NON-EXECUTIVE DIRECTOR

Business Development

PARTNERSHIPS, COMMISSIONING & GROWTH

ROLE AT A GLANCE

- Voluntary, with agreed reasonable expenses.
- Approximately one active day per month outside board meetings.
- Quarterly online board meetings, preparation and agreed follow-up.
- Home-based and flexible, with occasional external activity by agreement.
- Candidates may offer more than one portfolio.

THE ROLE

- Help Mobilates turn its proven inclusive approach into sustainable partnerships, commissioned opportunities and national growth, with particular focus on health pathways, the Mobilates Academy and services that can scale responsibly.
- A full statutory director role with shared responsibility for governance and strategy.
- An active portfolio role with practical, agreed work between meetings.

ABOUT MOBILATES

Mobilates CIC is a not-for-profit social enterprise removing barriers to movement, connection and opportunity for disabled people and people living with long-term health conditions. We offer adaptable online and in-person movement, one-to-one support, recordings, social activities and routes into volunteering and learning.

Our five-year direction is to become the UK-wide home for accessible movement, with employed Mobilates teachers, a Mobilates Academy, a Lived Experience Network, digital learning and resources, research, NHS pathway and commissioning, and national influence.

WHY THIS ROLE MATTERS

- Mobilates wants to develop NHS and referral pathways, national partnerships, workforce training and earned income alongside grant funding.
- Growth needs credible propositions, pricing, evidence, relationships and disciplined follow-through.
- We need a commercially aware, mission-led director who will open useful conversations and help turn the strongest opportunities into action.

A PRACTICAL NON-EXECUTIVE ROLE

This is not an honorary name on a board list. You will agree a small number of priorities with the CEO and actively help move them forward, while maintaining clear governance boundaries and not taking over day-to-day staff management or roles.

HOW THE ROLE SUPPORTS OUR FUTURE

BUILD THE BASE	GROW OPPORTUNITIES	SHARE & INFLUENCE
Governance, systems and sustainable income.	Academy, employment, partnerships and resources.	Research, NHS pathways and national practice.

Community and lived experience guide every stage. Each NED portfolio supports the same destination, with work paced around organisational capacity and the access needs of the people involved.

WHAT YOU'LL DO

01 BUSINESS DEVELOPMENT DIRECTION

- Help translate the five-year direction into a focused business-development plan with clear priorities and stages.
- Identify the strongest routes to sustainable earned income, referrals, commissioning and strategic partnerships.
- Assess opportunity size, mission fit, costs, capacity, risk and return on effort.
- Help the Board make confident decisions about where Mobilates should grow and where it should not.

02 PROPOSITIONS & BUSINESS CASES

- Help develop clear propositions for commissioners, healthcare organisations, employers, partners and learners.
- Work hands-on on selected pitch decks, proposals, pricing models, partnership offers or business cases.
- Strengthen how Mobilates explains its outcomes, differentiation, delivery model and social value.
- Test whether offers can be delivered safely, consistently and at a sustainable price.

03 NHS, REFERRAL & COMMISSIONING PATHWAYS

- Advise on readiness for NHS, Integrated Care Board, local-authority and social-prescribing opportunities.
- Help map decision-makers, procurement routes, evidence expectations and practical entry points.
- Join selected exploratory conversations and help the team prepare for them.
- Support the development of pilots that can generate credible evidence and lead to longer-term pathways.

04 PARTNERSHIPS & OPPORTUNITY DEVELOPMENT

- Identify and cultivate partnerships that increase reach, referrals, credibility, learning or income.
- Make appropriate introductions and help move promising conversations towards clear next steps.
- Support negotiation of mutually beneficial scopes, responsibilities and expectations.
- Help maintain an active partnership and opportunity pipeline rather than relying on informal relationships.

05 RESPONSIBLE SCALE & DELIVERY READINESS

- Challenge assumptions about systems, workforce, safeguarding, quality, accessibility and delivery capacity before growth commitments are made.
- Connect business development with research, evaluation, the Mobilates Academy, community insight and digital resources.
- Help establish useful measures for pipeline health, conversion, partnership value and sustainable income.
- Ensure growth strengthens, rather than dilutes, the experience of members and the people delivering the work.

WHAT HANDS-ON COULD LOOK LIKE

- Map and prioritise live commissioning, partnership and earned-income opportunities.
- Help create or improve a pitch deck, proposition, pricing approach or business case.
- Join selected partner or commissioner conversations and agree concrete next steps.
- Review the pipeline monthly and help progress one or two priority opportunities.

The exact focus will be agreed around live priorities, your strengths and the time available. You will not be expected to do everything listed at once, become the sole owner of the portfolio or provide unlimited unpaid consultancy.

WORKING ACROSS THE ROLE

- Build a trusting working relationship with the CEO, fellow directors and relevant team members.
- Use your professional experience generously while listening to the expertise of members and people with lived experience.
- Communicate accessibly, keep commitments realistic and raise capacity concerns early.
- Represent Mobilates thoughtfully in agreed external conversations and protect confidential information.

WHAT WE ARE LOOKING FOR

ESSENTIAL

- Substantial experience in business development, commissioning, partnerships, commercial strategy or organisational growth.
- Evidence of moving opportunities from early conversation to a clear proposition, agreement or sustainable income.
- The ability to assess commercial viability, organisational capacity, risk and mission fit.
- Confidence building senior external relationships and communicating a complex offer clearly.
- A practical, collaborative style and sound judgement about when to pursue, reshape or stop an opportunity.
- Willingness and capacity to fulfil the legal duties of a company director.

HELPFUL, NOT ESSENTIAL

- NHS, Integrated Care Board, local-authority, public-health or social-prescribing commissioning.
- Health, disability, physical activity, education, workforce development or social enterprise.
- Pricing, contracts, procurement, partnership agreements or scaling digital services.
- Experience using outcomes or health-economic evidence in business cases.
- Previous board or trustee experience, although this is not essential.

WHAT SUCCESS COULD LOOK LIKE

- Mobilates has a focused business-development plan and a visible, actively managed pipeline.
- Priority offers are clearly defined, costed and ready for partner or commissioner conversations.
- Promising relationships progress into pilots, referrals, partnerships or sustainable income.
- Growth decisions are evidence-led, ethical and matched to delivery capacity.

TIME, MEETINGS & WAYS OF WORKING

- Portfolio contribution: approximately one active day per month outside board meetings, used flexibly for agreed practical work, calls or external activity.
- Board contribution: preparation for and attendance at quarterly online meetings, plus agreed follow-up and occasional induction or planning activity.
- 2027 meetings: 22 January, 1.00-2.30pm (joint induction), then Director meetings on 23 April, 23 July and 22 October, planned for 1.00pm unless otherwise agreed.
- Expenses: the role is voluntary. Reasonable expenses agreed in advance will be reimbursed in line with Mobilates' arrangements.
- Flexibility: we recognise fluctuating health, caring responsibilities and different working patterns. Priorities and timing will be agreed openly.

RECRUITMENT TIMETABLE

DATE	WHAT HAPPENS
19 October 2026	Recruitment opens
13 November 2026	Applications close
16-20 November 2026	Applications reviewed and shortlisted
27 November 2026	NED panel interviews
Before appointment	References, final decisions and outcomes
22 January 2027, 1.00-2.30pm	First joint meeting and induction

ACCESSIBLE RECRUITMENT

Applications can be made in writing, video, audio or another agreed accessible format. We welcome conversations about reasonable adjustments, advance information, breaks, adjusted pace or other support that would help you take part.

We particularly welcome applicants with relevant lived experience, including people who are disabled, chronically ill or neurodivergent. You will never be required to disclose a diagnosis or personal medical information.

WHAT WE HOPE YOU WILL BRING

Professional expertise, practical energy, sound judgement and a genuine commitment to helping people with long-term health conditions and disabilities move, connect, learn and lead.