



**International Initiative for Mental Health Leadership  
(IIMHL)  
&  
International Initiative for Disability Leadership  
(IIDL)**

**European Lead Recruitment Information**

**September 2021**

## **About IIMHL/IIDL**

The International Initiative for Mental Health Leadership (IIMHL) is a collaborative of ten member countries - Australia, New Zealand, USA, Canada, England, Northern Ireland, Scotland, Republic of Ireland, Sweden and the Netherlands.

Its also comprises the International Initiative for Disability Leadership (IIDL) which has eight member countries – Australia, New Zealand, Canada, USA, England, Scotland, Republic of Ireland and Sweden.

Together, we work to develop and support leaders in the fields of mental health, substance use, suicide prevention and disability, through the creation of networks and partnerships.

By developing and maintaining networks, collaboratives and partnerships, we support rapid knowledge exchange about innovations and problem solving across leaders, organizations and countries to achieve high quality supports and services with a focus on people with lived experience of mental health distress and disability.

We are focused on systems and supports to ensure effectiveness and improved outcomes for people, families and communities.

Through an inclusive approach to leadership development, we work to engage all partners in all sectors and across the lifespan, to enact meaningful change that supports people to maintain and achieve positive mental health and wellbeing and to live in healthy and inclusive environments.

There are over 4,000 members worldwide, who regularly receive the benefits of the IIMHL collaboration. These leaders include government officials, CEOs and leaders of mental health, addiction, suicide prevention and disability services (both governmental and non-governmental organisations), policy makers, key decision-makers, funders, service users, family members, clinical and community workers, educators and researchers, Indigenous peoples and people of other cultures.

We operate a lean organizational structure, built around the CEO and a small team who assist them in carrying out the day to day running of both IIMHL and IIDL. The organization has three regions comprising North America, Europe and New Zealand/Australia. Each region has its own set of issues for the organization to consider as part of addressing the needs of its member countries and the leaders in those regions. This has led to the development of a range of functional roles that support the CEO and assist IIMHL to remain connected to its member organizations and the individuals who are part of the wider IIMHL reach.

## **The Regional Lead role**

As a means of establishing a stronger leadership infrastructure and to ensure a sustained presence in North America and Europe, Regional Lead roles were established in 2018 in order to increase support for the CEO as IIMHL/IIDL grows.

The Regional Leads take on key strategic partnership tasks related to their respective continent, for both IIMHL and IIDL. This includes maintaining strong relationships with SCLG members; supporting IIMHL Liaisons and the IIDL Team; and maintaining links with IIMHL and IIDL members and key mental health and disability organisations.

It is expected that the role will require up to **60 days** of input per annum.

## **Accountability and Responsibilities**

The Regional Lead reports to the President and Chief Executive Officer and supports the CEO in leading IIMHL/IIDL, in partnership with the North America Regional Lead and the International IIDL lead, ensuring that IIMHL/IIDL remains sustainable and capable of delivering on its long term vision.

Specifically, the Regional Lead is responsible for:

- Developing and implementing strategies that ensure IIMHL/IIDL maintains and develops key partnerships, via his/her presence on the continent of assignment (in this case Europe)
- Undertaking development projects that engage country leaders, partners and stakeholders to advance the IIMHL mission. This would include:
  - Maintaining the quality of practice associated with the International Leadership Exchanges
  - Supporting the development of the International Leadership Exchange when it takes place in Europe, working with the hosting country
  - Co-ordinating Regional Leadership Exchanges, working with the hosting country
  - Developing key documents, e.g. Board reports
  - Co-ordinating, facilitating and/or supporting the regional members of the IIMHL and IIDL Sponsoring Country Leadership Groups
  - Supporting IIMHL/IIDL collaboratives

- Providing guidance and assistance to IIMHL Liaisons working in Europe, in support of the CEO
- Cultivating and maintaining strong and transparent working relationships with key national leaders across Europe in the mental health and substance use and disability fields including leaders in partnering organizations, linking across disciplines, experiences and cultures
- Building and maintaining effective relationships with key leaders in Europe
- Supporting country memberships when in transition from one lead agency to another when this occurs
- Representing the CEO in key forums when it is not desirable or practical for them to travel
- Providing support to the CEO in his/her management and communication responsibilities, as requested by the CEO from time-to-time
- Actively engaging partnering organizations, sponsoring country representatives, key national leaders and key international organisations such as EUCOMS, Mental Health Europe, WHO, OECD etc.
- Providing inspiration, leadership and direction to members from the mental health and substance use and disability fields
- Ensuring IIMHL has a European presence that provides a model for international knowledge exchange between and among leaders and fast-tracking implementation of effective practices
- Works in close partnership with the North America Regional Lead and the International IIDL Lead, in developing strategies and producing documents that advance the work of IIMHL and IIDL

## **Qualifications**

- Degree qualification in a relevant discipline

## **Experience**

- Experience in mental health, substance use and disability leadership
- Senior management experience
- Demonstrable experience of:
  - A track record of effectively leading and implementing positive change in mental health, substance use and disability systems
  - Proven relationship management experience
  - Excellence in project delivery and meeting deadlines, including meeting budget targets

## **Skills, Knowledge, Abilities, Personal Attributes, Behaviours, Competencies**

- Keen analytic, organizational and problem-solving skills which support and enable sound decision-making
- Ability to engage a wide range of stakeholders and cultures and build relationships
- Excellent coalition-building skills with an ability to communicate and work effectively with the full range of stakeholders including consumers/service users, family members, diverse cultural groups, Indigenous leaders, clinical staff, managers, funders, national leaders
- Strong written and verbal communication skills. Should be fluent in English both spoken and written, though ability to communicate in other languages would be an advantage
- Excellent interpersonal and multidisciplinary project skills, including working in partnership with key team members to achieve outcomes and objectives
- Action-oriented, entrepreneurial and adaptable
- Passion, idealism, integrity, positive attitude, mission-driven, and self-directed
- Thoroughly committed to IIMHL /IIDL's mission

- Ability to reach across boundaries, to recognize interconnections and interdependencies, and to build relationships from these, in order to address complex issues
- Ability to develop partnerships and collaboration by building sustainable relationships, managing through influence and negotiation, and seeking to understand motives, roles and responsibilities
- Ability to create strategic alliances, joint working arrangements, networks, partnerships and many other forms of collaboration across organizational boundaries
- Willingness to travel and to work flexibly, which involves some evening work

### **How to apply**

IIMHL/IIDL seeks expressions of interest in the European Lead role from suitably qualified and experienced individuals. We particularly invite those who work as independent contractors or consultants, or those working in agencies from which they may be seconded.

If you would like to express an interest in the European Lead role, you are requested to send the following information for further consideration.

- A full Curriculum Vitae that details your qualifications and experience
- A written statement that demonstrates that you possess the qualities and key attributes of the position, and how you would undertake the role
- The names of two confidential referees that can be contacted as part of the recruitment process
- If an independent contractor, please provide details of your professional fees

The information should be sent by email to: Steve Appleton, President & Chief Executive Designate at: [steve@iimhl.com](mailto:steve@iimhl.com)

To be received by no later than **September 17th 2021**.

We particularly encourage expressions of interest from people of all backgrounds and lived experiences, including from minoritised communities and equity seeking groups, such as disabled people, people from and Black and Asian communities, Indigenous people and people who identify as LGBTQ+.

Those shortlisted will be asked to take part in an interview with the President & CEO Designate, most likely via Zoom or MS Teams in early October 2021. The Regional Lead for North America and the IIDL International Lead will also be involved in the selection process. If you require any further information in relation to the expectations of the role, contact Steve Appleton by email or on +44(0)7747 863973

## **Appendix One: Additional information about IIMHL/IIDL**

### **Governance**

IIMHL was formed in 2003 through a collaboration of three countries: England, New Zealand, and the US. It has since grown to include ten country members.

In 2006, IIMHL began incubating the International Initiative for Disability Leadership (IIDL), providing similar knowledge exchange opportunities for disability leaders as were being provided for mental health leaders.

The IIMHL and IIDL Sponsoring Countries Leadership Groups (SCLGs) are composed of those leaders who are responsible for paying the IIMHL country membership fee, and in the case of larger countries, additional mental health leaders named by the country leader, who add value to the discussion. The SCLGs allow these leaders to collaborate on their work and rapidly transfer knowledge across countries. This group also advises on the themes and content of the Leadership Exchanges as well as on other programmatic undertakings that IIMHL/IIDL wishes to undertake or consider.

In 2010, as new countries had joined and IIMHL had grown, it became obvious that IIMHL needed to form its own organization. As a result, in 2010, IIMHL became incorporated in the United States of America as a not-for-profit organization with tax exempt status under section 501 (c) (3) of the US Internal Revenue Code.

This required IIMHL to develop By-Laws and its own Board of Directors. The new IIMHL Board was designed to be within the standards of US non-profits and created the separation between sponsoring countries (those who pay for IIMHL) and those who oversee the finances of IIMHL (the Board of Directors). The 2010 By-Laws also established the role and functions of the SCLG. The current By-Laws of IIMHL were updated in 2020.

### **IIMHL Liaisons**

As the work of IIMHL has continued to expand, so have requests for information exchange between leaders in the ten countries. Engagement with funders and key leaders and agencies has also increased, supporting the wider work of the organization.

This led to the need to develop an infrastructure that could support IIMHL 'on the ground' in each of the countries. The role of IIMHL Liaison was initially developed in 2012 and there are now Liaisons working in all but one of the countries.

Most Liaisons combine their IIMHL work with their substantive jobs in organisations, often these are governmental bodies with mental health responsibilities. In some cases, Liaisons are independent consultants who are contracted resources to IIMHL or contracted via an organization within their country.

The Liaison function entails several tasks, which are set out in a role description, which was agreed in 2018. The key elements of the role are as follows:

- Provide the Regional Leads and the IIMHL President & CEO with regular updates about mental health and addiction developments in their countries to ensure participating countries learn and develop from each other
- Promote the work of IIMHL by disseminating communications from IIMHL within their country
- Provide a conduit for information flow and linkage among leaders across countries when requested to provide input on specific content information requests
- Support and communicate with leaders within the country in a way that promotes positive mental health and addictions leadership

#### **IIDL International Lead and IIDL Support Team**

IIDL is supported by a small team led by an International Lead, which represents a growing support capability, as IIDL membership has recently grown from five to eight countries. The support team includes a coordinator, a consultant and an emerging leaders' facilitator, along with support from the two Regional Leads.