



FPM NON EXECUTIVE DIRECTOR

**Recruitment Pack
OCTOBER 2021**

About Family Psychology Mutual

Family Psychology Mutual CIC is a not for profit, social enterprise which is registered as a Community Interest Company. We are an Employee Owned organization which means that each and every colleague employed by the mutual is an equal owner of the company and is actively encouraged to engage and participate in decision making and running the business. Our mission is to work together with young people and families in their homes and communities to create and sustain positive changes, using high quality outcome-based psychological therapeutic interventions. With a growing portfolio of interventions in Norfolk, Suffolk, Redbridge and London we are seeking two non-executive board members who can support and guide the company as we develop our governance.



Our vision

Empowering families and individuals towards a safer and happier future.

Our mission

Working with families and individuals in their homes and communities to create and sustain positive changes using high quality psychological interventions.

Our values

- **Determination:** We resolve to achieve lasting outcomes for our clients and persevere to overcome barriers to achieving them.
- **Diversity:** We value diversity and acknowledge that creating a diverse company requires continuous investment, attentiveness and ownership throughout the organisation.
- **Ownership:** As owners of our business we take responsibility for delivering the highest quality care and of ensuring we hold ourselves to the strongest standards of integrity and accountability.
- **Creativity:** We innovate by implementing programmes and interventions that meet the needs of our clients and that respond to the requirements of commissioners.
- **Positivity:** We build on the strengths of our clients and on those of each other.
- **Financial Sustainability:** Our aims and practices target impact, but we need to make a surplus to be sustainable. In this pursuit we are business like and we put a fair value on our expertise.

Our Current Board

Please see the link to our current board members <https://fpmcic.com/biographies.php>.

In the Financial Year 2020/21 FPM:

- Had a Turnover of £2.1M
- Had 4 services (FFTG-Redbridge; FFTCW-Norfolk; FFT-PAN London; FFT-Suffolk)
- Distributed over 2 local authorities & 11 London Boroughs
- 254 families started FFT treatment with 165 families going onto successfully completed full FFT treatment
- 940 face-to-face FFT sessions & 1064 remote FFT sessions (during the pandemic)

The Candidate

We are seeking two new members to work with, and bring development knowledge to, our current experienced Board and highly skilled executives. The ideal candidate would have in particular senior &/or board level knowledge and expertise in any of the following areas: contract management, marketing, strategy, legal, technology and/or HR.

Family Psychology Mutual believe having a diverse Board is vital to our ongoing success and we particularly welcome applications from underrepresented groups.

Experience in the health and social care sector is desirable, however, we welcome applications from those with relevant experience and/or qualifications outside of the sector and from those with particular strong communication and negotiation skills and the ability to inspire and engage. We especially welcome anyone with experience of working in an employee owned organisation.



“ I love my work due to the variety of tasks, the network of amazing staff in FPM, the local authority, and Bridges Outcome Partnership. Thoroughly enjoy working with such talented, professional and very compassionate people who have wellbeing at the heart of everything they do both for families, the team and their own selves. ”

The Non-Executive Role and Responsibilities

Board level behaviours

The following behaviours are based upon the NHS Leadership Model which describes behaviours which together contribute towards strong and effective governance and are therefore especially pertinent to Board Directors.

1. **Inspiring shared purpose** - create a shared purpose for diverse individuals doing different work, inspiring them to believe in shared values so that they deliver benefits for patients, their families, and the community.
2. **Leading with care** - understand the underlying emotions that affect their team, and care for team members as individuals, helping them to manage unsettling feelings so they can focus their energy on delivering a great service that results in care for service users.
3. **Evaluating information** - are open and alert to information, investigating what is happening now so that they can think in an informed way about how to develop proposals for improvement.
4. **Connecting our service** - understand how things are done in different teams and organisations; they recognise the implications of different structures, goals, values, and cultures so that they can make links, share risks and collaborate effectively.
5. **Sharing our collective vision** – convey and shape our vivid and attractive picture of what everyone is working towards in a clear, consistent, and honest way, so that they inspire hope and help others to see how their work fits in.
6. **Engaging the team** - promote teamwork and a feeling of pride by valuing individuals' contributions and ideas; this creates an atmosphere of staff engagement where desirable behaviour, such as mutual respect, compassionate care and attention to detail, are reinforced by all team members.
7. **Holding to account** - create clarity about their expectations and what success looks like to focus people's energy, give them the freedom to self-manage within the demands of their job, and deliver improving standards of care and service.
8. **Developing capability** - champion learning and capability development so that they and others gain the skills, knowledge and experience they need to meet the future needs of the service, develop their own potential, and learn from both success and failure.

9. **Influencing for results** - are sensitive to the concerns and needs of different individuals, groups, and organisations, and use this to build networks of influence and plan how to reach agreement about priorities, allocation of resources or approaches to service delivery.
10. **Championing the standards of employee ownership**– uphold the highest standards of conduct and displaying the principles of FPM values, selflessness, integrity, objectivity, accountability, openness, honesty, and leadership.

Non-Executive Directors will work alongside other Non-Executives and Executive Directors as equal members of the Board. They share responsibility with the other Directors for the decisions made by the Board and for success of the Company. Non-Executives will be solution focused and use their skills and experience from their professional field of expertise to advise the Board in the following ways:

1. Formulating agile plans and strategy.
2. Bringing the application of skills for independence, external perspectives, skills, and challenge to strategy development.
3. Ensuring accountability across all levels of the Board and FPM business.
4. Holding the executive to account for the delivery of strategy, supportive.
5. Providing purposeful, constructive scrutiny and challenge.
6. Chairing or participating as a member of key committees that support accountability.
7. Being accountable individually and collectively for the effectiveness of the board.
8. Shaping culture and capability.
9. Actively supporting and promoting a healthy culture for the organisation which is reflected in their own behaviour and the FPM values.
10. Ensuring the directors of the board are 'fit and proper' for the role and champion an open, honest, and transparent culture within the organisation.

The Expectation

The Board of Family Psychology Mutual has ultimate legal responsibility for the control and conduct of the company's affairs. The minimum requirement will be on average one day per month to attend meetings, some may be held remotely, via MS Teams/Zoom with attendance at our Huntingdon Office at least 6 times a year for our bi-monthly board meetings, with approximately a further 1-2 days of attendance at board workshops and whole event Away Days.

Remuneration

We will pay you for 1 day per month via our payroll (to comply with IR35) at a rate of £250 per day and then on a per day rate for any additional days of work. However, we are also interested to hear from candidates who may be able to secure secondment from their organisation or offer to fulfil the role on a pro bono basis.

To Apply

To find out more please visit: <https://fpmcic.com/workforus.php>. Please download and complete an application form outlining how your skills, experience and/or professional qualifications meet the above criteria to our Business Development Director and Joint CEO Tom Jefford, Tom.Jefford@fpmcic.com by the 3st October deadline.

For an informal discussion, please contact our Chair, Tim Bryson on 07767354620 or Tom Jefford on 07909 687703.

Important Dates:

Closing date: Sunday 31st October

Interview Dates: Shortlisted candidates will be interviewed by an Employee Ownership Panel via MS Teams on Monday 8th November and then in person in our Huntingdon office with our current Board members on Tuesday 9th November.

Commencement: We expect the successful candidate to commence in post in January 2022.