

Men Who Talk is looking for a Trustee - Treasurer

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

Time Commitment: Up to 8 hours per month. Some additional time may be required around year-end tasks and when annual accounts are due.

Reporting to 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 held twice weekly, every Wednesday evening and Saturday morning. 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, we've had over 1,000 sign-ups, and 95% of participants report highly positive outcomes, including reduced isolation, improved mental well-being, and increased confidence to seek further support. Our online groups continue to grow in popularity, with demand greater than ever before.

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, demonstrating our ability to effectively engage diverse audiences.

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. We believe this proactive method helps prevent severe mental health crises, contributing positively to individuals, families, workplaces, and communities across the UK.

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. Our small but dedicated team, comprising our CEO, Trustees, Operations Manager, and passionate volunteer facilitators, continues to deliver vital services despite limited resources.

We have a bold and ambitious vision and strategy, supported by a comprehensive budget, which will see our organisation thrive over the 2025/26 financial year and beyond.

We are now looking for an experienced and proactive Treasurer to join us on this exciting journey!

Role Overview

This is a hands-on role within a small but ambitious team. The Treasurer will have oversight of Men Who Talk's financial health, ensuring the charity operates in a financially responsible manner while providing the Board with accurate financial information to guide decision-making.

Our finances are in a strong position, and we entered the new financial year in April with a healthy cash flow and robust fundraising strategy. Over the last 3 years, we have seen yearly financial growth quadruple year on year, with the 2024/25 financial year bringing in over £40,000 of funding through various streams.

Having received grants from funders such as the National Lottery Community Fund, the Simon Rivett-Carnac Trust and the Caterham Round Table amongst others, we have an agreed budget to spend down our current balance over the 2025/26 financial year, with a focus on ambitious growth across all areas.

The Treasurer will work closely with Sam, our Founder and CEO and Martins, our Operations Manager to identify financial risks, ensure compliance with the Charity Commission and HMRC, and develop strategies to secure the charity's financial sustainability as we expand.

Key Responsibilities

- **Attendance at Regular Board Meetings:** The board meets four times a year, usually a combination of two online and two in-person meetings. Other ad hoc meetings and catch-ups may be required.
- **Financial Oversight:** Regular monitoring of the financial accounts, ensuring the charity adheres to sound financial practices and complies with UK charity regulations.
- **Long-Term Financial Strategy:** Provide guidance on the financial strategy, including planning and budgeting for future growth and expansion.
- **Monthly Reporting:** Present a top-level Treasurer's Report to the Board each month, outlining the charity's financial position, income, expenditure, and risks. Board meetings each quarter will also include more in-depth financial updates.
- **Budgeting:** Support the board and CEO in preparing the annual budget, taking into account the charity's plans for growth, new services, and the expansion of activities.
- **Financial Risk Management:** Identify potential financial risks and recommend strategies to mitigate these risks.
- **Compliance:** Ensure that financial procedures are followed, including the maintenance of designated and undesignated funds.
- **Reserves:** As a priority for 2025/26, the Treasurer will take a lead on updating our reserves policy and ensuring this is adhered to going forward.
- **Collaboration:** Work closely with the CEO to ensure the charity's finances align with its goals, particularly as we expand our services and charitable activities over the next three years.
- **Annual Accounts:** The Treasurer will take the lead on the preparation and submission of the annual accounts, working with an external auditor and accountant to ensure the charity's accounts are transparent and well-maintained.
- **Financial Procedures:** Ensure effective financial controls are in place and help the team implement best practices for financial management.
- **Advise the Board:** Provide financial advice and insights to support the Board in making informed decisions regarding the charity's operations and growth.

Skills & Experience

Required:

- Experience maintaining management accounts, ideally within the charity sector.
- Understanding of charity reserves, reserve policies, and the management of designated and undesignated funds.
- You'll be a proactive and passionate individual, confident in collaborating with a variety of teams and senior leadership in a fast-growing organisation, and comfortable with our open and collaborative culture as we expand.
- Strong communication skills, with the ability to translate complex financial information into accessible terms for non-financial trustees.

Desirable:

- UK Accountancy qualifications (e.g., ACA, ACCA, or equivalent).
- Experience as a trustee in a small, growing charity or similar organisation.
- Knowledge of financial risk management in the charity sector.

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.
- There is also the opportunity to work in areas you may not have necessarily had the chance to before – being a trustee for a small charity can be a full-on role covering many different areas. However, it also provides unique opportunities to work in unfamiliar and exciting areas.
- Our trustees have a dedicated annual training and development budget for professional and personal development.

- All out-of-pocket expenses covered where prior approval is given including travel to London for trustee meetings.
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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 to the above, 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, etc.).
 - Be available to commit to the time requirement outlined above (up to 8 hours per month) and for a minimum term of 3 years.
 - Be passionate about our mission, and eager to contribute to our growth as we scale our operations and continue to break down the stigma around men's mental health.
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Application and Interview Process

To apply for the Treasurer role at Men Who Talk, applicants are invited to submit their CV along with a brief cover letter to **trustees@menwhotalk.org**. In your cover letter, please highlight your experience, why you're interested in this role, and how your skills align with the needs of the charity.

Closing date for applications will be Friday 4th of July.

The process will include:

- 1. Initial Interview:**

After receiving your application, the Chair of the Board, along with at least one other board member, will conduct initial conversations with shortlisted candidates. This conversation will focus on your background, motivations for applying, and a preliminary discussion of your skills and experience. It's also a chance for you to get a feel for the team dynamic, the working environment, and how we collaborate as a board. We are planning on conducting these initial interviews in July and August.

2. **Meeting the CEO:**

Following the initial conversation, we will arrange a more informal discussion with Sam Davies, our Founder & Director. This meeting will provide further context about the charity's culture, goals, and the role's key responsibilities. It's also an opportunity for you to learn more about the charity, its mission, and the expectations for the Treasurer role.

3. **References and DBS Check:**

Once an offer is made, the successful candidate will be required to provide two references. Additionally, due to the nature of the role, a DBS (Disclosure and Barring Service) check will be required.

We aim to make an offer to the successful candidate by mid to late August. Once an offer has been made, we're hoping our new Treasurer will be able to join us for their first Board Meeting in London on Saturday 20th of September.

We are committed to ensuring a transparent and welcoming recruitment process and look forward to meeting candidates who share our passion for supporting men's mental health.

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.

Your responsibilities will include ensuring that the charity is financially sound, operating with integrity, and working towards its goals effectively. You will also be expected to make key decisions alongside other board members and help the charity navigate challenges and opportunities.

Trustees have six main statutory duties:

1. **To ensure the charity is carrying out its purposes for the public benefit.**

Trustees must ensure that Men Who Talk is meeting its charitable objectives and providing benefit to the public, particularly in relation to men's mental health.

2. **To comply with the charity's governing document and the law.**

Trustees are required to understand and follow the charity's governing documents (e.g., the charity's constitution) and comply with all relevant legal and regulatory requirements.

3. **To act in the charity's best interests.**

Trustees must always act with the charity's best interests at heart, considering the

long-term impact of decisions on the charity's mission and beneficiaries.

4. **To manage the charity's resources responsibly.**

Trustees are responsible for ensuring that Men Who Talk's resources, including finances, are managed prudently and effectively to support the charity's mission and activities.

5. **To act with reasonable care and skill.**

Trustees must use their skills and experience to make well-informed decisions, and they are expected to exercise a reasonable degree of care in all their actions.

6. **To ensure the charity is accountable.**

Trustees must ensure that the charity is transparent in its operations, accountable to its stakeholders, and meets all reporting requirements.

For more detailed guidance on the role of a trustee, you can refer to the following resources:

- [The Essential Trustee – What You Need to Know](#)
- [What is a Trustee?](#)