



National Survivor
User Network

SYNERGI DIRECTOR RECRUITMENT PACK

CONTRACT: FIXED TERM FOR 3 YEARS

SALARY: £50,000

HOURS: 5 DAYS A WEEK

**LOCATION: REMOTE WORKING FROM
THE U.K.**

DEADLINE: 5PM, 1ST MARCH

INTERVIEWS: 17TH AND 24TH MARCH



ABOUT SYNERGI

Synergi is a programme of work which focuses on the intersection of racial justice and mental health. In its first phase, which ended in January 2022, Synergi created a knowledge hub, bringing together qualitative and quantitative research methodologies, place-based work, storytelling and network building, in order to reframe, rethink and transform the realities of ethnic inequalities in severe mental illness and multiple disadvantage.

In its second phase, from February 2022, Synergi will be hosted by NSUN, and will be centred on lived experience and community action.

An ambitious and exciting programme of work has been envisioned by Sandra Griffiths from Catalyst4Change and Akiko Hart from NSUN, building on the legacy of the first phase of Synergi. Workstreams will include:

- **Remembrance as Resistance:** developing a multimedia and digital exhibition and festival programme that will act as a window to community action tackling mental health and racial injustices over the last 40 years in the UK, to reimagine mental health services and support for racialised communities
- **Democratising Policy:** managing an annual small grants programme to distribute to grassroots campaigning groups working on the intersection of racial justice and mental health
- **Building as Abolition:** working with and influencing funders to better understand abolitionist work in this space so that it is resourced and elevated
- **Creative Spaces:** building on the place-based creative and collaborative work which was developed in the first phase of Synergi
- **Transformative Governance:** embedding ethical and collaborative ways of working within Synergi and beyond it

Funding for Synergi (including the post) has been secured for 3 years from April 2022. However, there is also scope to grow Synergi by securing additional funding.

ABOUT THE NATIONAL SURVIVOR USER NETWORK

As a UK mental health charity, we are a network of people and grassroots groups with lived experience of mental ill-health, distress and trauma. We come together to create, challenge and campaign. NSUN is a user-led organisation, and all staff and trustees have lived experience of mental ill-health, distress or trauma.

Over the past 18 months, NSUN has scaled and changed. This is an exciting time to join an organisation which is growing, and an opportunity to influence NSUN: we want this relationship to be one where we learn from each other.

ABOUT THE ROLE

This is an exciting role in the charity sector, in that funding for the project (£1.5 million) has been secured over three years thanks to a grant from Lankelly Chase. There is a vision and a framework for the work, but there also is a huge amount of flexibility and possibility within it.

Synergi is currently hosted within NSUN. The Director of Synergi will work alongside the Synergi Governance Board and Synergi stakeholders to determine the best structure and possibly home for Synergi in the future. The Synergi Director will also work alongside the NSUN team, and share reflective practice sessions with them as well as have access to training and development opportunities.

We recognise this is a multifaceted role and are keen to attract candidates from a wide range of backgrounds. Accordingly, we have listed the essential elements of the role below, and a range of beneficial elements, recognising that no one candidate will bring everything.

We are looking for a dynamic, hands-on individual to join us as soon as possible. The deadline for applications is **5pm on Tuesday 1st March**. If you have any feedback or questions about this recruitment pack or require it in a different format, please let us know. We can be contacted on info@nsun.org.uk.

MAIN TERMS AND CONDITIONS

- **Contract:** fixed term for 3 years
- **Salary:** £50,000, full-time. We will also consider 4 days per week, salary pro-rated.
- **Hours:** 5 days a week (although enquiries about flexible working are welcomed)
- **Reports to:** Akiko Hart (CEO, NSUN)
- **Reports:** one communications officer, to be appointed
- **Location:** work from home in the U.K. (NSUN does not have a physical office). Some occasional travel for meetings (travel costs are reimbursed)
- **Holiday:** 28 days in total including bank holidays, rising by 1 day after every year of service to a maximum of 33 days per year
- **Pension and benefits:** NSUN offer an automatic enrolment pension scheme and Employee Assistance programme (EAP)
- **Probationary period:** 6 months
- **Notice period:** 1 week during probationary period; 4 weeks thereafter with an additional week per year after 5 years' service up to 12 weeks
- **Disclosure and Barring:** due to the nature of our work, you will be required to have a check with the Disclosure and Barring Service (DBS) for which NSUN will cover the cost.

Synergi is hosted by NSUN. This means that the employment contract will be with NSUN, and NSUN's policies and procedures will apply. Training and development opportunities available to NSUN staff will also be available to the Synergi Director.

JOB DESCRIPTION

The role will encompass all of the following, but the balance of duties and responsibilities will be determined in discussion with the Synergi Governance Board.

ESSENTIAL

- Leading an ambitious and complex programme of work in the area of racial justice/mental health
- Build relationships and networks with a wide variety of stakeholders, including grassroots activists, creatives, academics, mental health professionals and funders
- Act as an ambassador for Synergi and its ethos of collaborative leadership, by working alongside other actors in this space
- Nurture and amplify new and/or under-represented voices and perspectives in this space through partnership work, collaboration and commissioning
- Champion lived experience work (across different thematic boundaries) through partnership work, collaboration and commissioning
- Work alongside other stakeholders to co-create a governance system for Synergi
- Manage a small grants programme with support from the wider team
- Manage Synergi team (current plan is one communications officer to be recruited in the summer, and associates/subcontractors)
- Manage Synergi budget, re-prioritising spend with the agreement of Governance Board and funder(s) as plans for projects evolve
- Identify issues and risks impacting on the programme and devise and deliver mitigation strategies, escalating as appropriate to the Governance Board
- Work with the Governance Board and NSUN to ensure workstreams have a clear evaluation strategy from the outset, with mechanisms to ensure stakeholder feedback continually informs the ongoing delivery of the programme
- Work with the communications officer and NSUN to deliver a communications strategy to maximise stakeholder engagement
- Lead activities to disseminate programme information, learning and impact internally and externally as appropriate

BENEFICIAL

- Lead and support the development of systems, tools and processes for demonstrating and reporting impact, as well as ensuring quality and compliance
- Financial reporting to the Synergi Governance Board and grant-making trusts
- Ensure that contracts are in place and monitor the delivery of contracts within the remit of the role

PERSON SPECIFICATION

The following skills, knowledge and experience are required to carry out this role. There are some which we have suggested are beneficial but not essential.

ESSENTIAL

- Lived experience of mental ill-health, distress or trauma
- Excellent understanding of, and interest in, current work happening on the intersections of racial justice and mental health in the UK
- Experience of intersectional activism, connecting different struggles and issues that engage with the Synergi work
- Deep and demonstrable understanding of lived experience work, which might cross thematic boundaries
- Understanding the many ways in which system change occurs including advocacy, campaigning, communication and shaping public opinion; this understanding might come from backgrounds in journalism, music or the arts, the VCSE or community activism, as well as the law and policy
- An excellent understanding of governance; an appreciation of the importance of infrastructure accountability & transparency to allow work to flourish; and an interest in exploring new or different ways of doing governance in this space
- Strong interpersonal skills, and proven relationship management and building skills across different networks, in order to further strategic aims of project/organisations
- Excellent verbal, written, and presentation skills

- Proven experience of working as part of a senior management team and/or in a leadership role
- Strong representational skills (ability to represent a project, organisation or position to different stakeholders)
- Proven ability to organise projects and people, giving the attention required, within a set timeframe or by a deadline
- An ability to hold the uncertainty of a developing project (its possibilities and many unknowns) while also taking a stewardship role in ensuring that the vision set out is held
- Ability to work well in as a team (in a group of people) and independently (alone) in order to deliver operational objectives
- Ability to work under pressure and prioritise to meet deadlines
- Ability to manage contracts/grants and report progress against them

BENEFICIAL

- A good understanding of the mental health space at a grassroots, VCSE and/or statutory level
- Knowledge of the funding ecosystem including key changemakers and the levers of influence
- Good historical knowledge of work which has happened on the intersections of racial justice and mental health in the UK
- Experience in the charity/not for profit sector
- Experience running a small grants programme
- Experience of working with board members and other volunteers

APPLICATION AND INTERVIEW

Please complete and send the following to Zoe Kirby at info@nsun.org.uk. Please include "Synergi Director" in your email subject line.

Click on the links to download:

1. [Application form](#) (if you would prefer, you are welcome to send us a short video or audio file (no longer than 5-8 minutes), telling us about yourself, your current and previous job roles and any relevant qualifications and/or knowledge, skills and experience.
2. [Equality and Diversity Monitoring Form](#)

Your details will be handled in line with our [Privacy Policy](#).

On completion of all the above documents by 5pm on Tuesday 1st March, we will acknowledge receipt of your application. We regret that late applications will not be considered. You can find out more about us by [visiting our website](#). If you would like to discuss this role in more detail please contact Akiko Hart, CEO, by emailing akiko.hart@nsun.org.uk

There will be two rounds of interviews. The first round of interviews will be held online using Zoom with Akiko Hart (NSUN CEO), Sandra Griffiths (Catalyst4Change - Business and Partnership Development Manager) and Shuranjeet Singh Takhar (Synergi Governance Board, NSUN trustee) on Thursday 17 March.

We will email you a meeting invite, which includes a link to the interview, in advance. We will send you the interview questions the day before. You will also be asked to prepare a short presentation (details will be sent closer to the time).

After the first interview, shortlisted candidates will be invited to a second interview on Thursday 24 March. We are hoping to hold these interviews in person, in London. Travel expenses will be reimbursed.

Please let us know if you require any adjustments to the interview process for you to participate and we will do our best to accommodate these.

All applicants will receive a response from us to confirm whether or not they have been selected for an interview. We aim to give at least half a week's notice ahead of the interview date.

All applicants who attend an interview will be offered feedback. It is not possible for us to give individual feedback if you have not been selected for an interview.

Thank you very much for your interest in this role. We look forward to hearing from you.



National Survivor
User Network

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USER NETWORK (NSUN)
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