

## **The Family Mediation Council is seeking an Independent Director**



Family mediation is a key part of the government's strategy for improving people's experience of family breakdown. The Family Mediation Council (FMC) is dedicated to promoting best practice in family mediation and to ensuring the public can confidently access family mediation services, offering exacting professional and training standards. The FMC is now seeking to appoint an independent Director to one of the three non-mediator posts on its Board.

### **Background**

Since early 2010, the government has placed increasing importance on the role of family mediation within the family justice system. Recent years have been no exception, with the government investing in a new Family Mediation Voucher Scheme to help separating families with children cover the cost of mediation, and the government actively considering ways in which to increase the numbers of people who attend mediation.

The FMC brings together the main family mediation organisations in England and Wales and since its incorporation in 2015, has worked to introduce and implement a self-regulatory Standards Framework for its family mediators. A standing committee of the FMC, the Family Mediation Standards Board (FMSB) has been set up to implement those Standards. The FMSB has delegated authority to deal with those matters within its remit; the FMC retains responsibility for the strategic direction of the organisation, for governance, and for the promotion of family mediation. The FMC and FMSB are supported by a Chief Executive Officer and a small staff team.

The FMC's four member organisations each appoint a director to the Board of the FMC. The constitution also specifies that there may be up to three independent directors. Allan Blake, a long serving independent director, will end his term of office in June 2026, and the FMC is looking to appoint his successor.

### **Details of the role**

The director appointed will play an important role in providing an impartial voice on the Board. The role is not paid, although the cost of reasonable travel to all meetings on FMC-related business will be reimbursed.

The role of the independent director is anticipated to involve a time commitment of two days per month, including a meeting of the Board online or in London approximately five times a year. Much of the work can be carried out remotely.

The role is subject to a review after three months. It is anticipated that the appointment will be for a period of 4 years in accordance with the rules laid down in the Articles of Association.

## **Role description and person specification**

The independent director will:

- act as an impartial voice on the FMC Board;
- contribute to developing the FMC's strategy by actively preparing for and contributing to FMC Board meetings and work arising from these;
- contribute to the good governance of the FMC by ensuring the Board follows good governance principles;
- contribute to the promotion of family mediation by representing the FMC to, and maintaining good relationships with, the family mediation community, government, other relevant organisations and the public;
- take responsibility for overseeing and acting as the board's point of contact for a particular project or projects, or area(s) of work, depending on the board's requirement and you own availability from time to time.

As this is an independent position designed to bring an outside perspective to the FMC board, the director will not be a family mediator.

It is likely that the independent director will have the following experience, skills and attributes:

- independence of mind, and a willingness to question and to challenge
- experience of financial systems and processes and/or digital communications including social media
- knowledge of the family justice system, different forms of dispute resolution or of regulation in any context
- excellent verbal and written communication skills
- the diplomacy and tact to work constructively and collaboratively
- the capacity to see the bigger picture, to clarify issues and to work through problems
- enthusiasm, energy and commitment to the role

Mediation participants come from all walks of life, and we think it is important that our directors come from a wide variety of backgrounds to be able to have the broadest understanding possible of mediation participants' needs as well as to enable us to bring different experiences to the board table. We therefore welcome applications from everybody who believes they may have some of the desired skills and experience set out above, regardless of personal characteristics.

## **Applications**

Applications should be sent by e-mail to Helen Anthony, Chief Executive Officer, at [executive@familymediationcouncil.org.uk](mailto:executive@familymediationcouncil.org.uk) and should include:

1. A supporting statement no longer than two pages explaining why the role interests you and how you meet the criteria outlined in the person specification.
2. Your CV with details of your education, professional qualifications and employment history. Please include your daytime and evening telephone contact numbers and an e-mail address, which will be used only to contact you. Please also include the names of two referees. Please note that referees will be approached only with your prior knowledge, and only following a successful application and final interview.

You will also be asked to complete a diversity questionnaire – completing and returning this is optional.

## **Interviews**

Applicants with the most appropriate mix of qualifications and experience will be invited to participate in the selection process.

Informal first interviews will take place online or in person in London, with the FMC's recruitment panel. Successful candidates will then be invited to interview with the full FMC Board – this is likely to be online.

Appointments will be made subject to satisfactory references.

## **Further information**

If you have any questions about the appointment or the process, please call Helen Anthony on 07817 743194 or e-mail [executive@familymediationcouncil.org.uk](mailto:executive@familymediationcouncil.org.uk).