Chief Executive Officer

Job Description

Position details

Position	Chief Executive Officer
Reports to	Chair of the Board, Mental Health Reform
Contract	Fixed term of five years, renewable twice (up to 15 years in total)
Hours	Full-time, 37 hours per week
Salary	€80,000 to €95,000 per annum, depending on skills and experience, plus benefits
Location	Hybrid, with office base at Carmichael House, 4 Brunswick Street Nth, Dublin 7
Closing date	**17:00, Monday 23 November 2026**
Applications	recruit@mentalhealthreform.ie

About Mental Health Reform

Mental Health Reform (MHR) is Ireland's leading national coalition on mental health. Our vision is an Ireland with accessible, effective and inclusive mental health services and supports. We work towards that vision through coordination and policy development, research and innovation, accountability and collective advocacy.

With more than 80 member organisations and thousands of individual supporters, MHR gives a unified voice on mental health to Government, its agencies, the Oireachtas and the public.

As an independent coalition, we bring together the expertise of our members and the perspectives of people with lived and living experience to agree shared priorities and push for change. We engage constructively with government and statutory bodies while advocating independently, holding the system to account for implementing mental health policy and making real improvements in people's lives.

Purpose of the role

The Board of Mental Health Reform is looking for a committed, focused and experienced leader to serve as Chief Executive Officer. You would lead Ireland's national coalition on mental health at a time when demand for services is rising and individuals, communities and the wider system are under real pressure. Your job is to move reform forward so that everyone can get the mental health services and supports they need.

The role gives you scope to shape national policy, work across sectors and strengthen the collective voice of a diverse membership. You will work closely with the Board, lead and support a capable team, and bring members together around shared priorities.

We need someone with sound strategic judgement who can turn MHR's ambitions into plans that fit the organisation's capacity and resources. The role balances constructive engagement with government and statutory bodies against independent advocacy. It also carries responsibility for people management and financial sustainability, with meaningful participation by people with lived and living experience shaping our priorities throughout.

If you are an experienced leader who wants to advance mental health reform through collaboration, good judgement and strong organisational leadership, we would like to hear from you.

Main responsibilities

Leadership

- **Strategy:** lead the development and delivery of MHR's strategic plan with the Board and stakeholders, turning broad ambitions into achievable priorities that match the organisation's capacity and resources.
- **Advocacy:** oversee effective lobbying and campaign programmes that advance MHR's objectives.
- **Governance:** work with the Board to grow and sustain MHR as Ireland's national coalition on mental health.
- **People:** lead, support and develop the senior leadership team and wider staff. Match capacity, skills and workloads to organisational priorities, while building trust and looking after staff wellbeing.
- **Organisational development:** strengthen MHR's capacity, effectiveness and sustainability, reinforcing the coalition's shared mission, public impact and internal cohesion.
- **Membership:** sustain and grow the membership and supporter base, oversee the membership structure, and bring diverse members together around shared priorities, handling competing interests constructively.
- **Public profile:** act as MHR's lead spokesperson, providing media commentary on mental health issues and raising the organisation's public profile.
- **Culture:** model openness, values-based leadership and collective purpose.

Management and financial oversight

- Oversee and sign off annual operational plans and budgets aligned with strategic goals.
- Put in place meaningful key performance indicators, and give the Board and membership timely, accurate reports on progress.
- Ensure sound financial management, including budgets, cash flow and reserves, and advise the Board on financial risk, resource choices and long-term sustainability.
- Work with the Chair to ensure Board meetings are well prepared and productive.
- Ensure compliance with the Charities Regulator, the Charities Governance Code and all funder requirements.
- Provide strategic oversight of human resources, so that recruitment, retention and staff development reflect MHR's values and meet legal requirements.

Income generation

- Review and develop MHR's income generation strategy, identifying realistic, sustainable ways to strengthen and diversify income in line with its mission, capacity and resources.

- Build and maintain strong relationships with current and prospective funders and partners, protecting MHR's independence.
- Lead on grants, partnerships, public campaigns and other income-generating initiatives.

Stakeholder engagement

- Build and sustain strategic relationships across sectors.
- Establish constructive, influential relationships with government, statutory bodies and other key stakeholders, positioning MHR as a thought leader and driver of change.
- Ensure MHR's research, policy and advocacy are grounded in human rights and evidence, with members and people with lived and living experience meaningfully involved in setting priorities and shaping the work.

Person specification

Required

Qualifications

- A Master's degree in a human services field (for example psychology, social work, public health, social policy, nursing or a related discipline) or equivalent.

Leadership and strategy

- At least five years' senior leadership experience, ideally as Chief Executive, Executive Director, Director or in an equivalent role, with responsibility for strategic planning and decision-making.
- A track record of leading an organisation through change, growth or transformation, and of delivering strategy with measurable results.
- Strong strategic judgement: the ability to turn vision into realistic priorities, make clear choices and deliver within available resources.
- Strong problem-solving in complex, changing environments.

People leadership

- Proven ability to lead, motivate and develop staff, build trust and manage workloads and competing demands.
- Experience creating inclusive, values-led and psychologically safe workplaces, with a clear commitment to equality, diversity and inclusion.

Advocacy and influence

- Advocacy experience in mental health or a related human rights field.
- Proven ability to influence public policy and government decision-making, with sound political judgement and experience of constructive engagement with government and statutory bodies.
- Experience leading a coalition or network, bringing diverse interests together and building confidence around shared priorities.

Sector knowledge

- A solid understanding of mental health policy, services and reform, including prevention, early intervention, recovery and human rights-based approaches.
- A demonstrable commitment to human rights, evidence-informed decision-making and meaningful participation by people with lived and living experience.

Governance and finance

- Experience working effectively with a Board, and of charity governance, regulatory compliance, risk management and accountability.
- Responsibility for significant budgets, with experience of developing realistic, sustainable and diverse income from government, philanthropic and corporate sources.

Communication

- Excellent communication and influencing skills, including as a media spokesperson, with public, political, professional and service-user audiences.
- Alignment with MHR's mission, vision and values.

Desirable

- Knowledge of Irish mental health policy and the wider health and social care landscape, including systemic challenges and gaps in services.
- Experience in, and familiarity with, the community and voluntary sector in Ireland.
- An established network across government, the public sector and health services, and experience of Oireachtas, governmental or policy consultation processes.
- Experience of co-production and of working alongside people and communities with lived experience of mental health difficulties.
- Lived experience of mental health difficulties, or of supporting someone who has them.
- Understanding of trauma-informed and rights-based approaches to mental health support and advocacy.
- A record of securing philanthropic funding, grants or strategic partnerships and diversifying income.
- Experience leading culture change, organisational modernisation or digital transformation.

Salary and benefits

- Salary of €80,000 to €95,000 per annum, depending on skills and experience.
- 24 days' annual leave plus public holidays, 4 company days and 1 wellbeing day each year.
- Pension contribution.
- Access to an Employee Assistance Programme.

Terms and conditions

- This is a fixed-term contract of five years, which may be renewed twice, for a maximum of 15 years.
- The role needs some flexibility. Board meetings and other engagements mean some evening and weekend work, and travel and work away from the office are part of the job.
- MHR is open to a secondment into this role from the staff of one of its member organisations.
- This description gives an overview of the role and is not a complete list of duties.
- Mental Health Reform is an equal opportunities employer.
- We process all documentation in line with the Data Protection Acts 1988 to 2018 and the General Data Protection Regulation (GDPR). We use your information only to process job applications and for related administration with candidates.

How to apply

Please email your CV (no more than three pages) and a one-page cover letter setting out how you meet the person specification to recruit@mentalhealthreform.ie.

The closing date is **17:00 pm on Monday 23 November 2026**.

If you would like a confidential, informal conversation about the role before applying, please ask for one by emailing the same address.

Selection process

1. Shortlisting against the person specification.
2. Competency interview, followed by a strategy interview, expected in December 2026.
3. Reference checks.