

Head of Partnerships & Programmes

Candidate Pack | May 2026



Welcome, from Charlotte Burrows, CEO of the Design in Mental Health Network Charity

Thank you for your interest in joining the Design in Mental Health Network (DiMHN) as our **Head of Partnerships & Programmes**.

The Design in Mental Health Network is a UK-based charity with a clear and ambitious purpose: to improve mental health outcomes through better design. We work across mental health care, lived experience, design, research, and industry, bringing together a unique cross-sector community to shape safer, more therapeutic environments that support improved mental health outcomes.

We are now entering an important phase of growth, with increasing demand for our work, expanding partnerships, and opportunities to extend our reach internationally. Within this context, the Head of Partnerships & Programmes will play a central role in shaping how we deliver our strategy and grow our impact.

This is a senior, strategic role focused on developing and delivering programmes, building high-value partnerships, and generating sustainable income. You will lead work across our key areas, driving the development and delivery of programmes, growing and strengthening partnerships, and expanding our membership and engagement, ensuring our work connects people, evidence, and practice to deliver meaningful outcomes.

Working closely with the Chief Executive, CMO, Board, Associate and member network, you will identify and develop new opportunities, strengthen existing relationships, and translate ideas into impactful, high-quality delivery.

We are looking for someone who can build trusted relationships across sectors, think strategically, and take a hands-on approach to delivery. Someone who is motivated by impact, comfortable working in a dynamic environment, and excited by the opportunity to help shape the next phase of DiMHN's development.



This is a unique opportunity to contribute to a growing and influential area of work and to play a key role in ensuring that design is recognised as fundamental to improving mental health outcomes

We very much look forward to hearing from you.

About the Design in Mental Health Network

The Design in Mental Health Network (DiMHN) is a UK-based charity dedicated to improving mental health outcomes through better design.

Since 2006, DiMHN has convened a cross-sector community spanning mental healthcare, design, research, industry, and people with lived experience. Together, this community works to shape safer, more therapeutic environments that support better mental health outcomes.



Global partnerships

Growing international networks to share innovation and advance human-centred mental health design worldwide.

Quality & informed choices

Supporting independent product testing and evidence-based selection for safer, more effective environments.

Evidence & guidance

Turning research and practice into clear, practical guidance that supports better design decisions.

Convening & collaboration

We bring together a diverse cross-sector community to collaborate, share learning, and drive innovation in mental health design

Our Work

Our work brings people, evidence and practice together to improve mental health environments through better design. Through our membership network, communities of practice, webinars and sector-leading conferences, we create space to share learning and explore what works in real-world settings.

We also support more informed design decisions by translating evidence into practical guidance and enabling independent product testing for mental health environments.

As our work grows internationally through partnerships such as Design in Mental Health North America and Design for Healthcare Environments Ireland, we are building shared learning across systems and geographies to advance evidence-informed, human-centred design.

Our purpose is to improve mental health through better design.

We achieve this by sharing best practices, promoting inclusive approaches, and disseminating evidence-based research to inform the design of mental health environments. Rooted in lived experience and real-world evidence, our work raises awareness of how good design can improve mental wellbeing.

The Role

Job Title: Head of Partnerships & Programmes

Salary: £50,000–£55,000 per annum pro rata

Hours: 21 hours per week (0.6 FTE based on 35-hour full-time week)

Contract: Permanent

Location: Remote (UK-based) with some national/international travel

Reports to: Chief Executive

Purpose of Role

We are looking for a strategic and entrepreneurial Head of Partnerships & Programmes to lead the development and delivery of DiMHN's programmes, partnerships, membership growth, and income generation.

This is a senior role at the intersection of mental health, design, research, and industry. It requires someone who can build trusted relationships across sectors, develop and secure sustainable income, and turn strategic opportunities into high-quality programmes and measurable impact.

The postholder will:

- Develop, lead and manage commercial and strategic partnerships
- Lead the strategic development, delivery, implementation, and evaluation of all programmes of work
- Drive membership growth and engagement across both commercial and sector stakeholders
- Embed robust monitoring, evaluation, and reporting systems
- Drive sustainable income generation through a mix of commercial partnerships, membership growth, and charitable funding



Key Responsibilities



Design & Delivery

- Lead the strategic design, delivery, and evaluation of programmes across research/education, partnerships, membership, and events.
- Identify and secure opportunities for programmes and workstream growth, including expansion into new geographic or thematic areas.
- Develop robust business cases for new initiatives, including financial modelling, risk assessment, and resource planning.
- Oversee programme budgets, ensuring effective financial management, value for money, and alignment with organisational priorities.
- Design and implement proportionate monitoring, evaluation, and learning frameworks to measure impact and inform continuous improvement.

Strategic & Commercial Partnerships

- Identify, evaluate, and pursue new commercial and strategic partnership opportunities aligned with DiMHN's purpose and income targets.
- Develop and implement a partnership approach that supports income growth, sector influence, and member value.
- Draft and oversee partnership agreements, contributing to business case development and financial modelling where required.
- Assess and shape appropriate partnership models, balancing commercial opportunity with governance, ethical, and reputational considerations.
- Represent DiMHN at high-level meetings, negotiations, and sector events.
- Monitor partnership performance, KPIs, and contractual delivery, reporting regularly to the CEO and Board.

Key Responsibilities



Membership Growth & Engagement

- Develop and execute strategies to attract new members across NHS/HSE independent providers, industry academia, design, and lived experience communities.
- Enhance the value of membership by delivering clear benefits, structured engagement opportunities, and a high-quality member experience.
- Work closely with marketing and conference delivery to align membership growth with wider sector engagement activity.
- Use data and insight to continuously refine and strengthen the membership offer and demonstrate value.

Impact, Performance & Learning

- Develop and embed operational policies, systems, and processes that strengthen delivery and organisational resilience.
- Establish and maintain clear performance reporting and impact measurement frameworks across programmes, partnerships, and membership.
- Identify and implement appropriate AI-enabled approaches to enhance delivery, operational efficiency, and performance insight, ensuring responsible use.
- Embed lived experience learning across programmes of work.
- Strategically develop and maximise the contribution of DiMHN's volunteer, lived experience community and associates, leveraging their expertise and networks through regular engagement, and roles across delivery.

Person specification



Knowledge & Experience

Essential – Candidates should demonstrate clear, specific evidence of the following from previous roles or projects:

- Demonstrable experience developing and securing income through partnerships, sponsorship, membership, and a range of charitable funding.
- Experience designing, developing, and delivering programmes or initiatives involving multiple sectors and geographical stakeholders.
- Experience developing and managing commercial partnerships, including identifying opportunities, negotiating agreements, and maintaining long-term relationships.
- Proven ability to build and maintain trusted relationships with diverse stakeholders across sectors, including industry, research, public sector, and community partners.
- Experience working in multi-sector stakeholder environments such as health, design, research, industry, or membership organisations.
- Experience implementing monitoring, evaluation, and learning approaches to demonstrate impact and improve delivery.
- Experience developing business cases or new initiatives, including assessing opportunities, risks, and resource requirements.
- Experience overseeing programme budgets, financial performance, and reporting against organisational objectives or KPIs.
- Strong organisational and programme management skills, with the ability to manage multiple priorities and deliver high-quality work to deadlines.

Person specification



Desirable

- Experience growing and engaging professional networks, memberships, or cross-sector communities.
- Interest in how digital tools and emerging technologies, including AI, can support programme delivery and organisational effectiveness.
- Knowledge of the mental health, healthcare, design, or built environment sectors.

Personal Attributes

- Passionate about improving mental health outcomes and interested in how design can improve people's lives.
- Collaborative and empathetic, with the ability to engage diverse perspectives.
- Creative and entrepreneurial mindset, able to translate opportunities into impact and income.
- Resilient and adaptable, comfortable working in a fast-moving, changing environment.
- Strong judgment and diplomacy when navigating partnerships and stakeholder relationships.
- Highly self-motivated with a proactive approach and strong attention to detail.
- Willing and able to travel across the UK and beyond

What it's like to work with us

We believe good design starts with empathy, and we value evidence-led, impact-driven approaches rooted in real-world experience.

We care deeply about bringing together different voices, perspectives, and expertise, including those of our members, associates, and people with lived experience. We are collaborative and creative, always pushing boundaries to create better mental health environments.



Kingfisher Court - photography by David Churchill

At DiMHN, our work is grounded in our core values.

We're looking for people who reflect these values through both mindset and action:

Be Courageous

You're willing to ask challenging questions, confront assumptions, and help push boundaries to make mental health spaces more inclusive and compassionate.

Evidence-Led, Impact-Driven

You're curious, reflective, and motivated by real-world change. You use evidence to guide decisions and are focused on outcomes that make a difference.

Empathy in Design

You understand that good design starts with empathy. Whether through lived experience or professional perspective, you value collaboration and co-production with those who access mental health care and support.

Improve Together

You believe in learning together. You're generous with your skills and committed to helping the DiMHN and the wider sector grow stronger through collective action.

What you'll get in return

As part of the team, you will benefit from:

Annual leave – 28 days' annual leave plus bank holidays (pro rata)

Work from home – though in-person meetings with partners and members will be expected in order to build strong working relationships

Flexible working – flexibility in how the 21 hours are worked across the week (to be agreed during offer discussions)



Equity, Diversity, and Inclusion

The Design in Mental Health Network is committed to equity, diversity and inclusion in both our organisation and our work. We believe that a wider range of backgrounds, perspectives and lived experiences strengthens decision-making, deepens insight and improves impact. We actively encourage applications from underrepresented and minoritised groups, including people with lived experience relevant to our purpose.

Upon submitting an application, you will be sent our Equal Opportunities Monitoring Form. Completing this form is voluntary. This information is collected anonymously, stored separately from your application, and is used solely to help us monitor and improve the inclusivity of our recruitment processes.



How to Apply and Key Dates

To apply for this role, please submit the following:

1. **Your CV**, setting out your career history, qualifications, and relevant experience/skills to the role in relation to this job description and person specification outlined in the candidate pack.
2. **A covering letter** that includes:
 - o Responses to the three questions on the following page.
 - o The contact details of two referees, one of whom should be your most recent employer, where applicable.

Applications should be sent by email to workwithus@dimhn.org with the subject line: "Application – Head of Partnerships & Programmes."

- Closing date: **Sunday, 31st May**
- The interview process for successful applicants will be as follows:
 - o First interview: **Thursday, 18th June**, a Teams interview with the CEO and board members
 - o Second interview: **Wednesday, 1st July**, in-person interview in Bristol with the CEO and Chair of the Board

Covering letter questions

Please label each answer clearly.

Each answer should be no more than 300 words.

We are particularly interested in evidence of your personal contribution, decision-making, and measurable outcomes.

1. What is motivating you to apply for the role of Head of Partnerships & Programmes at the Design in Mental Health Network?

Please tell us why this role, why DiMHN, and why now.

2. Please describe your experience developing and managing commercial and strategic partnerships.

Explain your role, the practical steps you took (for example: opportunity identification, negotiation, contracting, governance and performance monitoring), and the concrete outcomes achieved, including any income generated and impact delivered.

3. Please describe a programme that you led involving multiple sectors, disciplines or geographies.

Explain how you approached the design and delivery of the work, how you managed complexity and competing priorities, how you measured progress and impact, and what outcomes were achieved.



Use of AI in Applications & Cover Letters

We recognise that candidates may use AI tools when preparing their application. We are interested in your own experience and judgement, so please ensure that any use of AI still results in answers that clearly reflect your personal contribution, decision-making and outcomes.



FitzRoy - Photography by Paul Michael Hughes

Design in Mental Health Network
Good Design Can Heal

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Company No: 07307468
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