



# YOUNG MINDS

**Board Finance Expert**

# What's the problem?

**1 in 5** young people now have a probable mental health condition

**65%** year on year increase in 'Very Urgent Referrals'

**<1%** of NHS spending goes to young people's mental health

Black and Asian young people are **twice** as likely to access mental health support via a court order.

But we believe things can get better.

## Who we are

We are leading the movement to make sure every young person gets the mental health support they need, when they need it, no matter what.

We provide young people with tools to look after their mental health. We empower adults to be the best support they can be to the young people in their lives. And we amplify young voices to change the world we live in.

### **Our purpose:**

To stop young people's mental health reaching crisis point

### **Our vision:**

A world where no young person feels alone with their mental health

### **Our mission:**

To make sure all young people can get the mental health support they need, when they need it, no matter what

## Our goals

To keep ourselves focused and on track, we've set out three strategic aims:

1. Helping young people to look after their own mental health
2. Making sure young people have adults around them who can really help
3. Building a youth-led movement to make sure support is there for any one who needs it



## Helping young people to look after their own mental health

We will provide young people with reassurance and advice to help them make positive choices for their mental health and know what to do next if they are struggling.

## Making sure young people have adults around them who can really help

Whenever a young person opens up about their mental health to an adult they trust, we want them to find someone who really gets it and can respond positively.

## Building a youth-led movement to make sure support is there for anyone who needs it

By building a movement for change, through which young people can create the societal changes they want to see, we know that far more young people will get the support they need.

“I’m proud that YoungMinds genuinely uses the voice of young people to guide their approach as a charity and change the misconceptions around mental health.”

**Alex, YoungMinds Youth Panel**



## Where we work:

YoungMinds is based close to London Bridge in Central London, although as an organisation, we are active all over the UK.

Our address is: 4th Floor India House, 45 Curlew St, London, SE1 2ND.

We are well served by public transport links: - local mainline stations are London Bridge and Waterloo. The nearest London Underground stations are London Bridge (Jubilee Line) and Borough (Northern Line).

## When we work:

Standard Office hours are 9.30am – 5.30pm, with a one hour unpaid lunch break.

Some of our employees work non-standard hours - we have a number of part-time staff, and some of our team work on a sessional basis.

YoungMinds recognises the importance of helping its employees balance their work and home life and so we have a Flexible Working Policy in place. Any employee can make a request for flexible working. Whilst we cannot guarantee to accommodate a flexible working application, we do guarantee that we will carefully consider any request made.

## AJEDI at YoungMinds:

As an organisation, we have been on a journey to reflect on who we are, who we are here for, and the ways we may unintentionally contribute to inequity. For us, Anti-racism, Justice, Equity, Diversity, Inclusion and Culture (AJEDI) is not just a set of principles, it's part of who we are and how we work.

We know we don't always get it right, we are not perfect. We are however, committed to learning, challenging ourselves, and asking difficult but necessary questions.

If you are thinking about applying for a role with us, a commitment to AJEDI is essential. These values underpin our work and shape how we understand who we are here for. We don't expect you to be an expert. What we do expect is openness, curiosity, and a genuine commitment to learning and embedding these principles in your work.

We warmly encourage applications from people of all backgrounds, especially those whose perspectives and experiences are currently underrepresented at YoungMinds and across the charity sector.

## Safeguarding

Everybody has the right to be safe and to thrive no matter who they are or what their circumstances. The YoungMinds' approach to safeguarding includes the concept of a 'culture of care' which supports and promotes wellbeing and the prevention of harm. We believe that our staff, volunteers and consultants have an individual and organisational responsibility for safeguarding. We aim to embed a safeguarding ethos and practice which is both proactive and responsive towards issues of safety and wellbeing.

We ask all staff to undertake safeguarding training with us as part of their onboarding journey and their ongoing learning and development.

## When you join:

All new staff benefit from a full induction with their team, as well as our core training programme and ongoing support.

## Probationary period:

All our posts are subject to an initial probationary period. This varies according to the length and type of the contract.

## Our benefits:

We offer our staff a range of health, wellbeing, lifestyle and financial benefits to ensure that we fully support all staff from day one of employment with us.



# Benefits

Benefit	Full Time	Part Time	Zero Hour
Holiday - 25 days plus 8 bank holidays and 3 days off for Christmas closure (pro-rated for part time) + an extra 2 days after 3 years' service	Y	Pro-rated	Pro-rated
2 wellbeing days per year	Y	Y	Y
Employee Assistance Programme	Y	Y	Y
Pension - Employer 5% with minimum employee contribution at 3%. Subject to terms and conditions, pension contributions will begin automatically	Y	If minimum requirements met	If minimum requirements met
Cycle to work Scheme	Y	Y	Y
Travel loan (Available on completed probation)	Y	Y	N
Free early eye tests and money towards your glasses	Y	Y	Y
Commitment to continued professional development	Y	Y	If earning enough to be deductible
Access to Corporate Membership Prices for TasteCard	Y	Y	Y
Weekly fruit baskets in the office kitchens	Y	Y	Y

## Pre-employment checks:

Due to the nature of the work we do, before starting with YoungMinds, the following checks are carried out:

**Reference check:** All job offers are conditional on the receipt of satisfactory references.

Always ask your referees permission before giving their contact details for your application.

Your referees should be your current or previous line manager, academic tutor or a volunteer manager if applicable. Do not give details of family, friends or colleagues.

We reserve the right to request to approach any previous employer if deemed necessary.

Referees will only be contacted after a conditional offer has been made. We will confirm this with you before we approach your referees. If there is a problem with this then please contact us.

### **Identity and Eligibility to work in the United Kingdom check:**

We are obliged to confirm your identity and obtain proof of your right to work in the UK. We are currently unable to support visa applications.

**DBS check:** We ask our employees to complete an Disclosure and Barring Service (Criminal Records Bureau) Check. The level required will depend on the role you are applying for and will be confirmed to you as part of the recruitment process.

We are committed to the fair treatment of all employees, potential employees and volunteers regardless of their offending background.

While we accept that applying for a role with a DBS requirement can be a deterrent for some communities, we actively promote equality of opportunity for all and welcome applications from a wide range of candidates, including those with a criminal record.

For further information about how we manage the recruitment of people with a criminal record, please refer to our Recruitment of people with a criminal record policy.

# Completing a YoungMinds employee application

If you have any questions about completing the application form / the application process, please contact the People team at [recruitment@youngminds.org.uk](mailto:recruitment@youngminds.org.uk).

We strongly recommend you look through the YoungMinds website before starting the application form.

## Introductory Statement

In the person specification on the job description below, you will see sections titled Experience, Qualifications, Training, Skills, and Abilities + Knowledge/Understanding. You will see that some of these have a tick that show they are the bits of information we are looking for to shortlist from. These criteria are also highlighted in the campaign, in the section that begins “candidates will be shortlisted on the basis of...”

The easiest and most effective way to approach your introductory is to take each of those shortlisting criteria and use them as headers for sections of your statement.

Under each, you can tell us how you meet that requirement, using examples where you can.

At the end, maybe tell us why the role and YoungMinds interest you. Thanks so much for taking the time.

## Employment History

Please start with your current or most recent employer and give a brief description of your main responsibilities of that role. These descriptions do not have to be very long as you will have an opportunity to expand on certain aspects in the introductory statement section.

Please list all previous positions of employment and ensure you account for any gaps in your employment history.

## Qualifications

Ensure to include all relevant qualifications and level achieved.

## Skills

Please provide details as requested.

## Certifications, licenses and training

Please give details of any training courses you have completed. Please also state whether you are a member of any professional bodies, indicating your level of membership and qualification.

# Completing the application form

# **YOUNG**MINDS

Board Finance Expert

# A bit about us

# Did you know?

One in five

young people aged 8-25 had a probable mental health condition in 2023

90%

of young people are worrying about earning enough money to support themselves

30%

of 11-16 year olds with a probable mental health condition missed a week or more of school in 2023

Almost one third

of 17-24 year olds have self-harmed or attempted to self-harm at some point

# We help young people and their families when they need us most

## 1

Our purpose: To stop young people's mental health reaching crisis point.

Our vision: A world where no young person feels alone with their mental health.

Our mission: To make sure all young people get the mental health support they need, when they need it, no matter what.

## 2

Our new strategy (2026 +) is about Building Communities that Transform Young People's Mental Health

## 3

Our focus in the year ahead is on achieving financial sustainability, launching our new strategy and on shaping a renewed organisational culture by leading a reset that embeds AJEDI, youth voice and safeguarding into core behaviours, systems and decision-making at YoungMinds

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# YoungMinds Board

11 trustees

3 committees

Youth panel

AJEDI lead trustee

Finance lead trustee

Safeguarding lead trustee

Expert(s)

Experts with no decision making authority

Board members with decision making authority

# Expert advisors

## Why we need the support of experts

An expert advisor provides strategic advice and support to YoungMinds. Although they are not a Trustee and do not have formal decision-making authority, they are a valuable resource for Trustees of YoungMinds and the Executive Team.

Expert Advisors help YoungMinds gain new insights and provide advice to solve problems or explore new opportunities by stimulating robust, high-quality discussions. They bring current knowledge, critical thinking, feedback and analysis to help increase the confidence of Trustees and the Executive Team and strengthen organisational resilience.

Expert Advisors can be subject matter experts, stakeholder representatives and/or experienced professionals. They are appointed for their knowledge and direct experience to problem solve, explore options/concepts and strategic direction.

The role of expert advisors is critical to YoungMinds success but can be considerably more 'light touch' in terms of process. There is no need for elections, term limits and or attendance at board meetings. Expert Advisors are free to concentrate their energies on their core role, which is to complement the Sub Committees by providing specialist experience, knowledge and capacity that is not readily available elsewhere.

# Finance Expert

## The BIG ask

# The outcomes we need a **finance expert** to help us drive

2024-2025 was a challenging year for many in the charity sector, however it was also a period of profound impact, strategic adaptation and renewed focus on the young people we serve. Although our income rose slightly this year, costs have also increased, and we have made tough choices about the size, shape and focus of our organisation. We completed an organisational change programme in early 2025, focusing on financial sustainability and consolidating our service delivery work reducing staffing levels by around 25%. We continue to have a deficit operating budget and a number of organisational vulnerabilities as we move towards a new and ambitious strategy in 2026. Our executive team, board and audit and risk committee are looking to identify a finance expert who can join us to help drive the following outcomes:

- Enhancing the audit and risk committee's capacity for informed decision-making on complex financial and risk matters
- Strengthening YoungMinds financial resilience and sustainability in a challenging economic landscape, as evidenced by fluctuating income and increasing expenditure in recent years ([see annual reports](#))
- Increasing Board confidence that financial reporting, internal controls, and risk management processes are robust, effective, and compliant with relevant charity and company regulations
- Confidence in YoungMinds financial viability as we begin implementing our new strategy from 2026

# The skills, experience and expertise we believe can help us

We are looking for an individual who brings:

- Extensive senior-level experience in finance, accounting, audit, or financial risk management, ideally within the charity or not-for-profit sector although this is not critical
- Deep knowledge of regulatory best practice, including financial reporting standards, internal control frameworks, and risk management principles
- Proven ability to provide strategic advice, constructive challenge, and critical analysis on complex financial and risk issues
- Confidence to engage effectively, acting as a critical friend to Board members (including Chair of audit and risk and the lead finance trustee), senior leadership, and external auditors. Offering challenge that is constructive, evidence based and focused on long term sustainability
- A strong commitment to the mission and values of YoungMinds and a passion for improving young people's mental health
- Excellent communication skills, with the ability to articulate complex financial concepts clearly and concisely for people with limited financial literacy

# What this means for time commitment

## Monthly or Quarterly

- Attend A&R committee (virtual), reading papers in advance.
- Join an accountability group as part of our commitment to embedding AJEDI into our work (optional)

## Annually

- Attend Board away day (in person)
- Meet with Auditors

## Adhoc

- Occasional meetings with CEO/Director Finance & Business Operations to inform specific pieces of work.
- Opportunities to be involved in events with young people and funders.

Overall time commitment 6-10 days per year

If you would like to find  
out more - we'd love to  
hear from you

**Thank you**