



Recruitment Pack

Group Chair Elect



Welcome

Thank you for your interest in joining our Board as Chair Elect.

We are Recovery Focus, a group of charities highly experienced in providing specialist support services to individuals and families living with the effects of mental ill health, drug and alcohol use, gambling and domestic violence.

We know that one size cannot and does not fit all, and we pride ourselves on working with the people who use our services to create a plan that works for them. We support people to get their life back and find ways to cope with challenges.

All of our partners at Recovery Focus share a rich history of providing support to people when they need it most. While we are extremely proud to be able to offer crucial support to individuals and their loved ones, we also recognise that we are often just one part of a person's recovery journey. We work closely with other organisations so that we can provide the very best services and achieve better outcomes for the people we support.

This is a critical time for our organisation as we continue to improve the quality and offer of our services to support a wider group of people across our nine established models. Each model is designed to support recovery against the backdrop of unprecedented times of economic turmoil; we also remain interested in potential partnering discussions as part of ongoing changes to the social and economic context.

We are now seeking a Chair Elect to succeed Helen Edwards as she steps down from the Board in 2023. The appointed candidate will act as Vice Chair through to 30th September 2023, taking over as Chair from 1st October 2023.

We are looking for someone with a renowned ability to instigate and foster high value alliances and relationships across a very broad range of sectors and audiences. Respected for the quality of your advice, emotionally intelligent and able to take diverse perspectives with you, you will be a credible and well-regarded figurehead who builds trust quickly. It is essential that you are comfortable in both a strategic leadership and ambassadorial role, and that you can demonstrate a strong personal commitment to our mission and values.

We are more interested in how you would carry out the role rather than your career achievements and actively welcome applications from influential leaders across all backgrounds. If you believe you have the skills, experience and qualities needed to lead us through the next exciting era we very much look forward to hearing from you.



Our approach

Our group approach means we are able to bring together a number of organisations who have vast experience of providing a range of different specialist support services and share the knowledge and experience we have gained over many years for the benefit of the people we support.

But we cannot stand still. While we are extremely proud of the services we provide, we recognise that the world is ever changing and that means we have to find new and innovative ways in which to inspire recovery together.

Whether it is through dedicated research programmes or working collaboratively with new partners, we are committed to inspiring quality of life, whatever that means to each individual.

Our stories

EMPLOYMENT SUPPORT CLIENT – SURREY

I CAME INTO THE SERVICE AFTER FINISHING A COURSE WITH CENTRE FOR PSYCHOLOGY AT A TIME WHERE I WAS STILL TRYING TO MANAGE ANXIETY IN MY WORKPLACE, AND I WAS FINDING LITTLE SATISFACTION IN MY CURRENT ROLE. I DIDN'T REALLY KNOW WHAT TO EXPECT FROM THE SERVICE BUT I WAS INSTANTLY PUT AT EASE BY MY EMPLOYMENT ADVISOR, WHO WAS ATTENTIVE, THOUGHTFUL, AND UNDERSTANDING.

I FOUND THE GOALS SET AT THE BEGINNING OF THE SERVICE REALLY USEFUL AND CHECKING IN WITH THEM EACH SESSION GAVE ME OPPORTUNITIES TO LOOK BACK AND SEE PROGRESS. NAOMI WAS INCREDIBLY ENCOURAGING AND POINTED OUT POSITIVE PROGRESS WHEN I DIDN'T RECOGNISE IT.

I WAS GIVEN A GOOD AMOUNT OF RELEVANT RESOURCES, INCLUDING PERSONALITY ASSESSMENTS TO HELP GAUGE POTENTIALLY SUITABLE CAREERS, MINDFULNESS EXERCISES WHEN MY ANXIETY WAS HARDER TO MANAGE, AND COURSES TO TAKE TO HELP ME UNDERSTAND MY CURRENT CAREER PATH BETTER. I COMPLETED THE SERVICE WITH A RENEWED DIRECTION FOR MY EMPLOYMENT, WHICH WHEN I STARTED THE SERVICE I DID NOT THINK I WOULD HAVE.

I ALWAYS FELT ENCOURAGED BY NAOMI, WHO CREATED AN OPEN SPACE WHERE I FELT SAFE AT ALL TIMES. IT WAS ALWAYS ENJOYABLE TO TALK, AND I LOOKED FORWARD TO EACH OF OUR SESSIONS.

THANK YOU AGAIN FOR ALLOWING ME ONTO THE SERVICE, I FOUND IT INCREDIBLY BENEFICIAL BOTH FOR MY CAREER DIRECTION AND MY MENTAL HEALTH.

FLOATING SUPPORT CLIENT

IN APRIL, I FELT I NEEDED SOME SUPPORT I WAS STRESSED ABOUT THE LOCKDOWN, ISOLATED AND CONFUSED. I'VE ALWAYS ENJOYED SOCIALISING, I MIXED WITH MY MATES, FAMILY AND THE PEOPLE FROM CHURCH. I WAS HAPPY WORKING AT THE COUNCIL AS A CARETAKER. I HAD PLANS TO DO A PARK RUN TOO. THIS ALL CAME TO A HALT.

I LOVE WITH MY PARENTS AND MY MUMS'ILL. SHE'S ELDERLY AND QUITE VULNERABLE TO THE VIRUS. SHE ALWAYS SAYS SHE'S GOING TO DIE. IN JUNE WE ALL TESTED POSITIVE FOR COVID-19 AND I HAD TO GO TO HOSPITAL FOR FIVE DAYS. THIS WAS QUITE TOUGH. I DIDN'T HAVE ANY MAJOR SYMPTOMS, BUT THE ISOLATION AND BOREDOM HAD A REAL IMPACT. I WANTED TO BE BACK HOME, LOOKING AFTER MY CAT THOMAS. I HAD TO SELF-ISOLATE IN MY HOUSE FOR A WEEK AFTER I FELT LIKE A PRISONER IN MY OWN HOME. I HAD NO ONE TO TALK TO AND MISSED THE CHURCH ESPECIALLY. I'VE NEVER BEEN THROUGH SOMETHING LIKE THIS IN MY LIFE.

I REFERRED MYSELF TO RICHMOND FELLOWSHIP. IZZY RINGS ME ONCE A WEEK TO HOW I'M DOING. IF I'M FEELING SAD OR DEPRESSED, I CAN ALWAYS GIVE HER A RING. IT'S SO HELPFUL AND QUITE A BLESSING TO HAVE. IZZY RECOMMENDS ACTIVITIES FOR ME TO KEEP ME POSITIVE. GOOD ADVICE LIKE READING, LEARNING NEW SKILLS AND LONG WALKS. I WANTED TO ACHIEVE A FEELING OF "WE CAN GET THROUGH THIS".

I'M STILL WITH RICHMOND FELLOWSHIP AND PLAN TO STAY ON. I HOPE I CAN GO ON MORE TRIPS IN THE FUTURE AND GET ON SOME DAYS OUT. I'M IN A CHURCH GROUP CALLED SINGLE FOR CHRIST SO I HOPE I MEET SOMEONE SOON.

SUPPORTED HOUSING RESIDENT - DURHAM

I'VE HAD MENTAL HEALTH ISSUES FOR A FEW YEARS NOW AND I'VE BEEN IN A FEW SUPPORTED ACCOMMODATIONS BEFORE. THINGS WEREN'T SO GREAT AT ONE POINT, BUT I'VE COME A LONG WAY. RICHMOND FELLOWSHIP HAVE BEEN A GREAT HELP IN ME ACHIEVING THAT. NOW, I'M BACK IN THE COMMUNITY LIVING WITH MY FATHER. CARING FOR HIM GIVES ME A FOCUS.

I'M FROM PRESLEY ORIGINALLY. I DECIDED TO MOVE AWAY WHEN MY MENTAL HEALTH ISSUES WERE AT THEIR WORST. I WANTED A FRESH START AND I ENDED UP IN NEWCASTLE BY CHANCE. IT SEEMED LIKE A GOOD OPTION AT THE TIME. SOMETIMES MY MENTAL WAS GOOD AND SOMETIMES IT WAS NOT SO GOOD. I FELT I WAS VERY UP AND DOWN AT THE TIME. I WOULD RATHER HAVE NOT BEEN IN THE SUPPORTED ACCOMMODATION BUT IN HINDSIGHT IT WAS THE RIGHT DECISION. I KEPT ON BEING MOVED AS THE ACCOMMODATION ALL HAD TIME LIMITS. I PICKED RICHMOND FELLOWSHIP NEXT AS I LIKED THE SOUND OF HOW THEY WORKED WITH PEOPLE.

WHEN I FIRST ARRIVED AT RICHMOND FELLOWSHIP, I WAS APPREHENSIVE BECAUSE I WAS STAYING SOMEWHERE NEW. ON FIRST APPEARANCES, IT LOOKED REALLY GOOD. THE BUILDING WAS WELL SET OUT AND THE 24-HOUR STAFF WAS A BIG POSITIVE TO ME. I KNEW THERE WAS SOMEONE THERE FOR ME ALL THE TIME. THE STAFF CHECKED UP ON ME AND MADE SURE I WAS DOING OK.

AT RICHMOND FELLOWSHIP, I GOT LOTS OF SUPPORT. THE STAFF WERE FRIENDLY AND HELPFUL. I FELT SAFE. I DIDN'T FEEL SO SAFE AT THE OTHER PLACES. HERE, IT WAS A SECURE ENVIRONMENT. THERE WERE TIMES IN THE PAST I HAD ISSUES WITH FEELING SAFE. IT WAS MY MENTAL HEALTH THAT MADE ME FEEL THIS WAY AND I KNOW THAT NOW I KNOW THAT THEN, BUT IT STILL AFFECTED ME. IT IS JUST A PART OF MY MENTAL HEALTH ISSUES.

THE STAFF WERE NON-JUDGEMENTAL AND KNOWLEDGEABLE. THE STAFF KNEW THERE WAS AROUND MENTAL HEALTH ISSUES AND HOW I COULD CONNECT WITH FURTHER SUPPORT. I WAS SIGNPOSTED TO A VOLUNTEERING POSITION AT A LOCAL WILDLIFE PARK. IT WAS A SANCTUARY WHERE PEOPLE COULD BIRDWATCH. I HELPED OUT AND MAINTAINED THE PLACE. THE WILDLIFE SANCTUARY WAS BIG WITH A LITTLE VISITOR CENTRE AND CAFE. THEY MADE THEIR OWN CHARCOAL WHICH WAS INTERESTING. THE SOCIAL INTERACTION WAS A BIG POSITIVE AND THEY ALLOWED ME TO DO AS MUCH OR AS LITTLE AS I FELT CAPABLE OF. EVERYONE WAS SO FRIENDLY AND I FELT THEY WERE GLAD TO JUST HAVE ME AROUND. IT WAS A NICE EXPERIENCE.

I WANTED TO BE MORE STABLE AND TO BE BACK IN THE COMMUNITY. NOW I AM! I DID NOT THINK THIS WOULD BE HAPPEN AT THE TIME OR SO QUICKLY BUT THANKS TO RICHMOND FELLOWSHIP'S HELP IT DID. I NOW HAVE GREATER SELF-CONFIDENT AND I FEEL A LOT MORE SECURE. I'M BACK IN THE COMMUNITY AND I FEEL GOOD ABOUT THAT. CARING FOR MY FATHER IS A BIG HELP. IT GIVES ME FOCUS TO LOOK AFTER MY FATHER. I HAVE TO KEEP MYSELF WELL TO KNOW HE OK.

**RECOVERY
FOCUS**

**RICHMOND
FELLOWSHIP**
MAKING RECOVERY REALITY

Find out more

Read more about us at [Recovery Focus | Inspiring Recovery Together](#)

Our current Board



Helen Edwards was appointed as Recovery Focus Chair in 2016.

She has held a number of high-level roles in central government including Deputy Permanent Secretary and Director General of Local Government and Public Services in the Department of Communities and Local Government. Helen also worked in the Ministry of Justice as Director General Criminal Justice Policy and Director General Justice Policy, before becoming Acting Permanent Secretary. This followed six years at the Home Office, including three years as Chief Executive of the National Offender Management Service. Before moving into central government, Helen was Chief Executive of NACRO, the crime reduction charity. She started her career in local government. Helen is a Non-Executive Director at the South London and Maudsley NHS Foundation Trust. She also sits on the Boards of Peabody Housing Trust and Social Finance.



Ian Ayling has had a business career working in a number of marketing, strategy and change roles with a range of the UK's favourite brands. Driven by an interest in customer-led change Ian has also developed data science solutions for the likes of Tesco in the UK and Groupe Casino internationally. From personal experience of mental ill health, Ian's focus now is to work with organisations that can address root cause issues in society. Alongside the NED role with Richmond Fellowship, Ian is Director of Communications and Marketing with the Soil Association and helping to develop a start up organisation to face into issues of diversity and inclusion in talent management processes.



Dr Kapil Bakshi trained as a Psychiatrist in London and East of England and is a Fellow of the Royal College of Psychiatrists. He attained a Masters in Healthcare Leadership from University of Birmingham and was awarded the Elizabeth Garrett Anderson award for Senior Healthcare Leadership by NHS Leadership Academy. Kapil has over 17 years experience of working with people with mental illness and substance misuse. He is a practising clinician and works as a Consultant Psychiatrist with a large adult community mental health team. He is the Deputy Medical Director at Norfolk and Suffolk NHS Foundation Trust, where his responsibilities include medical leadership, clinical strategy and revalidation of doctors. He also sits on the Executive Committee of the Royal College of Psychiatrists, Eastern Division.



Albert Fletcher was employed by Birmingham City Council for 38 years before taking early retirement. His roles at the council included inspecting allotments, managing parks and golf courses, personnel, employee relations and ward support. Albert was also appointed as a Justice of the Peace and continues to sit as a Magistrate having completed 34 years. Albert became a trade union representative and was the Lead Official in Birmingham City Council, attending the G8 summit. Since he retired, Albert has served as a Governor at four NHS hospitals and a Guardian at Birmingham Gun Barrel Proof House. Albert has been the Chair of Aquarius since 2016. Albert is due to retire from the Board in March 2023.



Maureen Hopcroft is a technology and change expert with non-executive experience in the housing and charity sectors. She honed her technology career at a global healthcare provider and a management consultancy. As an independent consultant she has delivered outcomes across the housing sector from G15 landlords to more specialist providers. Maureen is a Board member of saha, a subsidiary of The Salvation Army and a trustee of Women's Solace Aid. She sits on the National Housing Federation's Board member group for Equality, Diversity and Inclusion and is a member of BME National and Olmec's Black on Board community.



Susan Moore is a Chartered Accountant who qualified and worked with KPMG, before moving to take on roles with major public companies internationally and in the UK. She has also worked in the public sector and local government before moving to into the regulated social housing sector. Susan has held key finance positions in two of the largest housing associations. She is currently Director of Financial Accounting and Control at Orbit Group and previously worked at Sanctuary Group, a major social housing and care provider. Susan has particular expertise in risk and assurance, management and statutory accounting, transactional accounting, tax and pensions. She has also been closely involved with two major transformational system implementations (Sap and D365), as well as group integration and reorganisation projects.



Paul Najsarek is the former Chief Executive of Ealing Council (until December 2021) where he led the Future Ealing transformation programme. He was previously acting Chief Executive and chief executive of Harrow and Bolton Councils respectively. His experience of partnership working includes leading for SOLACE on health and social care, regeneration for the West London Alliance, and adult services for London Councils. He is the Chief Executive lead for Thrive LDN, London's initiative to promote mental health wellbeing. He was head of policy at the Audit Commission and was part of the central government team that drafted 'Every Child Matters' which has transformed children services nationally. Paul is currently leading on the adult social care response to Covid in London and leading for SOLACE nationally on the public health response as well as health and care reform.



Rachel Perkins OBE spent 30 years working in NHS mental health services, initially as a clinical psychologist, latterly as a Clinical Director and Director of Quality Assurance and User Experience. For over 25 years she has lived and worked with a long term mental health condition. Rachel now works as a freelance consultant and trainer. Her varied portfolio includes Chair of the Equality and Human Rights Disability Advisory Committee, co-editor of the journal Mental Health and Social Inclusion and Senior Consultant with the National Implementing Recovery through Organisational Change (ImROC) programme, which helps health and social care organisations to better support people's recovery. Rachel pioneered the development of Recovery Colleges and evidence based supported employment in the UK (including the employment of people living with mental ill health in mental health services), and led an independent review for Government ('Realising ambitions: Better employment support for people with a mental health condition' Cm 7742, 2009).



Alan Powell After an early career in teaching, Alan changed course to spend most of his working life in the City of London, initially in stockbroking and then in international banking. Following retirement he retained his links to the financial sector by continuing to serve as Chair of Trustees for the Banque Nationale de Paris plc Pension Scheme. Alan is due to retire from the Board in March 2023.



Jon Royle has worked in the substance use sector for 25 years as a volunteer, researcher, therapist and manager. He is currently the Chief Executive of Bridge Project which works with individuals, families, partners and communities in Bradford to improve people's lives in a sustainable way. Previously, Jon was an Area Director for Addiction Dependency Solutions, a regional substance misuse charity. He is also Chairman of the Board of Trustees of the UK Faces and Voices of Recovery Charity (Home of the UK Recovery Walk) and has contributed to national policy development through membership of various groups, including the Department of Health Expert Group on Addictions to Medicines.



Role profile

The Group Chair provides strategic leadership to enable the Group Board to fulfil their responsibility for the governance and strategic direction of Recovery Focus. S/he will work in partnership with the chief executive to achieve the aims of our group but will be clear on the division of responsibilities between the Group Board and the Executive.

Main responsibilities of the Chair role are to:

- Give leadership to the Recovery Focus Group Board to formulate plans to ensure the long term aims of the group are being met across all partner organisations.
- Lead the Board's work on delivering effective governance enabling risk to be assessed and managed.
- Act as an ambassador for the group, at all times promoting, representing and influencing its interests to outside bodies and the public.
- Ensure the mission, vision and values are culturally embedded within all aspects of the Group's work.
- Ensure the Group Board works within its regulatory frameworks – notably the Charity Commission and Regulator of Social Housing – and that the evidence exists to be fully assured that the group is working within its adopted Code of Governance.
- Give sufficient time to the role of Group Chair to ensure the efficient conduct of the Group Board's business and that all voices are heard and decisions are clear and effectively communicated to others as necessary.
- Set the agenda, style and tone of Group Board discussions to promote constructive debate and effective decision taking based on timely and accurate information.
- Ensure that the Group Board delegates effectively to its subsidiary, its committees and to the chief executive and leadership team, while ensuring that the Board retains and exercises its reserve powers to work in the best interests of our beneficiaries and to safeguard the assets and long-term viability of the group.
- Appraise the performance of Group Board Members and be appraised as Group Chair, using the framework approved by the Group Board.
- Maintain a constructive working relationship with the chief executive and executive team and ensuring that effective arrangements exist for their supervision, support, appraisal and the determination of their remuneration. This extends to the appointment and if necessary, dismissal of the chief executive.
- Plan effectively to fill vacancies on the Group Board maintaining a strong skills and knowledge mix to facilitate good governance. This will include a clear commitment to hearing a diverse range of views and ideas as part of the Boards work.
- Undertake the role of Group Board Member as set out in the role description for Group Board members.



Person specification

Part One

Knowledge and Experience

- Clear interest in the main issues relating to RF's accountabilities and strategic priorities. Direct experience and profile gained in a relevant field would be an asset.
- An excellent understanding of the role of the Chair and Board; prior experience of chairing another organisation would be an asset.
- Strong experience of leading or contributing to a Board or Public Committee of standing and influence.
- Thorough understanding of charity governance and matters of public interest; this should include an appreciation of RF's main responsibilities with regard to its contractual position and funding relationships.
- Substantial experience of engaging with and influencing a diverse range of stakeholders, some of whom may have competing interests. This may include client and service user groups, policy makers and politicians, partner charities and media.

Part Two

Skills and Abilities

- A capable, credible leader and confident figurehead for the organisation.
- Outstanding diplomacy, interpersonal and influencing abilities.
- Well-developed engagement skills: impacts positively across a broad stakeholder community, from Central and Local Government, to other charities, the media and the public and service user community.
- Able to navigate sensitive issues and to handle confidentiality.
- Sound judgement and is able to take an objective and dispassionate view.

Part Three

Personal Style and Attributes

- Sound judgement.
- Builds trust and confidence quickly.
- Personal values align with the objectives of RF.



Terms of appointment for the Chair role

Remuneration

This appointment attracts annual remuneration of £12,500.

Time commitment

The role requires 3-4 days per month.

Appointment length

Three years, renewable for a further term.

Location

Recovery Focus is based at 80 Holloway Road, London N7 8JG. Meetings are hybrid, with some face-to-face meetings held in London and around the country and some held remotely.

How to express an interest in the Chair appointment

We hope you will consider making an application to become Chair Elect of Recovery Focus.

To make an application, please go to <https://starfishsearch.com/jobs/rf-chair-elect/> 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 9th December 2022

Recruitment timetable

The role closes on Friday 9th December 2022. Candidates will be notified of the outcome of their application by Monday 19th December 2022.

Selected applicants will be invited to a virtual meeting with one of our team in the first two weeks of January 2023.

Candidates who are invited to progress to final panel interview will be notified by 20th January, with a view to meeting with the Selection Panel (to be confirmed) in the first few days of February 2023.