

MEN WHO TALK

Chair Recruitment Pack - 2026



Location: Hybrid – quarterly board meetings alternate between online and in-person in Central London.

Time Commitment: Up to 12 hours per month.

Term: Minimum of three years with opportunity to renew.

Reporting and accountable to: Board of Trustees

About Men Who Talk

Men Who Talk is a registered charity, founded in January 2022, with a mission to improve men’s mental health through accessible, stigma-free peer support groups. We also run engaging events and create content to raise awareness about mental health issues affecting men.

Our charity was established in response to a clear and urgent need: in the UK, men account for 75% of all registered suicides, yet only 36% of NHS therapy referrals are for men.

Traditional mental health services fail to reach many men who need support the most. Men Who Talk exists to bridge this gap, offering a safe, welcoming, and empowering space for men to openly and proactively address their mental health challenges before they reach crisis point.

Our Services

Our primary service is free online peer support groups, currently held four times a week. These groups are facilitated by trained volunteer facilitators, creating safe, confidential, and non-judgemental spaces where men can openly discuss their mental health struggles, gain mutual support, and build resilience.

Since launching in 2022, we’ve had over 2,000 sign-ups, 750 of which came in 2025. Our plans for 2026 include doubling the number of groups we run and helping more men than ever before.

95%	2,000+	4x	750
of participants report positive outcomes	sign-ups since 2022	weekly peer support groups	new sign-ups in 2025

Additionally, we deliver bespoke in-person workshops to universities, workplaces, and community organisations. These workshops equip organisations with practical tools and strategies to better support men’s mental health, promote early intervention, and foster a more inclusive, supportive environment. Our sessions have received outstanding feedback, including from institutions such as the University of Aberdeen, Hammersmith & Fulham Council, and Barclays.

Our Approach

Our approach distinctly prioritises prevention and accessibility rather than clinical intervention alone. By enabling open conversations before men reach crisis point, we actively break down stigma, enabling men to seek help earlier and more confidently.

Demand for our services continues to grow, reflecting the genuine need and positive impact we have achieved in a relatively short time. Attendance at our groups is at an all-time high, and we have seen increased interest in our workshops nationwide.

We have a bold and ambitious vision and strategy, supported by a comprehensive budget, which will see our organisation thrive over the 2026/27 financial year and beyond. We are now looking for experienced and proactive trustees to join us on this exciting journey!

Role Overview

While all Trustees share collective responsibility for governance and strategy, we are specifically seeking a Chair who can lead Men Who Talk through our next phase of growth.

Ideally candidates will have experience in:

Governance & Processes

Lead the creation of our first sub-committees (Finance, Fundraising, and People), build a robust strategic risk framework to support safe scaling toward 6+ weekly groups, and facilitate the Board in drafting our next 3–5 year strategic roadmap.

External Advocacy

Externally, you will represent Men Who Talk to the NHS and public sector to position peer support as a vital prevention tool, work with the board and Founder to engage High-Net-Worth Individuals for long-term sustainability, and support the scaling of our "trading" side through corporate partnerships and workshops.

Key Responsibilities

For All Trustees:

- **Strategic Leadership:** Oversee the charity's mission and ensure it remains compliant with its governing documents and the law.
- **Statutory Duties:** Act in the charity's best interests, manage resources responsibly, and ensure transparency.
- **Board Meetings:** The board meets four times a year – a combination of online and in-person meetings. Ad hoc meetings may also be required.
- **Financial Oversight:** Regular monitoring of the financial accounts, ensuring the charity adheres to sound financial practices and UK charity regulations.
- **Advise the Board:** Provide specialist advice and insights to support the Board in making informed decisions regarding the charity's operations and growth.
- **Proactive:** Confident in collaborating with a variety of teams and senior leadership in a fast-growing organisation.
- **Communication:** The ability to translate complex specialist information into accessible terms for non-specialist trustees.

Skills & Experience

At Men Who Talk we value the perspectives that come from diverse professional backgrounds and lived experiences.

While we have outlined specific skills and experiences below as a guideline, we recognise that the perfect candidate may not check every single box.

If you are passionate about our mission to break down mental health stigma and believe you have the strategic mindset to help us grow, we strongly encourage you to apply.

As a small and ambitious team, we are looking for individuals who are eager to learn and contribute to our journey, offering significant opportunities for both personal and professional development along the way.

Our next Chair might have experience with:

- **Scaling Leadership:** Previous experience as a CEO, COO, Founder, or Chair in a fast-growing organisation.
- **Governance:** Deep understanding of charity governance and leading board-level transitions.

- **Influencing:** A track record of engaging senior stakeholders in Healthcare, the Public Sector, or Philanthropy.
- **Mentorship:** Experience building high-performing teams through a collaborative, "co-pilot" approach.
- **Lived Experience:** A strong personal connection to men's mental health issues.
- **Networking:** Established connections within the UK healthcare or philanthropic landscape.

Benefits of Joining the MWT Team

- MWT is a bold and ambitious charity filled with passionate people. We thrive off each other's creativity and have formed strong connections as a team.
- You'll have the opportunity to represent the charity at events across the UK, learning new skills and meeting a diverse network of individuals.
- Being a trustee for a small charity provides unique opportunities to work in unfamiliar and exciting areas — covering many different aspects of the organisation.
- All out-of-pocket expenses covered where prior approval is given, including travel to London for trustee meetings.

More About You

We are looking for passionate, forward-thinking individuals who are eager to make a real impact in the men's mental health space. You should be comfortable working in a small, growing charity environment, which comes with both challenges and the opportunity for significant personal and professional growth.

We particularly welcome applications from diverse communities, and the role is open to all, including female-identifying individuals.

In addition, the ideal candidate will:

- Have a strong connection to, or lived experience with, men's mental health.
- Be flexible, comfortable working remotely, and proficient in using digital tools (e.g. Slack, Asana).
- Be available to commit up to 8 hours per month for a minimum term of 3 years.
- Be passionate about our mission and eager to contribute to our growth.

Application & Interview Process

To apply, please submit your CV along with a brief cover letter to trustees@menwhotalk.org.

In your cover letter, highlight your experience, why you're interested, and how your skills align with the charity's needs.

Please Note: We are accepting applications on a rolling basis and will be recruiting throughout the year.

We encourage early submissions as we will interview and appoint successful candidates as they apply.

1. Initial Interview

The Chair of the Board, along with at least one other board member, will conduct initial conversations with shortlisted candidates. This will focus on your background, motivations, and a preliminary discussion of your skills and experience.

2. Meeting the Founder

A more informal discussion with Sam Davies, our Founder & Director. This meeting provides further context about the charity's culture, goals, and the role's key responsibilities.

3. References & DBS Check

Once an offer is made, the successful candidate will be required to provide two references. A DBS (Disclosure and Barring Service) check will also be required.

Becoming a Trustee

As a trustee of Men Who Talk, you will play a key role in overseeing and guiding the strategic direction of the charity. Trustees are legally responsible for ensuring that the charity fulfils its mission and remains compliant with its obligations.

Trustees have six main statutory duties:

1. Ensure the charity is carrying out its purposes for the public benefit.
2. Comply with the charity's governing document and the law.
3. Act in the charity's best interests.
4. Manage the charity's resources responsibly.
5. Act with reasonable care and skill.
6. Ensure the charity is accountable.

For more information visit: [Charity trustee: what's involved \(CC3a\) - GOV.UK](#) or ncvo.org.uk