



Non-Executive Director (Business Strategy)

Organisation: [Horsham and Crawley Counselling Group CiC](#)

Commitment: Approx. 1 day per month

Remuneration: Voluntary (reasonable expenses reimbursed)

Closing date: 28.8.26

Role

The Non-Executive Director (NED) for Business Strategy will support the Board of Directors in shaping, challenging, and strengthening the organisation's strategic direction.

As a Community Interest Company, that has been operational for 11 years, we exist to provide low-cost, accessible, ethical, and community-focused mental health support in the Crawley, Horsham and the surrounding areas. The business has four core services that includes providing counselling support to adults, a service offering counselling support for children and young people, contracts with local organisations providing Employee Assistance Programme support and private hire room bookings.

The NED will bring commercial insight, strategic thinking, and an external perspective to ensure the organisation remains financially sustainable, impactful, and aligned with its social purpose.

Key Responsibilities

- **Strategic Oversight** — Provide independent scrutiny and constructive challenge to the organisation's strategic plans, ensuring they are ambitious, achievable, and aligned with our mission and CIC obligations.
- **Business Model Development** — Advise on sustainable revenue models, diversification opportunities, and long-term financial resilience without compromising client care or ethical practice.
- **Growth & Innovation** — Support the identification of new service opportunities, partnerships, and community initiatives that strengthen our reach and impact.
- **Support to Executive Leadership** — Act as a sounding board to the Lead Director and other Directors, offering impartial advice and strategic insight.
- **Advocacy & Representation** — Champion the organisation's mission, values, and community impact, helping to build credibility and visibility with stakeholders.

For more information about the role please contact the Lead Director, Nora Davies, by emailing noradavies@hccounselling.org.uk

Person Specification

Essential

- Proven experience in **business strategy and leadership**.
- Ability to provide **independent judgement**, constructive challenge, and strategic insight.
- Strong communication skills and the ability to work collaboratively with a multidisciplinary Board.
- Willingness to contribute time, expertise, and energy on a **pro-bono** basis.

Desirable

- Experience within **mental health, counselling, healthcare, or community services**.
- Familiarity with **CIC regulation, funding streams, or commissioning environments**.

Time Commitment

- Attendance at quarterly Board meetings, in person on Tuesday mornings (4 meetings per year).
- Occasional additional time for meetings with Lead Director to develop strategy.
- Approx. **1 day per month**

What We Offer

- The opportunity to shape and strengthen a community counselling organisation with a social mission.
- A collaborative, values-driven Board committed to ethical practice and community wellbeing.
- Meaningful involvement in improving access to mental health support for local people.
- Reimbursement of reasonable expenses.

How to apply

Please email the Lead Director, by the closing date, outlining why you are a suitable applicant for the role.

For more information about the role please contact the Lead Director, Nora Davies, by emailing noradavies@hccounselling.org.uk