



Recruitment pack

Trustees



Introduction from the Vice-Chair

Dear Candidate,

Thank you for your interest in joining our Board 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.

As one of three new trustees you will be joining a deeply committed Board with a strong sense of purpose. This is however, also a time of change when we are also recruiting a new Chair of Trustees, as Lord Alex Carlile reaches the end of his second term in office. At this time of transition, this is an opportune moment for us to strengthen our non-executive team and we have clearly identified key skills and experiences that would be particularly valuable to our Board. Your skills and expertise will add significant support to our governance and to our Executive team within an ever changing and challenging health and care policy landscape.

In this round of recruitment we are particularly looking for people who bring one or more of the following: clinical or medical experience, preferably in mental health or addiction services; leadership experience in the health and care sector and accountancy skills. Above all else you will share our values and our commitment to ensuring that everyone who needs support for issues with drugs, alcohol and their mental health, is able to access it. 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 teams 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.

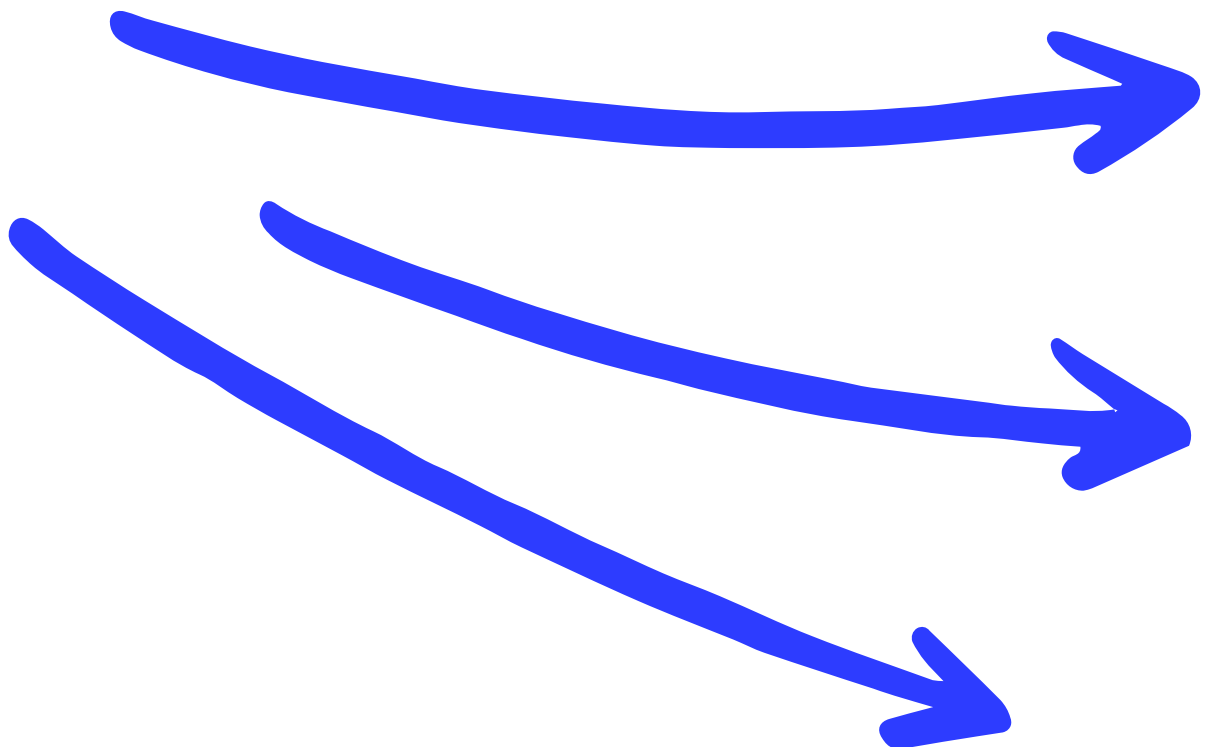
Our organisational strategy has helped shepherd us through the obstacles created by the pandemic. Our key goals were set to challenge and stretch us. They've required a significant level of organisational change in how we operate internally and externally while building on the ethos set when our organisation 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.

Role description

The role of a Trustee comes with legal, statutory and regulatory obligations. All Trustees are collectively responsible for the decisions and governance of the charity. This does not mean that all Trustees have to agree on every matter on which they make a decision, but all Trustees have a duty to actively participate in the decision-making process. Trustees work together as a team to:

Trustees, as members of the Board, are expected collectively to:

- Set the strategic direction for the charity, for the benefit of its service users, staff and other stakeholders its beneficiaries
- Be assured that the charity provides safe, high quality, cost effective services for those using them
- Ensure the charity is sustainable in the long term.

Principal Duties and responsibilities of Trustees

As a Trustee you'll:

- Be expected to uphold the charity's values, ensuring that they are reflected in the conduct and activities of the organisation and those who work for it, and setting the tone for With You through leadership, behaviour and performance.
- Make sure that the charity consistently delivers its services for the public benefit, yet promoting and developing its growth and success.
- Uphold and adhere to the highest standard of charity governance, which is set out by the Charity Commission, and contribute to the strategic direction of the charity, and in doing so safeguard public confidence and trust in the charity, promoting diversity and equality for all stakeholders.
- Monitor the performance of the Executive against the organisation's strategic and operational plans, and contribute to identifying and assessing risks and opportunities facing the charity, establishing effective risk management mechanisms to monitor threats to the charity's sustainability.
- Be expected to participate in meaningful discussions at Board and Committee meetings with your expertise, skills, knowledge and experience.
- Scrutinise Board papers and ask appropriate questions, challenge and support, providing an active input in to discussions, applying good judgment and contributing to the decision-making process while welcoming different opinions and challenge back.
- Collectively with the Board and individually as a Trustee, be an inspirational and charismatic ambassador for the charity, and an advocate with service users, policy makers, volunteers, fundraising partners and members of the public.
- Build positive relationships with other Trustees and the charity's staff, with a willingness to listen and understand.
- Be responsible for ensuring that the charity complies with its governing document, charity law and any other applicable legislation and regulations including safeguarding and fundraising, where applicable.

If you are not an experienced Trustee, you'll seek to increase your knowledge and understanding, and be willing to learn and improve, to contribute effectively to Board discussions. All Trustees are expected to be responsive to the ever changing and competitive sector of health and social care, actively engaging with and learning about developments that may affect the charity.

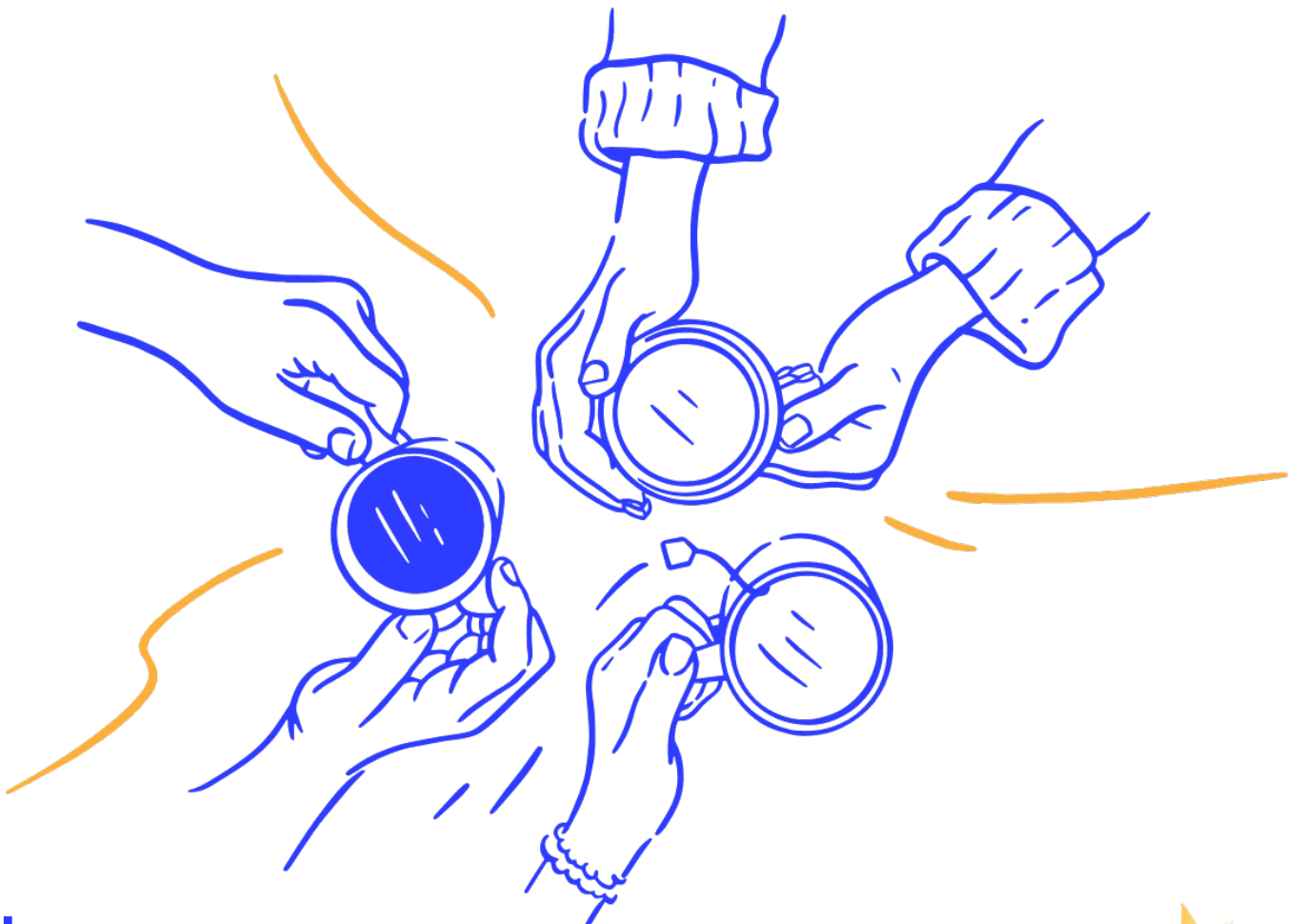


Being a Trustee of a charity is a very rewarding experience, but it requires a degree of commitment.

Trustees are expected to participate fully in the work of the Board, attend and chair, if required, Committee and other ad-hoc meetings of the Board.

You'll be required to participate in a Board induction, attend any training planned for Trustees and be prepared to be evaluated both as an individual Trustee and collectively as a member of the Board.

Above all, you'll safeguard the charity's resources and reputation, maintaining absolute confidentiality on all aspects of the Board's business, mindful of your overriding legal obligations as a Trustee.



Person specification

In your written application, we would be grateful if you could provide an indication of your skills and experience against the criteria listed below. Every trustee brings different strengths to a Board so it's not about matching them all: it's about contributing your own experience, diversity and expertise.

Part One

Knowledge and Experience

- Lived experience of addiction services either as a current or former service user, in recovery, or as a family member of a service user.
- Industry-specific experience either within healthcare, including mental health, or within the wider health sector.
- Clinical experience preferably (but not exclusively) in mental health or drug and alcohol services, or in a related clinical area which gives insight into the lived experience of our service users.
- Leadership experience including work to deliver long-term sustainable health outcomes.
- Accountancy skills with at least five years' experience working in an organisation of a similar or larger size to With You.
- Senior leadership experience gained within an organisation of a comparable or larger size to With You.
- Non-executive Board experience is preferable but not essential.

Part Two

Skills and Abilities

- Strategy – able to set strategy, policy, business plans and assess competing objectives.
- Future consequences of decision-making; the use of resources; operational and financial performance and accountability to stakeholders.
- Outstanding communication, interpersonal and influencing skills with the ability to make considered contributions and exchange respectful views with Board colleagues.
- Objectivity – able to support all Board decisions even if you offered a conflicting view during discussion.
- Comfortable upholding good governance by observing Trustees' duties and legal and regulatory governance standards, and by setting and delivering charitable goals.

Part Three

Personal Style and Attributes

- Strong commitment to With You's values and its purpose of reducing addiction harm in the UK.
- A deep commitment to ensuring high standards are met and role models behaviours in line with With You's values.
- Strong personal commitment to diversity and to ensuring that the principles of diversity and equality are promoted across all aspects of your work as Trustee and throughout the organisation.
- Commitment to supporting and endorsing the continuous quality improvement initiatives for the charity's service users, staff and volunteers.



Terms of appointment

Time commitment

These roles require a time commitment of approximately two days per month.

Remuneration

These are unremunerated roles.

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
- 26 January 2023
- 27 April 2023



How to apply

We are seeking three Trustees in this round of recruitment.

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-trustee/> 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: Mid October 2022

Interviews with With You: Early November 2022

