



CEO

Candidate Information Pack

January 2026



Eastside People

Welcome from our Chair

Thank you for your interest in the role of Chief Executive Officer at REMAP.

For over six decades, REMAP has made a life-changing difference to people living with disability by harnessing the creativity, ingenuity and compassion of our nationwide network of volunteers. Every day, our expert engineers and craftspeople design and build custom-made equipment, free of charge, to help individuals achieve greater independence, dignity and quality of life.

With a strong foundation, a trusted reputation, and a growing demand for our services, we are ready to accelerate our impact and extend our reach to more people who need us.

This pack will give you a sense of our work, our ambitions and the qualities we are looking for in our next leader. If you are excited by the opportunity to lead an organisation that transforms lives through creativity, and are motivated by impact as much as outcomes, we would be delighted to hear from you.

We encourage applications from candidates from all backgrounds and experiences.

Yours Sincerely,



Peter Cattermole

Chair of Trustees, REMAP

About us

Who we are

REMAP is a unique national charity that transforms lives. We exist where no one else does, bridging the gap between mass-produced equipment and individual human needs. Every solution we create is one of a kind, just like the person it helps, because, as we often say - Resourceful Engineers Make Anything Possible – **REMAP**!

What we do

Whether it's mobility, daily living, or hobbies and sports, we create solutions that change lives. At the heart of our work is designing and building custom made equipment, tailored to each person's unique needs.

Our volunteers bring together creativity, technical skills, and problem-solving expertise across various fields, including metalwork, carpentry, electronics, computer programming, and 3D printing, to deliver solutions that can't be found anywhere else. We don't just design new equipment - we also adapt existing items, ensuring valuable kit like wheelchairs or furniture stays undamaged and can be restored if needed. Everything we do starts with one of our core values: putting the client first.

Many people come back to us as their needs change, and we see this ongoing relationship as a vital part of our role - offering long-term, responsive support whenever it's needed. And if we can't provide a direct solution, we'll still help by signposting to trusted providers, charities, or funding options - making sure no one is left without support.



Our impact

OUR YEAR IN NUMBERS

During 2024/25 this was our impact:



96.7%

of clients felt they had greater independence after using our service.

3,314

Referrals made during the past year.



£7 million

Financial value of our volunteers' time.



44,958

Hours spent by volunteers, working on projects.

795
volunteers

Engineers:
555



Other roles:
240

What Difference We Make

Here are just a few of the thousands of people we have helped this year, along with quotes from clients giving their feedback on the difference our work has made to their lives.

“Such a fantastic, friendly service.

They listened and tailored to my specific needs. Such a simple adaptation that has made a huge change in my life and on my health.”



Helping Vinnie Communicate

Vinnie has limited movement and speech due to a brain injury and spinal muscular atrophy. His Occupational Therapist noticed he could move his forearms slightly when supported, a motion that could help him use sensors to communicate.

REMAP engineers built a gentle, adjustable clamp from foam blocks to hold his arms upright, attachable to both his wheelchair and bed.

Now, with his mum and OT, Vinnie is taking his first steps toward meaningful communication.

**“ I wish I had known about REMAP before;
they have been a huge help.”**



Helping “K” do what he loves

The client “K”, a teenager with multiple conditions, has a large train track on a table specifically designed for the purpose, with storage underneath. Having grown too tall for the table, stooping was causing him significant distress. Despite these challenges, K’s love for his trains and the table remained strong.

REMAP volunteers constructed two support stands to install underneath the table. The stands increase the height of the table by 400mm raising it and enabling K to play with his train set without having to bend/stoop which is difficult for him as he has a bent spine.



Dog treat dispenser for wheelchair user and helper dog

The client is a wheelchair user and has limited use of their hands, so therefore was unable to manually give treats to their dog. REMAP engineers designed a motorised dispenser based on a carousel rotor. Treats are dispensed one at a time at the press of a head operated press button.

Before having this device, the client was entirely unable to reward their helper dog, apart from verbally, for carrying out the correct actions. This gives the client autonomy and hopefully will significantly enhance their bond with the dog.

See more examples of our bespoke, life-changing solutions [here](#).



Our vision, mission & values



Our Mission

This explains what REMAP does and who our clients are.

REMAP exists to improve the quality of life for people who experience short- or long-term disability through infirmity, illness, or ageing.

We do this by making and adapting equipment to meet the unique needs of individuals at no cost to them.



Our Vision

This is what we want to achieve

We will be the UK's leading provider of bespoke solutions created locally for those experiencing disability.

Our Values

These define what we stand for and what will be expected of us all.

Client first

The client will always be at the heart of what we do. Our services will respect all those seeking our help, listening to their wishes without judgment.

Quality service

We will deliver quality solutions and advice. We will seek the best personal option by drawing on our expertise and the guidance of health professionals.

Valuing our people

Our people sustain our service. We will continue recognising our volunteers and staff's dedication and commitment by providing a rewarding and satisfying working environment.



Our commitment to diversity

At REMAP, we take inclusion and diversity seriously. We know that getting this right is crucial for us to live our organisation's values and provide opportunities and equitability for all.

"We are always trying to improve our ways of working to be more inclusive and equal.

Our vision is for REMAP to be a place where people of all ethnicities and backgrounds feel welcomed to work, volunteer or seek help."

Sue Boyes,

REMAP CEO

Our approach:

- Develop and embed an inclusive culture.
- Attract, develop, support and retain a diverse representation within our organisation.

We are committed to encouraging and demonstrating inclusion and diversity in everything we do.



Being our CEO – a great time to join US

Following a period of stabilisation and reinvigoration after the pandemic, REMAP is now ready to take a bold step forward. We are seeking a forward-thinking Chief Executive to build on our proud 60-year history and lead us into a new era of growth, sustainability, and impact. This is a role for someone motivated by both purpose and challenge, someone who can harness the strengths of a dedicated volunteer community, a supportive Board of Trustees, robust governance, and innovative ways of working to drive meaningful, lasting change. While the charity is well-positioned for the future, it also faces real-world challenges that call for resilience, strategic clarity, and inspiring leadership.

This is a rare opportunity for an outcome-driven leader to take the helm of a charity with a powerful social mission, a nationwide footprint, and a deeply committed community. REMAP has a proud legacy of delivering practical, life-changing support through creative, hands-on innovation and is now poised to extend its reach and influence even further. We are looking for an ambitious and strategic individual who can serve as the charity's public face, someone who excels in building corporate partnerships, driving fundraising success, and enhancing REMAP's national profile. The role requires a leader capable of balancing operational excellence with outward-facing vision, ensuring effective internal management while amplifying the charity's purpose to new audiences, partners, and supporters. With firm foundations in place and significant potential ahead, this is a pivotal moment to shape REMAP's next chapter of growth and success.

At the same time, this role offers the opportunity to lead a period of renewal and evolution within an organisation powered by a large and diverse volunteer workforce. The next Chief Executive will inspire collaboration and unity across a wide and dispersed network, strengthening volunteer leadership and succession, and building stronger alignment between local branches and central operations. They will champion modern governance and communication practices while retaining the charity's distinctive volunteer-led ethos. As the external landscape evolves with new expectations around regulation, safeguarding, funding, and volunteering, this is a chance to guide REMAP with clarity, empathy, and confidence, ensuring its long-term sustainability and continued positive impact on communities across the UK.

CEO job description

Location	Fully remote. Location flexible within the UK (periodic national travel required)
Time Commitment	Full time, permanent
Salary	£55-65k
Benefits	Pension Free eye test 33 days annual leave + Christmas standdown Details on Family leave and sickness pay available on request
Reports to	Chair of Trustees

Overall purpose of the role:

To guide REMAP through a pivotal period of growth and change, thoughtfully shaping and delivering a forward-looking strategy that strengthens the charity's financial sustainability, national profile, and day-to-day effectiveness. To encourage innovation in fundraising and partnerships, modernise governance and systems with care, and nurture stronger alignment across a diverse, volunteer-led network. To help ensure REMAP remains resilient, relevant, and well-prepared to respond to emerging pressures and opportunities in its external environment.

As Chief Executive Officer, you will:

- Uphold the thoughtful shaping and delivery of a forward-looking strategy that broadens REMAP's reach, deepens its impact, and sustains its relevance and resilience over time.
- Strengthen the organisation's financial sustainability by driving fundraising innovation, forging strategic partnerships, and diversifying income streams.
- Manage a team of seven employees, overseeing daily operations and performance and taking responsibility for their long-term development.

- Energise and support a nationwide volunteer community – fostering trust, strengthening relationships between central staff and locally rooted branches, and caring for the growth of emerging volunteer changemakers.
- Help nurture cultural and organisational transformation, modernising systems and communication while preserving REMAP's distinctive volunteer-led ethos.
- Elevate REMAP's national profile and influence through effective advocacy, media engagement, and strategic relationships with health and social care partners.
- Build the charity's capacity for growth by shaping the central team, ensuring strong governance, operational excellence, and high-quality support for volunteers and service users.
- Foster innovation and continuous improvement, ensuring REMAP remains at the forefront of applying new materials, manufacturing techniques, and assistive technologies to meet people's needs.

Person Specification

Experience

- Senior responsibility at CEO, Director, or equivalent level within a charity, social enterprise, or purpose-driven organisation.
- A proven track record of income generation through fundraising, corporate partnerships, or commercial innovation.
- Experience supporting organisational change across complex, distributed networks, with experience in volunteer-led structures highly valued.
- Strong financial and business acumen, with a sound understanding of charity governance and compliance.
- Experience working effectively with Boards, funders, and senior stakeholders to influence, engage, and deliver results.

Skills and Qualities

- A strategic, forward-thinking senior professional with a growth mindset and a focus on long-term sustainability.
- An engaging communicator who can unite diverse groups behind a shared vision and purpose.

- Confidence in exercising sound judgement, with comfort navigating ambiguity and the ability to begin initiatives while details are still emerging.
- Resilient, emotionally intelligent, and adaptable, able to navigate complexity with clarity and composure.
- Collaborative and approachable, fostering trust and shared confidence across teams, while able to act with clarity and assurance when required.
- Comfortable in an ambassadorial role, skilled in engaging external stakeholders to raise brand recognition and secure corporate support.
- Deeply committed to inclusion, accessibility, and enabling others to thrive.
- Comfortable engaging with a wide range of people, from volunteers and engineers to clinicians, funders, and trustees.

What We Offer

- The opportunity to guide a mission that makes a real, lasting difference every day
- A vibrant, passionate community of innovators and problem solvers
- A platform for growth with the freedom to shape the charity's future and strategy
- Strong support from trustees and a committed, talented staff team
- Flexible working and a culture that prioritises people, wellbeing, and collaboration



Ready to apply?

Eastside People is supporting REMAP in the recruitment of this role. Please [click here](#) to apply by submitting your CV and a cover letter **both in Word doc format**.

Please use the cover letter (max 2 pages) as an opportunity to add to the information you have shared in your CV and ensure that you cover the following:

- Why are you interested in the CEO role at REMAP?
- Having read the information pack, what relevant experience and skills do you feel you would bring to this role? Please ensure you address the points in the Person Specification.

If you would like a call to discuss the role in more detail, please email John Sanger to arrange a convenient time at johns@eastsidepeople.org. Having a call of this kind will not influence the success or otherwise of your application.

We want you to have every opportunity to demonstrate your skills, ability and potential. If you have a disability or require reasonable adjustments during the application or interview process, please contact us so we can support you appropriately.

The closing date for applications is Monday 9th February. Shortlisting interviews will take place shortly after and shortlisted candidates will have an interview with REMAP during the week beginning **23rd February**.

Finally

We understand AI can be a helpful tool, but please use it with caution and ensure your application is personalised and accurate.

If you know anyone else who might be interested, then please pass this Information Pack on as we would be very pleased to hear from them.



Eastside
People

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