



# Trustee

## Role description

### About the role

Ready to help set Mind's future direction? Our trustees make sure we're fully focused on the biggest challenges to mental health, and right now we're seeking up to three trustees to join our board from December 2021.

Our trustees set our strategic direction and ensure we are having the greatest impact possible. They make sure that we don't give up until everyone experiencing a mental health problem gets both support and respect.

We have just launched a new strategy, and there has never been a more important time to join Mind.

Our Board benefits from having a wide range of trustees. We welcome applications from everyone, but we have identified that our current Board has particular gaps:

- People from a minoritised ethnic background (BAME)
- People from Wales (preferably Welsh speakers)
- People who have lived experience of poverty, and people who have supported others living in poverty
- Young people and people who work in the youth sector
- People with lived experience of mental health problems
- People with a strong human resources background.

### Key Responsibilities

Our Board is made up of 16 trustees. Trustees will:

- Think creatively
- Set our overall strategy
- Look in detail at our progress
- Communicate clearly and sensitively as part of a group
- Make decisions
- Be committed to fighting for mental health
- Be a Mind member

You can read more about the more general responsibilities of being a trustee [here](#). But don't worry about having all the right experience for these responsibilities – they are for



the Board as a whole. We wouldn't expect one person to be able to do everything, which is why we look for a diverse range of people and skills. Decisions are taken as a group with support given to all trustees by Mind.

## **What you will get from us**

We want you to get the most out of your time as a trustee. We will give you:

- Induction and training
- Expenses to cover the cost of attending meetings
- Opportunities to develop new skills
- An annual appraisal so we can keep supporting you as you develop
- An opportunity to make an impact in the way we fight for mental health

## **Information about the application process**

Applications are open from 16 July until 10am on 9 August.

To make sure that candidates have the skills and qualities required (as outlined in the role description), members of the Board Nominations and Development Committee will sift applications. Members of this committee might want to interview you (on the phone or on Zoom) during week beginning 16 August, at a convenient time.

Candidates who meet the requirements will be put forward for election. Since we have three positions available this year, if we have three or fewer eligible candidates, they will be elected unopposed. Otherwise, members will be able to vote for their preferred candidates from 27 September until 22 October.

The winners of the ballot will attend their first Board meeting in December 2021.

## **Person specification**

### **Essential criteria**

As part of your application, you need to demonstrate that you meet the following criteria:

1. An understanding and commitment to Mind's vision, mission and values.



2. Knowledge and/or interest in mental health issues.
3. Knowledge and/or interest in one or more of Mind's three strategic development priority areas: *antiracism*, *supporting young people*, and *fighting for people in poverty* (you can read more about our strategy [here](#)).
4. Ability to champion inclusion.
5. Ability to work effectively in a group and take part in discussions.
6. Ability to manage difficult and/or challenging situations.
7. Ability to challenge constructively and ask questions appropriately.
8. Ability to analyse information.
9. Willingness to abide by the expectations of trustees (see below).

**Please note you also need to be aged 18 or above by 30 November 2021 to be eligible to be a trustee.**

## Desirable criteria

This year, we are particularly interested in candidates who have experience in:

- Human resources
- Working with people experiencing poverty and social exclusion
- Working with young people

Do also let us know as part of your application if you have professional or voluntary experience in one or more of the following areas: governance; fundraising, diversity and inclusion; service provision, communications; training; media work; safeguarding; retail; legal; policy influencing; user engagement; digital innovation; grant making; marketing; performance management; publications; organisational development and transformation.

## Expectations

We are committed to becoming actively anti-racist in everything we do. This is a critical priority for Mind. We embrace diversity and understand that being an inclusive organisation, recognising different perspectives, will enable us to provide excellent services. We are committed to ensuring all our employees are treated fairly and equitably at work and promoting equity in physical and mental health for all.

Expectations of the role include:

- Attending five Board meetings per year (three meetings of three hours each, and two residential meetings)
- Trustees are also usually asked to be on one of Mind's committees which meet four times a year (for three hours each time)
- Dedicating time to preparing for each meeting by reading the papers provided.



- Willingness to commit to a minimum of three years in the role (each trustee is elected for a term of three years, and may serve a maximum of three terms in total).

Everyone at Mind is expected to embody our mission, values and competencies. This includes an expectation that they will:

- Show passion for what Mind does and the changes that we are making for people with mental health problems.
- Stand up for what they believe is best and trust in themselves and each other.
- Be open to others and ourselves and show a commitment to learning.
- Be open to change and respond flexibly and quickly to the changing world.
- Communicate effectively, ensuring their messages are understood and that they strive to understand others.
- Value diversity and treat others with respect, showing sensitivity towards differences, promoting and encouraging diversity, and building on people's different skills and talents to enhance the quality of their own and other's work.
- Take responsibility for their decisions.
- Maintain an appropriate level of confidentiality at all times.