

Trustee Recruitment 2026

Person Specification for new Trustees

Before You Read Further

We want to hear from you - even if you are not sure you meet every criterion.

Bridge actively welcomes applications from people who have not held a trustee role before. We provide comprehensive induction, training and ongoing support. What matters most to us is not the length of your CV but the quality of your judgement, your commitment to our mission, and your willingness to engage seriously with the responsibilities of governance.

We are particularly keen to hear from younger professionals and from people whose backgrounds are currently under-represented on our Board. If you have relevant professional or lived experience and are genuinely interested in contributing to a well-run, mission-driven organisation, please do not rule yourself out before reading on.

About this Document

This person specification sets out the criteria for the four Trustee roles Bridge is seeking to fill in this recruitment campaign. All four roles share the essential criteria below. Each role then has its own additional criteria reflecting the specific expertise Bridge is looking for.

Bridge has a strong and experienced Executive and Senior Leadership Team. What it needs from its Trustees is not day-to-day operational expertise but the ability to ask the right questions, provide effective challenge and support, and bring a strategic perspective to governance.

Sector or professional experience is valuable, but what matters most is the quality of judgement a Trustee brings to the boardroom.

Essential Criteria (All Roles)

Regardless of professional background, all successful applicants will demonstrate:

- Genuine commitment to Bridge's mission and strategic vision
- Ability to devote the necessary time to the role (approximately 12 days per year)
- Clear understanding of the role of a trustee and the boundary between governance and management
- Ability to challenge constructively and support the Executive Team in a straightforward and effective manner
- Strong communication skills and sound strategic judgement
- Willingness to learn - about Bridge, the sector, and effective trusteeship

Role 1: Communications, Digital Communications, PR and Press

Strategic Communications and External Relations

We are seeking Trustees with:

- Significant experience in communications, PR, marketing or media relations, at strategic level
- Understanding of how effective communications supports charitable objectives, builds reputation and engages stakeholders
- Knowledge of communications across multiple channels and platforms

Relevant backgrounds and experience might include:

- Strategic communications planning
- Public relations and media relations
- Digital communications and social media strategy
- Brand development and management
- Stakeholder engagement and public affairs
- Campaign development
- Crisis communications

Why this matters to Bridge

Bridge works with people whose stories are rarely told well. Effective communications - to commissioners, funders, prospective staff and the wider public - is critical to our ability to grow, sustain and improve our services. We need a Trustee who understands how to build and protect an organisation's external profile and can help us communicate our impact with clarity and confidence.

This Trustee will:

- Provide strategic oversight of Bridge's communications and external profile
- Help ensure the organisation effectively communicates its impact, values and needs to key audiences
- Support reputation management and stakeholder engagement
- Bring insight into how communications can support fundraising, recruitment and service development

Role 2: Health and Mental Health - Policy and Delivery

Mental Health Sector Expertise

We are seeking Trustees with:

- Professional background in mental health services, particularly in community mental health, supported living or similar environments
- Understanding of the mental health system, including service delivery, regulatory frameworks and the interface between health, housing and social care
- Knowledge of current challenges and opportunities in mental health service provision

Relevant backgrounds and experience might include:

- Clinical roles (psychiatry, psychology, mental health nursing, occupational therapy, social work)
- Mental health service management
- Policy, research or advocacy in the mental health sector
- Lived experience of mental health challenges (valued alongside professional expertise)

Why this matters to Bridge

Our services sit at the intersection of health, housing and social care. We work with people who have enduring mental health conditions, often with complex needs and histories. A Trustee who understands this landscape - how services connect (or fail to), what good outcomes look like, and what recovery really means - is invaluable to our governance and strategic direction.

This Trustee will:

- Bring specialist insight into the needs of the people Bridge serves
- Help ensure services remain person-centred, evidence-based and responsive to changing needs
- Provide informed perspective on sector developments, policy direction and strategic opportunities
- Act as an informed voice on service quality and the lived experience of those in our care

Role 3: Charity Governance and Charity Sector Experience

Governance, Risk and Organisational Effectiveness

We are seeking Trustees with:

- Experience in governance, risk management or organisational effectiveness, whether through board service, professional roles or consulting
- Sound understanding of good governance principles and practice in charities or comparable organisations
- Knowledge of how effective governance supports organisational impact and long-term sustainability

Relevant backgrounds and experience might include:

- Board-level experience in the charity or not-for-profit sector
- Governance frameworks, board development and best practice
- Risk management and internal controls
- Regulatory compliance (including Charity Commission requirements)
- Organisational change, development and performance measurement
- Senior leadership in charities of similar size and complexity to Bridge

Why this matters to Bridge

Bridge has a strong Executive and Senior Leadership Team. Our need is for Trustees who ask the right questions, provide effective challenge, and ensure our governance is robust and forward-looking. A Trustee with direct experience of charity governance - whether as a board member, adviser or practitioner - will help us continue to develop and strengthen our effectiveness as a board.

This Trustee will:

- Provide strategic insight into strengthening Bridge's governance and effectiveness
- Support the Board's own development and continuous improvement
- Contribute to risk oversight and management
- Help ensure the organisation remains focused on impact, accountability and improvement

Role 4: Local Authority Commissioning and Contract Management

Public Sector Commissioning and Contracting

We are seeking Trustees with:

- Experience in commissioning or contract management within a local authority or NHS setting, particularly in social care, supported living or mental health services
- Understanding of how public sector commissioning works in practice, including procurement, service specifications, quality frameworks and outcome measurement
- Knowledge of the funding landscape for supported living and mental health services, and the pressures faced by commissioners

Relevant backgrounds and experience might include:

- Commissioning or contract management roles within local authorities or NHS bodies
- Service development, tendering and procurement in social care or health settings
- Managing relationships between commissioners and providers
- Understanding of regulatory frameworks and their interaction with commissioning
- Policy and practice in adult social care, supported living or mental health commissioning

Why this matters to Bridge

A substantial part of Bridge's income comes from contracts with local authorities and NHS commissioners. Understanding how those commissioners think, what they prioritise, how they evaluate providers and how contracts are structured and managed is strategically important. A Trustee with direct experience of this environment - from the commissioner's side - would bring insight that our Board currently lacks.

This Trustee will:

- Provide strategic insight into commissioner priorities and decision-making
- Support Bridge's relationships with funders and commissioners
- Contribute to strategic planning around service development, tendering and sustainability
- Help the board navigate complex partnership and contracting environments

Equal Opportunities

Bridge welcomes applications from everyone, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation. All appointments are made on merit following a fair and transparent process.

If you need any adjustments to the application or interview process, please contact Sarah Baxter at trusteerecruitment2026@bridgesupport.org