired and excited by what Camphill Devon does, we'd love to hear from you.

Job title: Chief Executive Officer

Salary: circa £80,000 p.a.

Contract: Permanent / Full-time

Location: Hapstead Village, Camphill Devon Community, Buckfastleigh, Devon, TQ11 0JN

How to apply:

Please review the Recruitment Pack for further information about Camphill Devon, the CEO position and for details on how to apply.

Closing date for applications: 9am, Friday 13th February 2026

Both Camphill Devon and Harris Hill operate an equal opportunity policy and commit to treating all of our candidates and jobseekers fairly. We welcome and encourage applications from everyone regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.