NON-EXECUTIVE DIRECTOR

Community Growth

BELONGING, PARTICIPATION & LIVED EXPERIENCE

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 grow a connected, inclusive and influential community, reaching more people who face barriers while ensuring members and people with lived experience actively shape what Mobilates becomes.
- 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 adapted 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 pathways and commissioning, and national influence.

WHY THIS ROLE MATTERS

- Community, choice and belonging are central to Mobilates, not an extra around the exercise offer.
- Our next stage includes a formal Lived Experience Network, stronger peer and volunteer pathways, specialist onboarding and national reach.
- We need practical leadership to turn listening into action and help the community grow without losing safety, warmth or meaningful connection.

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 COMMUNITY GROWTH & REACH

- Help develop an inclusive community-growth plan linked to Mobilates' strategy and capacity.
- Identify practical ways to reach people who cannot leave their homes or their beds, socially isolated, on low incomes, neurodivergent or excluded by mainstream provision.
- Support selected outreach campaigns and relationships with charities, community groups, health services and referral partners.
- Help balance growth with the quality of welcome, connection and ongoing support.

02 LIVED EXPERIENCE NETWORK

- Help shape the purpose, principles and practical model for the Mobilates Lived Experience Network.
- Create accessible routes for members to influence programmes, resources, research, partnerships and strategic decisions.
- Take part in selected listening sessions, workshops or co-production activity and help turn themes into action.
- Support honest feedback to members about what has changed, what has not and why.

03 MEMBER JOURNEY, BELONGING & RETENTION

- Review the journey from first contact and consultation through classes, community participation and longer-term involvement.
- Identify practical barriers, gaps or moments where people may feel unsure, unseen or unable to continue.
- Help test improvements to welcome, communication, connection and re-engagement.
- Support useful measures of belonging, confidence, participation, retention and reduced isolation.

04 PARTICIPATION, VOLUNTEERING & PROGRESSION

- Help create clear, accessible pathways into volunteering, peer support, learning, representation and leadership.
- Support appropriate recognition, expenses and payment where applicable, avoiding over-reliance on unpaid labour.
- Help clarify roles, boundaries, support and escalation routes for members and volunteers.
- Connect community opportunities with the wider learner-to-leader journey and Mobilates Academy.

05 INCLUSION, SAFETY & COMMUNITY INSIGHT

- Champion accessible participation that recognises fluctuating health, energy, communication and confidence.
- Help the Board understand themes in feedback, participation, safeguarding and community experience while protecting privacy.
- Encourage co-production that is meaningful and proportionate, not tokenistic.
- Work with the CEO and relevant team members on agreed priorities without taking on day-to-day line management.

WHAT HANDS-ON COULD LOOK LIKE

- Co-design the first practical model and priorities for the Lived Experience Network.
- Join selected member listening or co-production sessions and help turn insight into actions.
- Review the onboarding and community journey, then test one or two improvements.
- Help build an outreach or progression pathway with clear measures of inclusion and belonging.

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, Community Coordinator 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.

YOUR RESPONSIBILITIES AS A DIRECTOR

Non-Executive Directors are full legal directors of Mobilates CIC. The word 'non-executive' describes the independent nature of the role, but it does not reduce the duties or responsibilities that come with being a company director.

- Act in Mobilates CIC's best interests and support its community purpose and asset lock.
- Contribute to strategy, financial sustainability, risk management and accountability.
- Exercise independent judgement, and offer constructive support and challenge to the Founder and CEO and fellow directors.
- Prepare for and attend meetings, read papers and follow through on agreed actions.

- Declare conflicts of interest, maintain confidentiality and use reasonable care, skill and diligence.
- Keep accessibility, lived experience, safety and the interests of the wider Mobilates community in view.

ONE BOARD, FLEXIBLE PORTFOLIOS

We welcome candidates who can cover more than one portfolio. We will shape the final appointments around the strongest mix of skills, experience, lived insight and available time, while keeping individual expectations clear and manageable.

WHAT WE ARE LOOKING FOR

ESSENTIAL

- Substantial experience in community development, inclusion, co-production, lived-experience leadership, volunteering or peer support.
- Evidence of building or growing inclusive communities and turning insight into practical change.
- A strong understanding of meaningful participation, shared power and accessible engagement.
- The ability to balance individual experiences with safeguarding, privacy, organisational responsibilities and the needs of the whole community.
- Empathy, clear boundaries and the confidence to support and challenge constructively.
- Willingness and capacity to fulfil the legal duties of a company director.

HELPFUL, NOT ESSENTIAL

- Relevant lived experience of disability, long-term health conditions, pain, fatigue, neurodivergence or exclusion from mainstream provision.
- Lived Experience Networks, peer advocacy, volunteer programmes, community research or participatory evaluation.
- Reaching people who are underrepresented, digitally excluded, socially isolated or facing financial barriers.
- Safeguarding, trauma-aware practice, occupational therapy or multidisciplinary working.
- Previous board or trustee experience, although this is not essential.

WHAT SUCCESS COULD LOOK LIKE

- Mobilates has a trusted, accessible Lived Experience Network with clear routes into decisions.
- The member journey is welcoming, and people can see how their insight leads to practical change.
- Community reach grows among people facing the greatest barriers while connection and safety remain strong.
- More members can progress into volunteering, learning, representation and leadership in ways that suit their health and goals.

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.