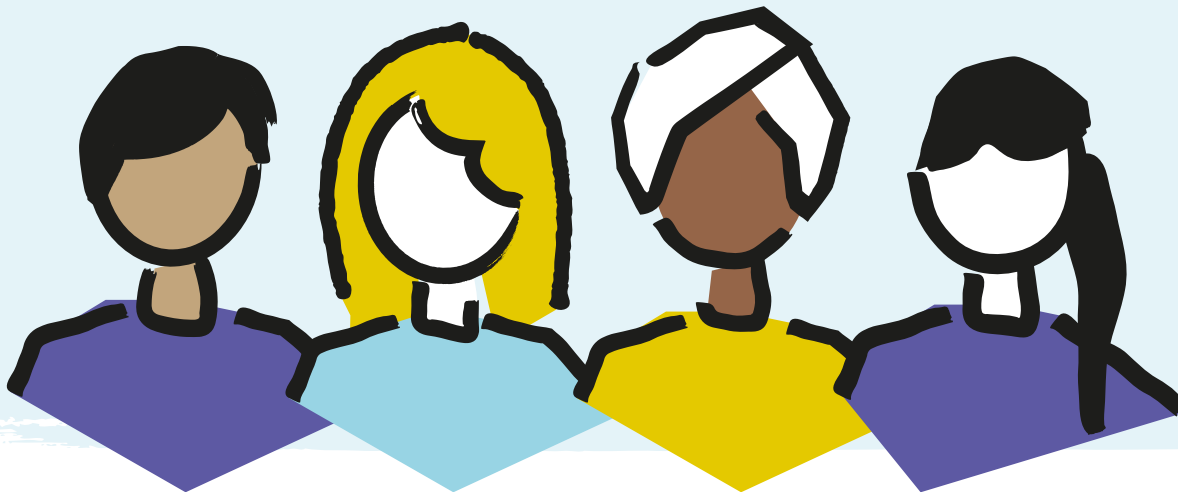


# Likewise trustee role and invitation



## Shaping the future of Likewise

Likewise is looking to recruit four Trustees to our Board. New Trustees will be valuable friends offering insight, fresh perspectives, varied expertise and opinion to help us achieve our goals. They have the opportunity to be part of an organisation ahead of the curve in terms of working practices and person-centred support, to experience our genuinely values-led culture, and to contribute towards something with real potency. Trustees will be part of our learning and development as we find the balance between service provision and community ownership.

Our current board of trustees brings expertise and experience from leadership roles in public sector, social enterprise, and foundations, as well as community asset development, urban regeneration, and mental health services. Our chair has a long history with co-production, community based mental health and roles within the Green Party.

We want Trustees to shape their own role just as a staff member would – we recognise that getting the best out of you means working with your individual strengths.

Like a staff member, though, there are distinct and important parameters and expectations for this role:

- **To understand and work according to our values**  
Our values – learning, doing, and belonging – are at the heart of our work. It is important that Trustees take the time to examine and consider our values in their decision-making processes. This is not always easy, and all of us at Likewise grapple with them from time-to-time, but the willingness to do such grappling is essential to keeping us person-centred and aware of our own power. We're exploring and evolving our approach to decision making to support voice, participation and develop consensus, across the organisation and on the board.

- **To be willing to reflect on your own feelings and motivations**

All of us here spend a lot of time picking apart what we feel and how it influences our actions in order to enhance our decision-making and keep us person-centred. A willingness to be reflective and open is essential to operating as part of our culture.

- **To hold us to account as a critical friend**

We are very active with our questioning and challenging of each other, using our values as accountability mechanisms. As a Trustee, you have the opportunity to provide a supportive but external perspective on this, highlighting areas you think we might be missing or where we could improve. This is done in the spirit of a community rather than a hierarchy – we expect you to speak your mind but doing this through a mutual relationship is a far more effective way of bringing positive change. We are an organisation in which leadership comes from all levels, and we are actively exploring ways of embedding our community-led approach into the Board.

- **To attend our Board meetings alongside our staff members**

We will be having four Board Meetings a year, along with involvement in working groups that arise for specific projects, challenges, or areas of focus. The frequency and structure of these meetings will be evaluated continually, with the aim of ongoing seeing and sensing of 'the whole'. Meetings will focus on:

- Finance, funding, and risk
- People and wellbeing
- Programmes, services, and partnerships
- Strategy, learning, adaptation, and dynamic steering

- Board and organisational dynamics
- Sharing, noticing, reflections and tension points

Meetings will be attended by our two Directors and other representatives from the Likewise system. We will also invite partners, funders, clients, and other stakeholders to meetings where relevant, providing what we hope will be a richer and more fruitful experience for everyone involved.

- **To contribute your skills, expertise, and networks**

As we bring up to four people onto the board, we're specifically looking for expertise in:

- Finance
- Fundraising
- Communications, marketing, profile raising
- Mental health and social care policy environment

We would like our Board members to take advantage of opportunities to contribute further to our work with their own assets.

More generally, we are looking for people to offer advice, reflection, and a critical eye over our plans and movement towards financial sustainability. We encourage applications from people who:

- Live in the locality of our Community Hub
- Have experience of accessing mental health and social care services

We're passionate about creating a workplace that promotes and values diversity, inclusion and belonging. We believe that organisations that are diverse are vital to our communities.

Our hope is that every person who joins our community can feel safe to be themselves, and our commitment is to creating working spaces and relationships that make this possible.

But – we also know that we're not there yet, and this is particularly true of the diversity in ethnicity, age and physical health represented amongst our current team members. While we're not where we want to be, we're fully committed to learning, holding ourselves accountable and having the hard conversations needed on our journey towards making our vision a reality.

- **To contribute to our enjoyment of our work**

We are serious about what we do and take the time to reflect about how to do it as best as we can.

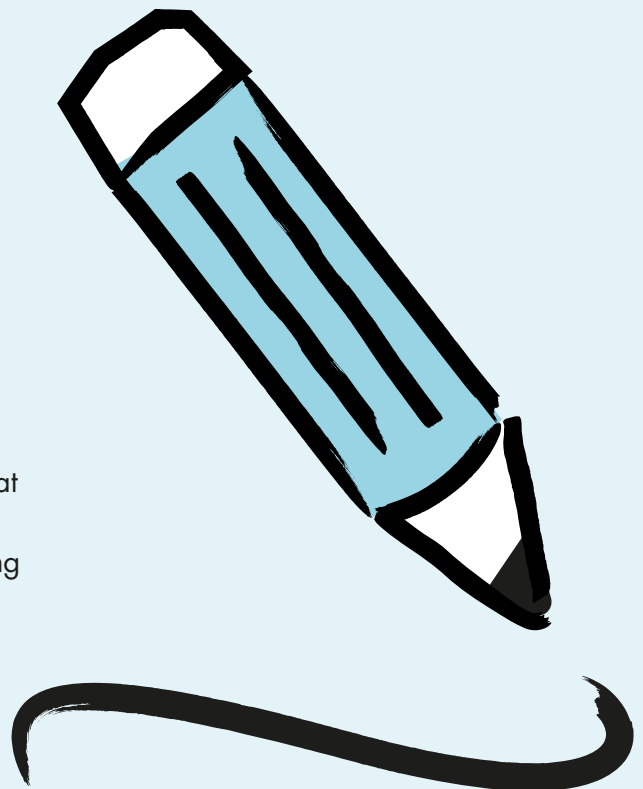
However, we combine this with an enjoyable and playful space in order to think openly and creatively about our work. We would like our Trustees to be able to be comfortable in and contribute towards such a space in order for our experiences to be both productive and enjoyable.

## How to apply

To apply please send us your cv and up to 1,000 words reflecting on these questions to [contactus@likewise.org.uk](mailto:contactus@likewise.org.uk)

- Why are you interested in taking on a trusteeship at the moment?
- What is at the heart of your offer to Likewise and this particular role in terms of skills, competencies and interests?
- Tell us about some of the values that are most important to you and how they influence you/ your life. You could reflect on the following: What are they and why are they meaningful to you? What have you learned about them through living them? How will they serve the role at Likewise?

We'll be meeting applicants on a rolling basis until 7th January 2022.



**Likewise**

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