



FiMT

forces in mind trust

SUCCESSFUL SUSTAINABLE TRANSITION

Chair

Welcome

Thank you for your interest in becoming our next Chair at Forces in Mind Trust (FiMT).

Each year approximately 15,000 people leave the UK Armed Forces. For the vast majority, transition into the civilian world is successful, their lives having been enormously enriched by their time in service. However, some need additional support, and it is these ex-Servicepeople and their families that Forces in Mind Trust exists to help.

Originally founded in November 2011 by a £35 million spend-out endowment from the Big Lottery Fund (now The National Lottery Community Fund), FiMT is a member of the Confederation of Service Charities (Cobseo) and a permanent member of its Executive Committee. The Trust works within the military charities sector, and much more widely, to support the United Kingdom's Armed Forces Community.

Our mission is to enable successful and sustainable transition to civilian life, which we deliver by working collaboratively with others to:

1. Identify the barriers to successful transition
2. Find out what works to address these barriers
3. Use this evidence to bring about change that has an impact on the ground.

This means that we: fund work that builds collective knowledge of the barriers to successful transition and of the evidence of what works to address them; influence stakeholders to help to bring about change on the ground; collaborate to bring about change and provide leadership to do so; and fund capacity building for the military charities sector. We use robust evidence and work in partnership with others to drive change, particularly as a member of Cobseo, the Confederation of Service Charities.

We are now at a pivotal moment in time for FiMT. There are many ground-breaking projects we want to fund both now and in the future; yet having the impact we aspire to achieve means navigating an increasingly complex, competitive space. Our ability to retain and further build on our reputation, credibility and specialisms will be dependent upon the Board setting clear and unambiguous strategic priorities for the Chief Executive and the Executive team to deliver against.

We are now seeking a new Chair to lead our Board through the next exciting era for FiMT, and to guide, support and represent the Trust as needed to a wide range of stakeholders, including with our primary funder the National Lottery Community Fund. This is a substantial, skilled and visible strategic leadership role requiring a successful personal record of leadership and influence elsewhere.

Our next Chair will be someone with a renowned ability to foster excellent relationships across a broad range of sectors; you will be emotionally intelligent and respected for the quality of your advice. You will demonstrate a strong personal commitment to the mission and values of FiMT.

Our programmes

Over the last decade, Forces in Mind Trust has awarded £24.3m through 176 projects across our seven programme areas: Housing, Employment, Health, Finance, Relationships, Criminal Justice System, and our Enabler Programme. Our recent Impact Report shows how these projects have helped to achieve our mission to enable successful and sustainable transition to civilian life. Below are just a few examples of the work we have funded and the impact they have had.

Since 2014, we have worked with the Directory of Social Change to provide information on the Armed Forces charities sector. To date, this partnership has resulted in 11 reports providing policymakers, funders and beneficiaries with an unbiased and independently researched source of information. The reports were a key source of information for the Ministry of Defence's Strategy for our Veterans and the research helped to secure millions of pounds in government funding for Armed Forces charities across the UK during the pandemic.

We commissioned the first UK-wide review of the mental health and social care needs of veterans and their families and the support services that existed for them. This work transformed local health authorities' support for veterans and their families, including NHS England investing an extra £10 million into developing a dedicated crisis service, including the Transition, Intervention and liaison Service (TILS) and the Veterans' Mental Health Complex Treatment Service (CTS). These became the foundational services eventually leading to the recent Op COURAGE service which received 4,900 referrals in 2020/21. The research also influenced work to better identify veterans accessing health services, and the rollout of more than 1,110 veteran-friendly general practitioner surgeries.

Our work with the University of Salford, exploring the experiences of veterans accessing the UK benefits system, led to a significant increase in support for veterans who require help from the UK benefits systems. The research led to the government announcing up to £6 million of funding for more than 100 Armed Forces Champion posts at the Department for Work and Pensions to support ex-Service personnel, a new Armed Forces 'marker' to better identify veterans accessing Universal Credit, and a new training module to help assess specific health issues related to service.

Our project with Anglia Ruskin University and the Cobseo Non-UK Cluster, to conduct an audit of service provision specifically for Non-UK personnel, helped increase understanding of the barriers faced by Non-UK personnel and their families. The research has since informed the creation of a Ministry of Defence Non-UK Working Group, led to an increase in information available for Non-UK personnel, and informed the recent government Immigration Fees Public Consultation, leading to the scrapping of visa fees for Non-UK service personnel who have served at least 6 years or have been medically discharged.

Read more about Forces in Mind Trust at <https://www.fim-trust.org/>

Our current Board



Our current Chair is Hans Pung, President of RAND Europe, who has been the Chair of the Forces in Mind Trust (FiMT) since December 2016. He will step down in 2022.



Vice Chair Nick Roberts is Chief Executive Officer, Travis Perkins plc. He was previously President of Atkins, SNC-Lavalin's Engineering, Design and Project Management sector, with responsibility for the company's infrastructure engineering and design services around the world.



Trustee Adrian Bell is Chief Executive, Royal Navy and Royal Marines Charity (RNRMC). Joining the Royal Navy in 1980, he saw operational service in a number of theatres and finished his career as Commander, British Forces, Gibraltar.



Trustee Deirdre Mills is CEO of The Poppy Factory. She began her career in the British Army and has spent several years abroad working on HIV and gender issues in sub-Saharan Africa.



Trustee Ross Campbell MA BSc Hons FCA CPFA was until recently Director Public Sector at the ICAEW where he led the Institute's work to improve standards in the management of the Public Finances, both in the UK and internationally.



Trustee Anais Reding is Chief Engagement & Design Officer, Sponsor for the Export & Investment portfolio in Digital, Data and Technology at the Department for International Trade.



Trustee Richard Harries is Associate Director, Institute for Community Studies. He was previously a senior civil servant and deputy director of the independent think tank Reform.



Trustee Andrew Ward qualified as a solicitor almost 30 years ago and has worked in private practice and in-house, leading global teams of lawyers in a large financial services organisation. During his in-house career, Andrew also had a period in the business leadership team, taking responsibility for fiduciary risk and governance within the global trusts and investments businesses and was a director on several subsidiary boards.



Trustee Professor Dominic Murphy MA (Hons), PhD, DClinPsy is Head of Research at Combat Stress. Dominic gained his first degree, an MA in psychology from Glasgow University in 2003. He then joined King's College London as part of the team that established the King's Centre for Military Health Research (KCMHR) and setup an ongoing UK military study following the 2003 Iraq War.



Trustee Kate McCullough is Officer in Charge, Defence Transition Services, the MOD's provider of bespoke support to Service leavers and their families. She leads a UK-wide team delivering one-to-one support for the most vulnerable Service leavers and their families in partnership with the military and the third and public sectors.



Trustee Katie Alpin is Head of Strategic Insight at Which?, the UK's consumer champion, managing a robust research programme exploring sources of and solutions to consumer harm, influencing government, regulators and businesses.



Trustee Lt Gen Sir Nicholas Pope KCB CBE is Chair of Cobseo. During a 40-year military career, Nick witnessed how the Army and Defence accommodated change both in peace and on operations.

Trustee Air Vice-Marshal Chris Elliot is Controller, RAF Benevolent Fund.

The **Protector of the Trust** is **Alison Paines** who is a Partner at Withers Worldwide.

You can read more about our Board, Lay Advisers, Patron, Honorary President and Ambassadors here:
<https://www.fim-trust.org/about/board/>

Role Profile

The Chair provides leadership to the Forces in Mind Trust (FiMT) Board with primary responsibility for ensuring it has appropriate priorities, structures and governance in place as well as a supportive and forward-looking culture. The Board is responsible for setting the strategic aims, objectives and direction of FiMT, delegating day-to-day management to an executive team led by the Chief Executive, and ensuring the long-term sustainability of the organisation.

The Chair's main role is to provide clear leadership to the Board, ensuring its effectiveness; setting the Board agenda and leading the other non-executive directors in playing a full role in developing, and then monitoring the delivery of, the organisation's strategy. The Chair also represents FiMT externally as required, including direct engagement and interaction with a wide range of stakeholders – including the funder, The National Lottery Community Fund, Ministers and senior civil servants in the MoD and other Departments including DWP, DH and MoJ, military leaders, Armed Forces charity leaders and stakeholders within the wider Third Sector community and other interested parties including FiMT's own lay advisers.

Responsibilities of the Chair role

Leadership

- Lead the Board, providing clarity of vision and encouraging trustees to contribute; ensure appropriate challenge, scrutiny and diversity of perspective.
- Safeguard the reputation and impact of FiMT, upholding its values and leading the overarching relationship with The National Lottery Community Fund (TNLCF) as primary funder.
- Ensure that the Board has the necessary and diverse range of skills, expertise and life experiences and to keep this under review as the organisation's priorities evolve.
- Guide and oversee the approval of strategic plans and discussions on the strategic development and impact of FiMT, ensuring the Board has agreed strategic priorities.
- Conduct the annual appraisal of the Chief Executive, support him and delegate the management of the organisation to the Chief Executive and senior team.

Governance

- Chair Board meetings and ensure that appropriate Board procedures are followed.
- Ensure effective governance and efficient administration of FiMT.
- Ensure policy, financial and regulatory compliance is maintained and engage the Board in risk identification and management.
- Promote the highest standards of governance, ethics and compliance within the Board and wider organisation.
- Ensure the Board reviews, scrutinises and evaluates ways of working by FiMT and its members and partners.
- Oversee the delivery of the Annual Report and Accounts.

Ambassadorial

- Act as an ambassador, alongside the Chief Executive, for FiMT with key external stakeholder groups across TNLCF, partners, policy makers, the media and opinion forming community and any other interested parties.
- Work with the Chief Executive to leverage existing relationships and interdependencies.
- Champion the organisation to partners and stakeholders to ensure their continued commitment to FiMT's impact, mission and values.

Additional information

The Vice-Chair acts for the Chair when the Chair is not available and undertakes assignments at the request of the Chair. The above list is indicative only and not exhaustive. The Chair will be expected to perform all such additional duties as are reasonably commensurate with the role.

Person Specification

Part One

Knowledge and Experience

- A clear interest in the main issues and themes relating to FiMT's accountabilities and strategic priorities. Direct experience and profile gained in a relevant field would be an asset.
- Strong experience of leading or contributing to a Board or Public Committee of standing and influence. Prior experience of chairing another organisation would be an asset but is not strictly essential.
- Thorough understanding of charity governance and matters of public interest; this should include an appreciation of FiMT's responsibilities with regard to its funding relationship with The National Lottery Community Fund.
- Substantial experience of engaging with and influencing a diverse range of stakeholders, some of whom may have competing interests. This may include policy makers, politicians, partner charities and press organisations.
- An excellent understanding of the role of the Chair and Board.

Part Two

Skills and Abilities

- Outstanding diplomacy, interpersonal and influencing abilities.
- Well-developed engagement skills: impacts positively across a broad stakeholder community, from Service personnel and their families, to Service employers and affiliated organisations, to other charities, government, the media and the public.
- A capable, credible leader and confident figurehead for the organisation.
- Able to navigate sensitive, complex or contested issues and handles confidentiality.
- Sound judgement and able to take an objective and dispassionate view.

Part Three

Personal Style and Attributes

- An adroit, authentic networker who secures trust and confidence quickly.
- An effective mentor and sparring partner for the Chief Executive, willing to offer stretch and challenge through a constructive relationship with the Executive.
- Strong team player with a confident yet low-ego style.
- Personal values align with the objectives of FiMT; passionate about enabling all ex-Service personnel and their families to transition into successful and fulfilled civilian lives.

Terms of appointment for the Chair role

Remuneration	The role of Chair isn't paid, although travel expenses and subsistence incurred attending meetings or on official Trust business will be reimbursed.
Time commitment	Four Board meetings per year. The Chair is also expected to have regular meetings with the Chief Executive and represent the Trust at events and meetings with key stakeholders.
Appointment length	<p>The Trust's Chair (and board members) serve for an initial three-year term, which may be renewed for one further three-year term.</p> <p>In addition to chairing the main Board meetings, the Chair (and all other board members) are encouraged to attend meetings of each of the three sub-committees when possible.</p>
Location	FiMT's offices are located at Elizabeth Street, London SW1W 9RB.



How to express an interest in the Chair appointment

We hope you will consider making an application to become Chair of FiMT.

To make an application, please go to <https://starfishsearch.com/jobs/fimt-chair/> and click on the apply now button, with the following prepared:

- a CV (no more than three sides) or equivalent biographical information
- a short covering letter that explains your motivation and availability for the role you would like to be considered for and confirms that you would not be subject to any conflict of interest.

We would also be grateful if you would also complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

Closing date	Friday 24th June 2022
First stage discussions for selected candidates	Mid July
Agreement of the shortlist	By third week in July
Due diligence and, if required, informal interviews with Starfish Search in London	Following agreement of final shortlist
Final interviews	Likely to be end July

