



Role title: Associate Non-Executive Director
Accountable to: Trust Chair

The role

The Associate NED role is a ‘step up’ role aimed to attract potential Non-Executive Director candidates who do not yet have (sufficient) Board-level experience, or currently do not have the required availability, but have the ability and potential to succeed in a Trust Board-level role. This role has been created to target individuals, particularly those from the nine protected characteristics, and provide them with development opportunities which they may otherwise not have access to, and to add further diversity and richness of views to our Board.

The Associate NED will:

- bring unique experience from the work they have done in their local communities
- share our passion for improving mental health and well-being services within the communities we serve
- have an awareness of some of the stigma associated with mental health issues
- understand the importance of placing inclusion and engagement at the heart of our decision making

It is not necessary for the Associate NED to have governance/board-level exposure or experience, but a general understanding is required.

In addition, we are looking for someone who will live our cultural values (or pillars):

- **we value each other** – this involves supporting each other’s well-being (which is now more crucial than ever) and development
- **we are empowered** – this means taking action and responsibility to do what is best for services, teams, and the Trust as a whole
- **we keep things simple** – this means cutting out bureaucracy when it adds nothing
- **we are connected** – this means working collaboratively across services and organisations, rather than in silos