CollectiveVoice

Trustee recruitment pack



Contents

Welcome	2
What are we looking for?	3
What does the role involve?	4
Duties and responsibilities	4
Terms of the appointment	4
Who are we?	5
Our history	5
Our vision	5
What do we do?	6
How to apply	7
Timeline for applications	7
Current Trustees	8

This document is interactive

Use the buttons at the top of the page and the list to the left to navigate through the report

Drive what matters

Thank you for your interest in joining the Collective Voice Board of Trustees.



Rosanna O'Connor
Chair of Trustees

Collective Voice is an alliance of charities that provide treatment and recovery services across England and Wales for people who have problems with alcohol and other drugs.

We want anybody who has a problem with alcohol or drug use to have access to high-quality, evidence-based, person-centred treatment.

To achieve this, we need a treatment system that is professional, innovative, inclusive and well-funded. We work towards this through supporting policymakers, improving practice, and helping to build public awareness of substance use, treatment, and recovery.

This work is more crucial now than ever, particularly when it has been suggested there has 'never been a more dangerous time to take drugs' by the National Crime Agency.

We are keen to continue to build on the positive steps that were made following the Harm to Hope drug strategy in 2021, including the sector now supporting more people in treatment than ever before.

I've been chair for nearly two years now and have found it both rewarding and challenging as we try to shape policy and practice to make sure more people can get the right support for their drug and alcohol use.

Collective Voice has a real opportunity to make a difference, but we will work best if we have the right mix of people and perspectives involved in our work. Our Board is looking to reflect the diversity of the people and communities served by the sector, strengthening our accountability and ensuring that our leadership is representative, inclusive and responsive to their needs.

We are looking for new trustees to bring their own insights and enthusiasm to the Board and to help guide the organisation to maximise its impact as it moves into its next chapter.

We particularly welcome applications from people with lived/living experience of substance use issues. You do not need previous trustee experience to have valuable skills and experience to bring to this role.

If this resonates with you and you would be interested in being part of our work, we would love to hear from you.



What are we looking for?

Knowledge

- An understanding (or a willingness to develop one) and acceptance of the legal duties, responsibilities and liabilities of trusteeship.
- An understanding (or a willingness to develop one) of the experiences of people who use drugs and alcohol and how life experience impacts access to support and services.

Skills and abilities

- Ability to think strategically to enable effective decision-making over the long term.
- Ability to challenge constructively and interrogate arguments and information.
- Ability to work in a team, welcoming others' perspectives, and commitment to learning.

Values

- Wholehearted commitment to the objectives and values of Collective Voice.
- Wholehearted commitment to social justice, equity and inclusivity and a strong sense of the value of lived experience.

We are looking for someone with the following experience:

- Working with small charities, including lived experience recovery organisations (LEROs).
- Politics and public affairs.
- Working with the media.

To ensure our board better reflects the population we serve, we welcome applications from:

- People who have lived or living experience of substance use issues.
- People from racially minoritised groups or communities.

When we say 'lived or living experience', we're using the Department of Health and Social Care definition, which states:

Where people are currently affected by their own or a family member's problem alcohol or drug use, we describe this as living experience. Where people and families are in recovery from problem alcohol or drug use, we describe this as lived experience. This is distinct from learned experience, which people can get through studying, practicing or exposure. People can, and typically do, have a mixture of both living or lived experience and learned experience.

What does the role involve?

Trustees are there to **ensure the sound running of the charity,** ensuring it acts in accordance with its constitution, charity law and all other laws and regulations that affect its activities, and to deliver its mission.

You will help shape our strategy and priorities as we work to make our vision a reality. We are therefore looking for someone with passion and insight into issues around substance use, treatment and recovery – **but this doesn't mean you'll necessarily have worked in the field.**

We are **actively seeking to broaden representation** on our Board by welcoming trustees from a range of backgrounds so the Board more directly represents the diversity of the organisations, communities and people we are looking to serve.

Duties and responsibilities

- Ensure the charity acts in accordance with its constitution, mission and values.
- Ensure the charity fulfils its legal, financial and reporting obligations.
- Contribute to the development and delivery of Collective Voice's aims and strategy.
- Take part in appropriate induction and annual appraisal processes with Chair.
- Build the public profile of Collective Voice by acting as an ambassador and spokesperson, advocating for drug and alcohol treatment and recovery, and the people whose lives it transforms.
- Attend and contribute to quarterly board meetings and occasional additional ad-hoc meetings.

Terms of the appointment

- Time commitment: 4 x board meetings per year (currently three remote; one in person in London), occasional additional meetings.
- Remuneration: this is a voluntary position; travel expenses will be reimbursed.
- Length of term: an initial period of 3 years, which can be renewed for a second 3-year term.

Who are we?

We are the **national alliance of charities** that provide treatment and recovery services across England for people who experience issues with alcohol and/or other drugs. Charities employ over 80% of today's treatment provider workforce.

These charities together help over 300,000 people every year, prescribing medication, delivering psychological interventions, and offering peer-led and wider recovery support, including services for young people and families.

We are a UK-registered charity, established to represent the perspectives of a broad membership of treatment and recovery providers. Our members vary in size and provide a range of services across the country.

Our history

Collective Voice was founded in 2015 by charities with a shared mission of supporting people with drug and alcohol problems. The aim was to ensure the expertise of drug and alcohol treatment and recovery services, and the people who those services help, was part of policy and political discussions.

Since 2015 more charities have joined our mission and together those organisations support over 300,000 people every year. We have also become constituted as a charity and appointed an independent chair to steer our continuing evolution. We recognise the collective leadership shown by these organisations in founding Collective Voice and are proud to build on that foundation. The support, expertise and networks of the sponsors remains core to Collective Voice's success.

Our vision

Our vision is that everyone affected by the use of alcohol or other drugs is able to access high quality, evidence-based and person-centred treatment and recovery support, delivered by a thriving and respected third sector.

We need a treatment system that is high-quality, flexible, innovative, effective, accessible, inclusive and well-funded to achieve our vision.

Charities are efficient, flexible, dynamic, and innovative in their approach to service provision, and work across professional and organisational boundaries to respond to system-wide challenges. They must therefore be at the heart of planning and delivering support for people with issues with alcohol or other drugs.

What do we do?

We support policymaking

- We are a source of **expertise** for policy-makers to draw upon in shaping their work.
- We **represent** the perspectives of charitable treatment providers in England. This helps to ensure that decision-makers are hearing a broad cross-section of key perspectives through a single access point.
- We develop **solutions** to key policy problems.
- We highlight the **value of investment** in services for the people supported, their families and the people around them, and for society as a whole.

We improve practice

- We support **sharing of promising practice and a culture of collaboration** amongst treatment and recovery charities.
- We support the development of **a skilled, resilient, and diverse workforce** across the third sector.
- We build **connections and dialogue** between treatment providers, LEROs, NHS trusts, wider charities, commissioners and local authorities.
- We support links between **research and practice** to enable providers to lead innovation and deliver high-quality, person-centred care.

We build public awareness and understanding

- We aim to improve public understanding of the **root causes** of issues with alcohol and other drugs, how we can best support people experiencing harm from alcohol or other drugs and how to access support.
- We aim to **reduce prejudice and discrimination** relating to problem use of alcohol or other drugs amongst the public.
- We help build a **sector that has a clear identity** as a rewarding, sustainable and exciting place to build a career.

How to apply

Please submit a CV and supporting statement (maximum 2 sides of A4) that clearly outlines your suitability for the role covering what is outlined in the ‘What are we looking for?’ section of the recruitment pack. Please include your interest and motivation in applying for this position.

Please ensure that your application is emailed to admin@collectivevoice.org.uk, inserting “Trustee Application” into the subject field.

Applicants are invited to contact us in confidence at any point during the recruitment process to discuss steps that could be taken to overcome operational difficulties presented by the job, or if any adjustments or support are required regarding the recruitment process.



Timeline for applications

- Closing date: 10am, Monday 23rd November
- Interviews: TBC w/c 30th November
- First Board meeting for successful applicants: Thursday 10th December

Current Trustees



Rosanna O'Connor

Chair of Trustees



Clare Taylor

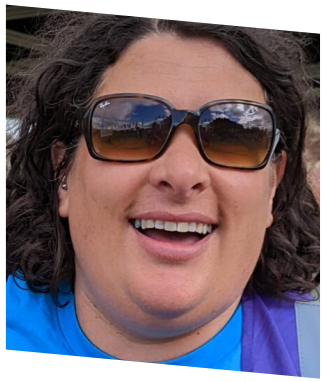
Vice Chair

Chief Operating Officer at Turning Point



Nic Adamson

Deputy Chief Executive of Change, Grow, Live



Vicki Beere

Researcher at University of Manchester and former CEO at Project 6



Callum Dixon

Director of Service Delivery and Member Support at Citizens Advice



Paul Townsley

CEO at Waythrough

CollectiveVoice

The National Alliance of Drug and Alcohol Treatment and Recovery Charities

collectivevoice.org.uk

uk.linkedin.com/company/collective-voice

Design: red-stone.com