



Creating a world where every person affected by gambling harm can go on to live a fulfilled life, built on connection, hope and opportunity.

Trustee Recruitment Pack 2026





Welcome from our Chair

Thank you for your interest in joining the Board of Recover Together.

Recovering from gambling harm is about far more than stopping gambling. It is about rebuilding confidence, relationships, purpose and hope – and creating the opportunity for people to move forward with their lives. That belief sits at the heart of Recover Together.

We are a charity rooted in lived experience, with an ambitious vision for a world where every person affected by gambling harm has the opportunity to live a fulfilled life. As we enter the next stage of our development, we are looking to strengthen our Board with trustees who share that ambition and who can bring their experience, insight and different perspectives to help us grow our impact.

We are particularly looking for expertise in finance, law, NHS or government commissioning, and fundraising and business development. But alongside professional expertise, we are looking for people who are curious, thoughtful and prepared both to support and challenge; people who believe strongly in good governance and, most importantly, in the potential of recovery.

Lived experience is central to who we are. We warmly welcome applications from people with personal experience of gambling harm, addiction or recovery, although lived experience is not a requirement for every trustee role. We also want our Board to reflect the diversity of the communities we exist to serve and encourage applications from people with different backgrounds, experiences and perspectives.

Joining a charity Board carries real responsibility, but it also offers the opportunity to help shape something that can make a profound difference to people's lives.

I hope this pack gives you a sense of who we are, where we are going and the part you could play in that journey.



**Monica Shafaq, Chair
of Trustees**



About Recover Together

We are a charity rooted in lived experience. We help people across the UK build positive lives after gambling harm and challenge the stigma that stands in the way of recovery. We are proud members of CLERO, the College of Lived Experience Recovery Organisations, putting lived experience at the heart of everything we do.

Since 2021 we have developed a person centred Recovery Coaching model, helping people build recovery capital and the skills for lasting change. We speak openly about gambling harm because we know that breaking stigma helps people take their next step with confidence.

Our Vision

A world where every person affected by gambling harm can go on to live a fulfilled life; built on connection, hope and opportunity.

Our Mission

We create safe, judgement-free spaces where people affected by gambling harm feel heard, supported and able to build on their strengths and move forward. Guided by lived experience, we take a person-centred approach, meeting people where they are and walking alongside them in recovery. We connect people to the right support at the right time, nurturing hope, dignity and lasting change.

Our Values

We speak up, challenge stigma, and lead with honesty, even when it's uncomfortable.

We offer support without judgment, grounded in lived experience and understanding, creating safe, hopeful spaces.

We walk alongside individuals, communities, and partners to build stronger local networks of support.

We value every voice, removing barriers so that no matter someone's background, identity, or circumstances, they feel seen and heard.

We believe in the power of recovery, offering encouragement and accountability, as people find their own path, in their own time, towards a life that feels meaningful to them.

Why join us now

Recover Together may be small, but it is mighty. We are powered by lived experience, deeply compassionate, and have an unwavering belief that people can and do build positive lives after gambling harm. Our ambition is bold: to transform the support available to people as they navigate long-term recovery, and to do it in a way that is authentic, person-centred, and grounded in real experience.

We are entering a pivotal moment. As the wider gambling harm sector shifts to the Levy and NHS commissioning – a landscape marked by uncertainty, complexity, and change – Recover Together is moving forward with clarity and purpose. We know who we are, we know who we serve, and we are determined to keep pushing for better.

This is where you come in.

We are looking for new Trustees who share our ambition and our passion for change. If you are excited by the opportunity to help shape a Board that is genuinely diverse, values-driven and forward-looking, we would love to hear from you. This is a real chance to bring your skills, perspective and lived experience to an organisation where they will truly make a difference.

Together, we can open new doors, reach new heights, and focus relentlessly on what matters most: improving the lives of people experiencing gambling harm.





Who are we looking for

We are looking for people who share our values and ambition and can bring their experience, insight and perspective to the collective leadership of Recover Together. All Trustees share responsibility for our governance and strategic direction. As we strengthen our Board, we are particularly interested in hearing from people with experience in the following areas:

Finance: Experience in finance, accounting, audit, or financial governance, supporting the Board on financial performance, sustainability, risk, and oversight. Charity finance experience is particularly welcome, with the possibility of taking on the Treasurer role in future.

Legal and Governance: A legal background, ideally in charity, governance, regulation, employment or commercial matters. You will bring a strong understanding of good governance and help the Board identify legal and regulatory issues at a strategic level.

NHS, Public Sector and Commissioning: Experience in NHS, government, or public sector commissioning, with an understanding of how services are commissioned, funded, and evaluated. Your insight will help the Board navigate the commissioning landscape, demonstrate impact and identify opportunities for sustainable growth.

Fundraising and Business Development: Strategic experience in fundraising, income generation, partnerships or business development. You will help the Board build diverse, sustainable income and strengthen long-term partnerships.

Marketing, communications and PR: Experience in marketing, communications, media, PR, brand or public engagement. You will help the Board think strategically about Recover Together's profile and reach, including how we challenge stigma and keep lived experience central to our communications.

Lived Experience

Recover Together is a Lived Experience Recovery Organisation (LERO), meaning lived experience is embedded at every level of what we do, including our Board. We warmly encourage applications from people with lived experience, though this is not a requirement. What matters most is a genuine commitment to our mission.



Being a Trustee

What is a Trustee

As a Trustee, you share ultimate responsibility for Recover Together's governance, finances and strategy. The day-to-day running of the charity is delegated to the CEO and staff team, but Trustees provide the strategic oversight that keeps everything on track.

Trustees have a legal duty to act in the best interests of the charity, ensuring that Recover Together operates lawfully, responsibly and in line with its purpose. This includes making informed decisions, managing risk sensibly and safeguarding the charity's assets and funds.

It is a role that carries real responsibility, but also one that is genuinely rewarding. You will be helping to shape an organisation that changes lives every day.

Remuneration and commitment

Like all charity trustees, this is a voluntary position and unpaid. That said, we will always reimburse reasonable out-of-pocket expenses, including things like childcare costs during Board meetings. Just have a conversation with the Chair beforehand.

Board meetings are held online, with at least one in-person meeting a year. We typically meet six to eight times a year, with additional meetings when needed.

Your legal liability as a Trustee

Recover Together is a Charitable Incorporated Organisation (CIO), which means it is a legally separate entity from its Trustees. In practice, this means you are protected from personal financial liability for the charity's debts, in the same way a company director is protected from the debts of their company.



I never thought I could live a life that wasn't ruled by gambling. Now, I've got the opportunity to have my life back, and there's nothing more precious than that.



How to apply

To be eligible, you must be 18 or over, free from any legal disqualification from acting as a charity trustee, and without any significant conflict of interest that could compromise your role.

Please send your CV and a covering letter telling us why this role is right for you to opportunities@recoverttogether.org.

Shortlisted applicants will be invited to an interview with members of the Board and senior leadership team to explore their experience, motivation and what they could bring to Recover Together

If you have any questions before applying, please use the same email address and someone from the team will get back to you.

Applications close: Friday 23rd October 2026 at 12 pm

Interviews: 2nd and 3rd November 2026

For more information on what we do, please visit our website www.recoverttogether.org.

Thank You.



I regained my dignity and realised my addiction didn't have to define me. I have finally moved forward with my life. Recover Together showed me I can achieve anything if I set my mind to it. It was the turning point where I found my purpose again.