



Board Member/Trustee with Human Resources Experience to join the Board of Grow Mental Health and its People and Culture Board Committee

Grow Mental Health (Grow M H) is seeking a dedicated and experienced individual to join its Board of Directors. This is an opportunity to play a leading role in one of Ireland's longest standing mental health organisations.

We embrace diversity and encourage applications from individuals across all sectors of our community.

Our Vision

An Ireland where no one needs to navigate mental health challenges or life's struggles alone.

Who we are

Grow Mental Health host over 100 free weekly peer to peer support groups, where anyone over 18 can work through mental health challenges in a friendly community setting. Each week those attending our in-person and online groups use The Grow 12 Step Program of Recovery and Growth. Our volunteers and several of our employees are people who have attended our groups and used The Grow Program to improve their own mental wellbeing through self-development. We are a registered charity and a Section 39 HSE funded company. [Home | Grow Mental Health](#)

Grow Mental Health (Grow M H) is a HSE funded (Section 39) company limited by guarantee and a registered charity. We currently have 80 volunteers and 43 employees working with us. Grow have a turnover of €2,400,000

Board - Main Responsibilities include

- Ensuring Grow Mental Health is operating at all times in accordance with its constitution.
- Determining the strategic direction of Grow M H - ensuring it is compatible with its constitution.
- Ensuring a collective purpose through our Vision, Mission and Values
- Monitoring, development and delivery of the Grow Program and Group Method in line with recommendation from the Board's Program Committee
- Ensuring effective controls, policies, procedures and financial oversight are in place across all areas.
- Ensuring compliance with our HSE Agreements and the Charities Governance Code.
- Agreeing goals and managing the performance of the CEO.

People and Culture Board Committee - Main Responsibilities include

- Working to support development of a people and culture strategy in line with our overall strategy.
- Ensuring that Grow is an excellent employer and that it complies with all legal requirements and best practice in relation to HR policies and procedures as required by law.
- Supporting the development and implementation of organisational change plans.
- Developing an appropriate compensation policy in line with the organisation's resources.
- Support the Board on the appointment and ongoing performance appraisal of the CEO.

Essential Experience, Skills and Personal Qualities:

- Senior management experience (even if not yet at board level).
- Senior HR management experience.
- Creativity and ability to come with fresh ideas and solutions to challenges.
- An enquiring mind, with the confidence to challenge
- An understanding of the mental health landscape in Ireland.
- Recognition of the importance of supporting collective decisions.
- Strong communication and listening skills.
- Strong interpersonal skills.
- Respectful of others,

Desirable Experience, Skills and Personal Qualities

- Board level experience
- Board level experience in the not for profit and/or mental health sectors.
- Experience in change management and organisational development.
- Experience in strategic planning and service development.
- Experience of working with Volunteers
- Knowledge of the relevant requirements of the 2009 Charities Act and the Charities Regulator, including the Charities Governance Code.
- Knowledge of the relevant requirement of the 2014 Companies Act.

Time Commitment and Location:

- Anticipated commitment is between 6 and 12 hours per month (bimonthly board meeting (4h) + committee meeting (1-2h) + preparation time /reading documentation between meetings).
 - *The Board are currently meeting monthly which would increase the time commitment to 12 and 24 hours per month but it is expected that this will return to bi-monthly in 2025*
- Meetings take place on a Saturday morning and last approximately 2 hours at locations in either Dublin, Limerick, Kilkenny or Tullamore as required. Access online is possible in most instances

Training and Support

- New directors will receive an induction on joining The Board of Grow.
- Ongoing training and support for all directors will be provided as needed.

Expectations and Benefits

- Expectations include acting with integrity at all times and in the best interests of Grow
- Preparing adequately for and participating in meetings.
- Respecting confidentiality and other requirements of director/trustees as per the Companies Act, relevant Charities Regulator Guidance, our HSE Agreement and our Board Handbook.
- In return, directors are provided with the opportunity to guide an organisation that is making such a significant impact on people's lives, with over 100 groups meeting weekly nationwide.
- Reflecting our values of Inclusion, Hope, Integrity, Connection, Support, and Change

Application process

- Applicants must be living in the Republic of Ireland.
- To apply, please send a resume and a brief cover letter outlining your suitability and motivation for applying, addressed to hadministrator@grow.ie. Please state "Grow Board Member (People and Culture) Vacancy" in the subject line of your email.
- Please feel free to contact us via the same address if you have any question about the vacancy.