

Attenti

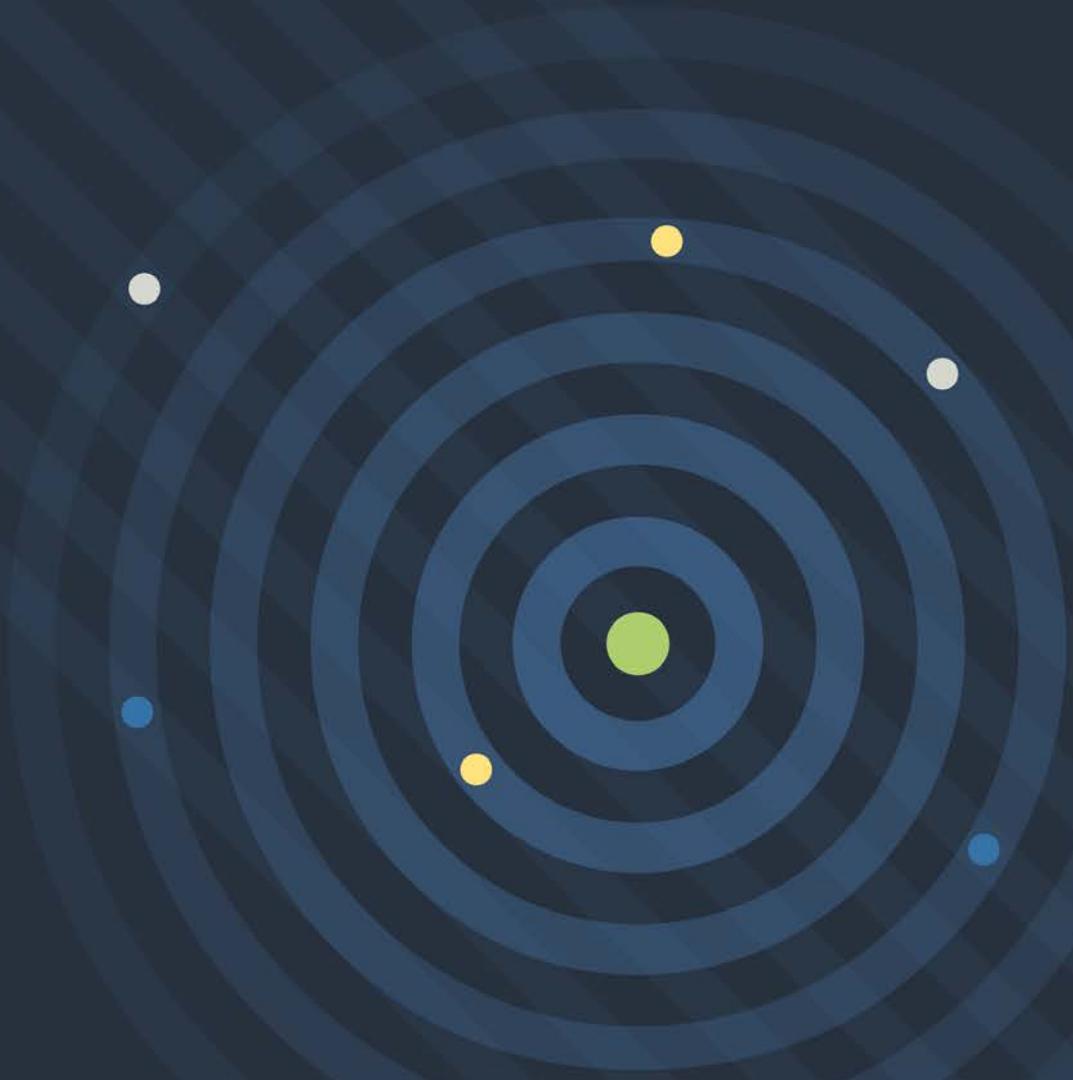
Executive Recruitment Services

Money & Mental Health Policy

Institute

Director

Appointment Brief



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Introduction from Martin Lewis

Money troubles and mental health problems are a marriage made in hell. I established the Money and Mental Health Policy Institute to tackle that toxic combination.

While over the last decade the financial services industry and others have made progress in dealing with those already in difficulty, little had been done to prevent problems in the first place. The Institute is therefore tasked with conducting high quality, rigorous, innovative research and developing practical policy solutions to tackle the relationship between the two. The Institute has made huge strides already, establishing a reputation as an independent thought leader, and the go-to agency on these issues, as if it had been around for a decade. It has become a critical friend to both the financial services industry and the health system.

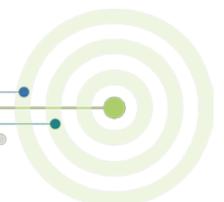
The Institute has made rapid progress. It has produced seminal research and acres of column inches to enhance the debate, and crucially a tangible impact on both policy and practice, making real difference to real people. We have built a thriving community of people with personal experience of mental health problems. Their experiences and ideas underpin everything the Institute does, and we are hugely grateful to them for trusting us with their insight, and for joining us on this journey. But there is so much more to do.

We are seeking to appoint a new Director who will further develop, grow, and drive our future strategy. We think this is an exciting and unique opportunity for someone with gravitas, intellect and ambition. Our finances are secure which will release the new Director and their team to focus on increasing our reach and impact. To be successful you will have exceptional leadership skills with the ability to motivate a highly skilled and committed team. You will be intellectually robust and a skilled communicator able to engage a wide group of policy makers, leaders and opinion formers. An empathy with and a strong commitment to raising awareness and understanding of mental health and money problems is a must.

I hope you decide to apply and look forward to meeting you.



Martin Lewis OBE
Chair



Background, Our Mission and Governance

Background

The Money and Mental Health Policy Institute (the Institute) was founded in April 2016 and is primarily funded by Martin Lewis, campaigning journalist and founder of moneysavingexpert.com. The first director was Polly Mackenzie who has recently moved to Demos as CEO. The Institute is currently being run by Simon Crine on an interim basis.

The Institute has established a strong reputation in a short space of time thanks to its relentless focus on research (often drawn from its 5,000 strong research community of people with mental health problems) and practical policy-making.

The Institute has had a flying start and a warm reception from government, business and media. Partnerships and collaborations are its preferred way of working. The Institute talks to the financial services and retail industries as much as to regulators, politicians and fellow charities.

Mission

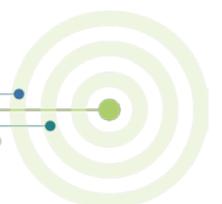
The Institute wants to see a society where the cyclical relationship between mental health and money problems is well understood and where government and business are bearing down on any adverse financial impacts on people with mental health problems.

In particular the Institute is committed to:

- Improving the practices of creditors in the private and public sectors, thereby easing financial distress and problem debt
- Enabling and equipping people with mental health problems or impaired capacity to make better financial decisions

In order to achieve this, the Institute has focused on three broad campaigns:

1. Fairer consumer markets is about enabling consumers with mental health problems to exercise control over the goods and services they want. Recent publications have included Fintech for Good (essentially ensuring that new applications designed to help more savvy consumers to manage their spending and saving are equally available to those who have mental health problems or are vulnerable by dint of low incomes and poverty) and Shopper Stopper (designed to build in self-inhibitors for those who are inclined to problem borrowing and spending in periods of poor mental health).



2. Effective services is a campaign to build greater integration of financial and mental health support and advice services for those with mental health problems. This includes our current campaigns to remove charges for access to the Debt and Mental Health Evidence Form and to extend 'breathing space' (a minimum six week delay on chasing money) for people with mental health problems and to bring good quality financial advice in to available in mental health settings (IAPT).

3. Finally, sustainable incomes is directly aimed at reducing the impact of income shocks caused by periods of mental health on vulnerable people. Over-stretched, overdrawn, underserved focused on what employers can offer to ease fluctuating financial pressures at work.

Governance

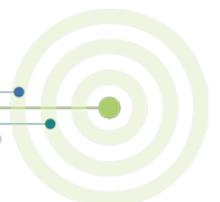
The Institute has a team of 11 staff - 8 permanent, 2 working on fixed term contracts plus one intern. The senior management team comprises the director and the head of research and policy, the head of external relations and the head of operations.

The director reports to the chair (Martin Lewis), and in his absence the vice-chair (Richard Lloyd) and the trustees of the Institute who meet formally four times a year. An advisory board of experts in financial services, business and mental health, as well as MPs from the three main parties supports work of the charity.

The Institute has an invaluable research community of people with personal experience of mental health problems or of living with people who have mental health problems. Panel members are invited to take part in surveys and focus groups which form a unique resource for the Institute.

For more information about the institute [click here](#)

For a copy of our latest annual review [click here](#)



Role Profile and Person Specification

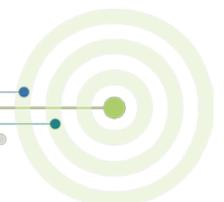
Overview

The Director serves as Chief Executive, in partnership with the Board of Trustees who is responsible for the success of the Institute. Together, the Board of Trustees and Director assure the delivery of the Institute's charitable objective, the quality of the research and policy work carried out by the Institute, and the impact of its work.

The Board of Trustees delegates responsibility for management and day-to-day operations to the Director, and s/he has the authority to carry out these responsibilities, in accordance with the direction and policies established by the Board of Trustees.

Key Responsibilities

- To be the day-to-day public face of the Institute
- To develop and implement a new strategy with trustees and for monitoring and evaluating its effectiveness
- To lead, support, inspire and motivate a highly capable and dedicated team
- To develop our internal systems and processes
- Influence thinking and articulate the Institute's ideas clearly and convincingly and to a variety of audiences
- Build, develop and sustain effective relationships and partnerships across different sectors
- To ensure the steady flow of high quality research, practical and implementable policy proposals and impact on public administration and commercial services
- To lead on all aspects of operational financial management, including budgeting, forecasting, audit and risk.
- Report regularly to the Board on the status and progress of the Institute in relation to strategic aims and objectives
- Work closely with the Chair, Deputy Chair and Trustees to develop policy proposals and facilitate strategic discussions and decisions
- With the Chair, ensure continued engagement and involvement of the Board in the Institute's activities
- Advise the Board on its composition, skills and development



Person Specification

You should be able to demonstrate and provide evidence of your ability to meet the criteria listed under Part One within your written application. These will be tested further at the preliminary interview stage, along with the criteria listed under Part Two.

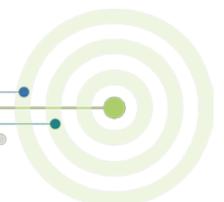
The successful candidate will be able to give evidence of the following;

Part One

- A proven track record of successful leadership
- Experience of developing a compelling vision and organisational strategy
- Exceptional advocacy skills with successful experience of engaging and influencing a wide range of decision makers, opinion formers and thought leaders
- A strong understanding of the way that Westminster, Whitehall, the media (mainstream and social) and the devolved governments in Northern Ireland, Wales and Scotland work
- Exceptional communication skills, with the ability to inspire, inform and engage a wide range of audiences
- Effective and proven people management skills with the ability to inspire, grow and motivate teams
- A strong understanding of governance with experience of working effectively with trustees/non-executive directors
- Demonstrable success in developing and maintaining successful collaborations and networks with a wide range of partners
- Commercial and financial acumen with the ability to manage risk
- An empathy with and understanding of evidenced based policy making
- A strong commitment to raising awareness and understanding of mental health and money problems

Part Two

- Authenticity, with a high level of emotional intelligence and political sensitivity
- Persuasive, with strong negotiating and influencing skills
- Resilience, with the ability to handle tensions and conflicts
- The ability to quickly assimilate and prioritise complex information
- Ambition, energy drive and commitment
- An entrepreneurial outlook and ability to think strategically and know when to dive into the detail
- To possess the utmost integrity and the ability to articulate a strategic vision for the Institution

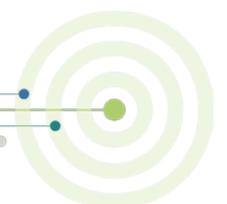


Recruitment Timetable

Sunday 6 th May	Closing date for all applicants
w/k 14 th and 21 st May	Preliminary Conversations at Attenti
w/k 4 th June	Informal meetings and conversations at the Institute
w/k 18 th June	Final Meetings

Terms and Conditions

- Salary circa £85 K pa (negotiable for an exceptional candidate)
- Annual leave of 25 days
- This is a full-time role
- The Institute's office is based within King's College Policy Institute at 22 Kingsway, London WC2B 6LE
- You will be eligible to join the Institute's staff pension scheme



How to Apply

If you are interested in applying for this role, please do so via the Attenti website:

<http://www.attenti.co.uk/DMMHPI>

Please ensure you provide the following:

- A supporting statement. This should clearly set out how you meet each of the criteria set out in the person specification. You should provide evidence in your statement; and not simply a broad claim to have done it - give us examples and dimensions; tell us what this achieved and how it helped meet your organisations' goals.
- A comprehensive CV including details of your achievements in each role.
- Details of two referees, one of whom should be with regards to your current or most recent board level role, and let us know whether you would be happy for us to contact them as part of the process. Referees will not, of course, be contacted without your prior consent.

Please ensure that you indicate in your application any dates when you will not be available, or where we might have difficulty in contacting you, which coincide with the appointments timetable.

All applications will be acknowledged.

Attenti will respect the privacy of any initial approach or expression of interest in this role, whether formal or informal.

Closing date for applications is the **6th May 2018**.

Please let us know of any accessibility accommodations you may require.

For an informal and confidential discussion, after having read the appointment brief, please contact our advising consultants Jim Banks on 07787 004 768, Philippa Corr on 07825 603 696 or David Fielding on 07810 507 235 at Attenti.

