



Recruitment pack

Chair



Introduction from the Vice-Chair

Dear Candidate,

Thank you for your interest in joining us as our new Chair of Trustees at a pivotal point in our growth and development. We are one of the UK's leading charities providing free, confidential support to people experiencing issues with drugs, alcohol or mental health. For over 55 years we have been supporting people in our 80 services across England and Scotland. As we continue through the final year of our three-year strategy, the impact of the pandemic has shown in sharper relief what is faced by our communities. The risks are rising of building problems within addiction, substance misuse and mental health.

Over the past six years, Lord Alex Carlile has been an outstanding Chair of With You, providing the Board with clear leadership and vision through what has been a challenging period for the organisation and more widely for the health and social care. This is also a time of leadership renewal for us, with changes to our Executive team and with new trustees joining our Board over the coming months. Alex has reached the end of his second term of office, and he feels it is the right moment for him to step down and let a new Chair set the Charity's next strategy and lead the Charity onto even greater heights.

We are now looking for an exceptional and experienced Chair to join us, who can lead our deeply committed Board and support our Executive team within an ever changing and challenging health and care policy landscape.

You will be an experienced leader within health and care, who appreciates the political context and is looking for a new chair role where your influence and impact can truly change lives. You will bring effective governance experience (ideally with some gained in a charity context), strategic thinking, strong commercial acumen and ideally some experience working in a policy and influencing context. Above all else you will share our values and our commitment to ensuring that everyone who needs help and support for issues with drugs, alcohol and their mental health, is able to access it.

We are looking for an exceptional communicator who will embrace the role with energy. You will enjoy building relationships both internally and externally and your ambassadorial skills will be an asset in this role. Although not essential, lived experience of some of the issues surrounding this agenda would be an advantage.

We are actively committed to increasing the diversity of our Board and welcome applications from all sectors and backgrounds. If, having considered this brief, you believe you have the skills and qualities we are looking for, we very much look forward to hearing from you.

Anne Chapman
Vice-Chair of Trustees
Chair of the Nomination Committee



About us

With You is a charity providing free, confidential support to people experiencing issues with drugs, alcohol or mental health. We use our clinical and sector expertise to deliver support and raise awareness around these issues.

Everyone should feel comfortable getting the support they need for issues with drugs, alcohol or mental health and we work with people on their own goals, whether that's staying safe and healthy, making small changes or stopping an unwanted habit altogether. We give people support in a way that's right for them either face to face in our services, community or online. We provide a free and confidential service without judgement to more than 100,000 people a year. We use our expertise to improve the help available and raise awareness around drugs, alcohol and mental health so that more people can get support.

Supporting young people with mental health issues

We provide early intervention for young people aged 13 to 17 who are engaged in or vulnerable to self-harming behaviours. We deliver the programme in schools, in communities and with families.

Making CBT more accessible

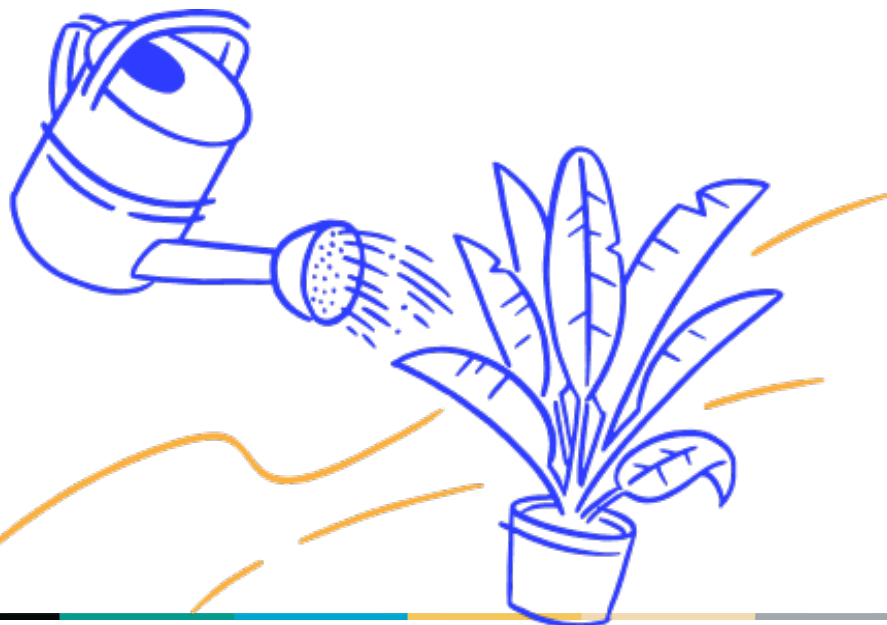
Webchat is the platform we use to deliver online instant messaging sessions. This was something we'd considered offering for a while as we wanted to expand how we support people and offer a varied range of options. With the COVID-19 lockdown we fast-tracked our digital offering, to continue to help people by improving access to psychological therapies while traditional face-to-face support was less accessible, yet more needed than ever.

Keeping a human connection in our work without face to face support

Positive relationships are an important part of recovery from drug and alcohol issues. We work hard to help people build these relationships whether that's between our staff and people looking for support or between the people who access our services via group therapy and other initiatives aimed to rebuild social connections for people who are experiencing isolation due to their addictions, or mental health issues.

Through a lot of hard work from our staff and volunteers, we found a way to lift that dark cloud. We got our seven-day-a-week group programmes up and running online within 24 hours. We offered one to one sessions via phone and we added additional support wherever we could, including distributing Naloxone door to door and providing doorstep training.

The end result of this hard work is that, despite everything, we've maintained consistently high referrals and continued to keep people engaged with our services and we were one of very few charities who managed to keep delivering face-to-face interventions in our drug and alcohol services.



Our Strategy

The pandemic has impacted upon almost all aspects of our lives. It's made delivering services more difficult and increased risk to the people we support. Of necessity it has driven massive change in how we do things. Some of these changes had already started but the pace of change accelerated rapidly during the pandemic.

As we enter the final year of our three-year strategy, the key principle underpinning the whole of our organisational approach remains improving outcomes for our service users. The pandemic has increased the use of technology in service delivery but has also placed new challenges in our path to be assessed and included in our approach for the year ahead. Everything we've done in the last year has happened in the context of COVID-19. This includes how we've adapted and developed to ensure we've maintained focus on working with the people we support in unprecedented circumstances, as well as taking every measure possible to keep our staff safe.

Our organisational strategy has helped shepherd us through the obstacles created by the pandemic. Our key goals were set to challenge and stretch us. They've required a significant level of organisational change in how we operate internally and externally while building on the ethos set when our organisation was established over 50 years ago. Our role and remit set back in 1967 however, remains the same.

We have made significant steps forward in terms of our progress and impact and have seen growth in engagement across our different platforms. There has been 41% growth in our webchat services and significant increases in our websites traffic.

To support our strategy, we're working towards three big goals:

1. Radically improve people's chance of getting better
2. Help ten times more people
3. Transform our organisation to get the best from each other.

For more information on who we are, please visit our website, and you can also access our last Annual Report and Accounts here: <https://www.wearewithyou.org.uk/who-we-are/annual-reports/>



Our Trustees

We have a strong Board of Trustees who are responsible for the overall governance of With You, its strategic direction and decision-making. Profiles of our current Trustees are below.

Alex Carlile (Chair)

Lord Alex Carlile is a QC, Fellow of King's College London, Fellow of the Industry and Parliament Trust, Honorary Companion of the Security Institute and director of SC Strategy Ltd.

Anne Chapman (Vice Chair)

Anne is a solicitor and vice-chair of the governing board of the Chartered Institute of Housing. She has chaired two NHS trusts and held board positions for charities and school governing bodies. Anne was a trustee of KCA prior to the merger with With You in 2015.

Lynne Clow

Lynne is an experienced HR and operational director who has worked extensively in the UK and abroad, across a variety of sectors. She is currently Senior Vice President, Shared Services (HR, SCM and IT) for KCA Deutag, an Aberdeen based oil and gas company. Lynne is also a member of the Children's Panel in Scotland and a member of the Remuneration Committee for Robert Gordons University.

Ron Finlay

Ron is a communications consultant, and was previously Chief Executive of a national body tackling problem gambling. He has directed government public health programmes on smoking, alcohol and drugs. He is currently on the Independent Complaints Panel of the Portman Group, reviewing the marketing of alcohol.

Jeremy Fish

Jeremy works in the construction industry as CEO of Ardent Hire Solutions. He was previously vice chair of youth development charity, Raleigh International.

Richard Gould

Richard is CEO of The Kia Oval and Surrey County Cricket Club. He previously completed a 12 year spell in the British Army as a tank commander, achieving the rank of Major.

Nigel McCorkell

Nigel is a chartered accountant who has worked mainly in the private sector. For the past twenty years he has been a non-executive for a number of Trusts, including chairman of the West London Mental Health NHS Trust.

Nicola Roseman

Nicola has 20 years of international experience in the banking industry and a successful background providing financial services to the manufacturing sector and government institutions. She is a member of the Association of Chartered Certified Accountants (ACCA). Nicola has held a senior leadership role within the LGBTI+ Ally network, and has worked with Community Business to share work undertaken by a global bank in Asia on transgender policies. Nicola is also a mentor in The Women's Foundation Program.

Job Description

The role of Chair is to provide inspiring leadership and effective governance to the charity. The Trustee Board is responsible for setting the strategic aims, objectives and direction of With You, 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 ensures the Board is effective, cohesive, and collaborative and acts as an ambassador and visible champion for With You alongside the CEO.

Leadership and Governance

In addition to those duties and responsibilities performed by all trustees, the Chair will:

- Provide clear and engaging leadership to the charity and its Board, ensuring that With You maximises its impact.
- Instigate and facilitate discussions on the strategic development of With You and ensure that the Board of Trustees has agreed strategic priorities.
- Ensure that the Board has the necessary and diverse range of skills, expertise and life experiences.
- Uphold the values of the charity by example, ensuring that the organisation promotes equality and diversity for all its stakeholders.
- Lead in the annual appraisal of the Chief Executive, support them and delegate the day-to-day management of the organisation to the CEO and team.
- Hold the Chief Executive to account for the effective management and delivery of the organisation's strategic aims and objectives, where appropriate.
- Ensure that the charity's governance arrangements are working in the most effective way, and that the Board regularly reviews major risks and associated opportunities, satisfying itself that systems and internal controls are in place to manage and mitigate risks.
- Chair meetings of the Board effectively and efficiently, bringing impartiality and objectivity into the decision-making process.
- Ensure policy, financial and regulatory compliance is maintained in all areas of operation and engage the Board in risk identification and management.
- Ensure the Board of Trustees is regularly refreshed and incorporates the right balance of skills, knowledge and experience needed to govern the charity effectively.
- Promote the highest standards of governance, ethics, compliance within the Board and the wider organisation;.
- Appraise Trustees performance annually.

Ambassadorial

- Act as an effective ambassador for With You and its cause, maintaining close and productive relationships, along with the Chief Executive, with key external stakeholders.
- Champion With You, supporting and helping to identify and develop new opportunities for increasing fundraising, influence and impact.

Person specification

Part One

Knowledge and Experience

- A track record or, a keen interest in addiction, mental health and care and support in the UK would be advantageous, and specifically an interest in how data and new technologies can be used to help tackle health inequalities and deliver behaviour change in the UK.
- Outstanding strategic leadership skills, ideally with direct experience gained as Chair within another non-profit organisation and/or a public Committee of standing.
- Significant experience of engaging with Government at a senior level, with a strong focus on influencing and partnership working: you are likely to have a track record of influencing at the most senior levels in the UK and/or in the devolved administrations.
- Successful track record of working with senior individuals at the highest levels and of bringing people together around a common vision and purpose.
- Very clear business and financial acumen gained through leadership experience in organisations of at least the same size as With You.
- Sound understanding of UK charity and company governance.
- Direct experience or a deep practical understanding of the risks and challenges facing non-profit organisations would be advantageous.

Part Two

Skills and Abilities

- High intellectual capacity and credibility and is a clear and independent strategic thinker.
- Highly effective relationship and alliance building abilities.
- Sound judgement with high capacity for self-reflection.
- Outstanding verbal and written communication and interpersonal skills.
- Able to apply or adapt learning from best practice across sectors and organisations.
- Has the capacity to support both Board and Executive development.

Part Three

Personal Style and Attributes

- Appropriate leadership style that guides the Board and Executive to fulfil their respective responsibilities in relation to governance, strategy and operational delivery.
- A natural networker who secures confidence immediately, has a diplomatic style and is happy to motivate support for With You's work.
- Team player who enjoys working with others and will foster a collaborative culture.
- Drive, enthusiasm and resilience.
- Strong commitment to With You's values and its purpose of reducing addiction harm in the UK supporting people with addiction, as well as a demonstrable commitment to diversity and inclusion.

Terms of appointment

Time commitment

This role requires a time commitment of approximately three/five days per month.

Remuneration

This role is currently unremunerated.

Length of appointment

All appointments are for an initial three-year term (renewable to up three times).

Equality, Diversity & Inclusion

With You is fully committed to increasing the diversity of its Board. To this end, we welcome applications from candidates with different skills, life experiences and different backgrounds. We particularly welcome applications from candidates from minoritised groups and those with lived experience of addiction or mental ill health.

Future Trustee Board meeting dates

- 27 October 2022 (Ideally, the new Chair would be available to attend this Trustee Board meeting)
- 26 January 2023
- 27 April 2023



How to apply

If you would like discuss the role before making an application please contact Juliet Brown at Starfish Search on juliet.brown@starfishsearch.com.

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

- Your CV (no more than three sides).
- A supporting statement (no more than two sides) that sets out why you think this role is the right move for you and how you meet the knowledge and experience criteria.

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: 30th September 2022

Preliminary interviews with Starfish: Early October 2022

Formal interviews with With You: Mid-October 2022

