

Trustee Recruitment

**Candidate Information Pack
August 2026**

 **Mind**
Tower Hamlets,
Newham and
Redbridge



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Welcome and Introduction

Thank you for your interest in becoming a Trustee at Mind in Tower Hamlets, Newham, and Redbridge (MindTHNR). We are currently recruiting for 2 Trustees, ideally with skills in Finance or Service Delivery.

This is a pivotal time for our organisation as we continue to grow and respond to the evolving mental health needs of our diverse communities. As a Trustee, you will play a key role in shaping the strategic direction of MindTHNR, ensuring strong governance, and supporting our mission to provide inclusive, accessible, and culturally competent mental health services. You will be joining a passionate and committed Board that works closely with our Chief Executive and leadership team to ensure we remain impactful, sustainable, and aligned with our values. To see more about our existing trustees [click here](#).

We hope this pack gives you a clear understanding of who we are, what we stand for, and what we're looking for in our new trustees. If you share our commitment to mental health equity and want to make a meaningful difference, we would love to hear from you.

If you would like to have an informal conversation about this role, please email Roger.Clark@Mindthnr.org.uk (Interim CEO).



Mind in Tower Hamlets, Newham, and Redbridge

We're Mind in Tower Hamlets, Newham and Redbridge (Mind THNR), part of a network of over 100 local minds who tailor trusted mental health services to the community. Mind THNR has been delivering services and support for people living in our community for over 30 years.

We offer a variety of services included Mental Health Support, Well-being Groups, Talking Therapies, Employment Support, Advice and Information, as well as Advocacy services. We strive to provide services that adapt to the dynamic needs of our communities. We believe in collaborating with our communities in the production, design, and delivery of these services.

Our goal is to deliver inclusive services that are accessible to anyone who needs them and to ensure that no one has to face mental health issues alone. We are committed to meeting the diverse needs of our communities and actively advocate for addressing healthcare inequalities to ensure equitable access to services. As an anti-racist organisation, we are dedicated to promoting racial justice within mental health.



Vision and Culture

Our Vision

Mind in Tower Hamlets, Newham and Redbridge has a vision of a society where people with mental health and emotional needs are accepted and included without fear of stigma and discrimination. We want to work towards a society where our clients' needs and ambitions are supported. We believe that everyone has the right to access comprehensive services which enable them to reach their full potential and to work towards their recovery.

Our Culture

We are committed to anti-discriminatory practice. We know that those who are accessing our services are most likely to be impacted by systemic inequality, so it is integral that we are challenging, championing and proactively removing barriers in all aspects of our work.

Our strength lies in the diversity of our staff, volunteers and clients. This allows us to continue to create the most supportive and culturally competent services for our community. Together we build spaces where everyone is embraced, trusted and valued so they can be themselves and fulfil their potential.

Through a listening & learning journey we have taken time to educate ourselves, we have made significant progress, however we know that there will always be work to do. Over the next three years we will set out a clear action plan to ensure that anti-discriminatory practice is embedded throughout our core five priorities areas. We will not stop developing, sharing and working on this culture and we take pride in our workforce and all they bring to MindTHNR.

Our Values

People first

Our staff and volunteers amplify the voices of those who need us most, to continue to meet changing mental health needs.

Integrity

We are open and transparent in all our work, and accountable to our clients, volunteers, staff, funders and partners.

Together

We believe the best outcomes come from working together. By sharing ideas, embracing new approaches, and valuing the voices of those with lived experience.

Inclusivity

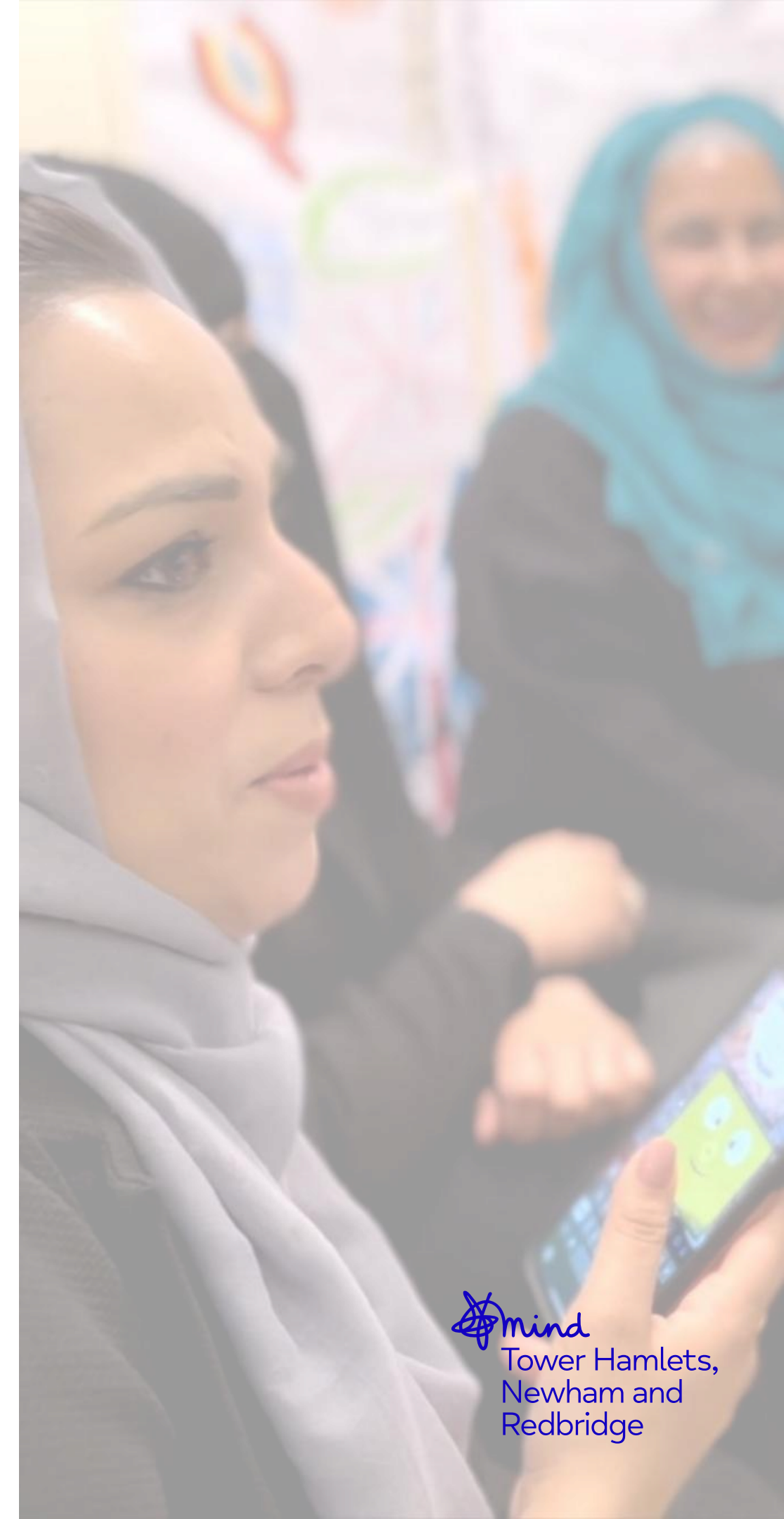
We challenge barriers put up by the system and create spaces for people to be authentically themselves.

Compassionate

We believe everyone should be treated with compassion, so kindness and empathy sit at the heart of our trauma-informed approach.

Co-production

Is at the heart of what we do, we ensure that people with lived experience of mental health shape our work.



Role Overview

We are looking to recruit four trustees with different areas of expertise (Finance and Service Delivery)

Time commitment:	Approximately 5 hours per month, including Board meetings (every 3 months) and preparation time.
Term:	Three years, renewable once.
Remuneration:	This a voluntary role; reasonable expenses will be reimbursed.
Meetings:	In person at Open House, 13 Whitethorn Street, London E3 4DA (and Teams for subcommittee meetings)

The responsibilities for all trustee roles are to;

- Ensure MindTHNR complies with its governing documents, charity law, and other relevant regulations.
- Ensure that the charity's assets, beneficiaries or reputation are not exposed to undue risk
- Dedicate sufficient time, thought, and energy to your role, ensuring you are well-prepared for, attend, and actively participate in all Board meetings (every 3 months in person at Open House)
- Act in the best interests of the charity and its beneficiaries at all times.
- Contribute actively to the Board's strategic leadership, including setting direction, defining goals, and monitoring performance against agreed targets.
- Support and challenge the Chief Executive and Leadership Team to deliver the organisation's objectives.
- Uphold the charity's values and promote a culture of inclusion, integrity, and transparency.
- Use your skills, knowledge, and experience to inform decision-making and to support the Board's collective effectiveness.
- Commit to ongoing learning and development, including understanding the legal duties of Trustees.
- Offer some flexibility if occasionally required, for time-sensitive or urgent decisions



Person Specification (for all)

Essential - Mission Alignment

- An understanding of the mental health field and an awareness of the needs of those facing mental health challenges, particularly within Tower Hamlets, Newham, and Redbridge
- A commitment to our values, culture, and anti-discriminatory practice

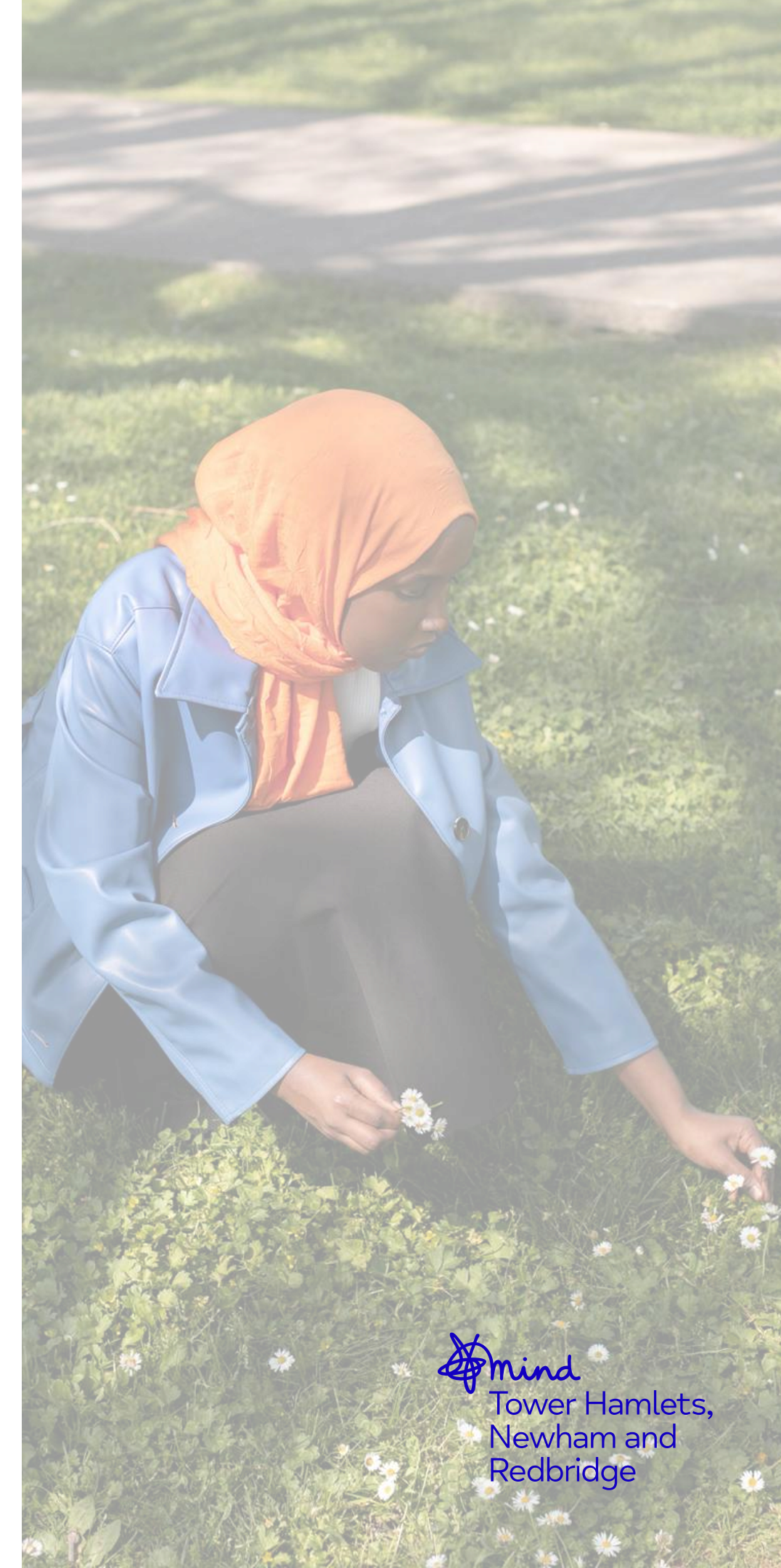
Essential - Skills, Knowledge, and Experience

- Previous experience in a senior leadership role within a service-delivery charity, ideally with responsibility for overseeing and leading services.
- The ability to think strategically and contribute to high-level decision-making.
- The willingness to take collective responsibility for Board decisions.
- Good communication and interpersonal skills, with the ability to challenge constructively.
- An understanding of the legal duties and responsibilities of Trustees.
- The ability to work collaboratively with other Trustees and the senior leadership team.
- Knowledge of the communities we serve in Tower Hamlets, Newham, and Redbridge.

Desirable - Skills, Knowledge, and Experience

These are not essential, but would be an added bonus if you had:

- Lived experience of mental health challenges or using mental health services.
- Experience in the charity, public, or health sectors.
- Experience of working in diverse or underrepresented communities.



Finance Trustee

Key Responsibilities

- Provide strategic oversight of MindTHNR's financial planning, budgeting, and reporting.
- Ensure robust financial controls and risk management processes are in place to ensure financial stability of MindTHNR
- Support the Finance Director with financial strategies that enable long-term sustainability.
- Monitor financial performance and advise the Board on financial matters.
- Ensure that MindTHNR applies its resources exclusively in pursuance of its objectives
- Work closely with the Director of Finance and CEO to review budgets, management accounts, and the annual audit.
- Be a member of the Finance Sub-Committee (FSC) – this requires attending FSC meetings every 3 months. These will always be online (in addition to the in person board meetings)

Who We're Looking For

- A qualified accountant or senior finance professional with experience in financial management, audit, or risk.
- Ideally, experience in the charity or not-for-profit sector
- Strong analytical skills and the ability to interpret complex financial information.
- Ability to communicate complex financial information clearly to a non-financial audience
- A commitment to MindTHNR's mission and values.
- Willingness to contribute time, expertise, and independent judgement to Board discussions

Service Delivery Trustee

Key Responsibilities

- Provide strategic oversight of MindTHNR's service delivery, ensuring quality, impact, and alignment with our mission.
- Support the development of innovative, inclusive, and evidence-based services.
- Advise on service transformation, contract management, and operational effectiveness.
- Monitor performance and outcomes to ensure services meet the needs of our communities.
- Advise on safeguarding best practice

Who We're Looking For

- A senior professional with experience in complex service delivery, health or social care sector
- Strong understanding of safeguarding best practice and experience of embedding a culture of safeguarding
- Knowledge of leading services, service design, transformation, and contract management.
- A passion for improving mental health services and reducing health inequalities.
- Strategic thinking and the ability to support long-term planning.
- A commitment to MindTHNR's anti-racist and anti-discriminatory values.

Application

Requirements for the Role

- Right to Work in the UK (unfortunately we cannot offer sponsorship)
- This post is subject to a police check of previous criminal convictions with the Disclosure and Barring Service (DBS)

To apply, email your completed application form to peopleandculture@mindthnr.org.uk.

It's important that you answer these questions fully, showcasing examples of your skills and experience (both professional and personal) relevant to the job description and person specification. Please ensure you outline which role you are interested in.

We are committed to equality, diversity, and inclusion, and welcome applications from people of all backgrounds, particularly those with lived experience that can bring valuable insight to our work.

Deadline to apply: Friday 11th September 2026 at 10:00am.

Interviews: TBC - these will be in person at Open House

Applications will be reviewed on a rolling basis, so we encourage early submission.

Please let us know how we can make the recruitment process more accessible for you or if you would like us to send you the job pack in a different format by emailing the People team at peopleandculture@mindthnr.org.uk

