



**Mental
Health
Europe**

**Mental Health Europe
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JOB POSTING: DIRECTOR

About Mental Health Europe

Mental Health Europe is the leading independent European non-governmental network organisation dedicated to promoting positive mental health, protecting the rights of persons with psychosocial disabilities, preventing mental distress, and improving mental health care and social inclusion.

The opportunity

Mental Health Europe is seeking a visionary and strategic leader to serve as its Director. This exciting role offers the chance to lead an influential organisation in the mental health field, shaping European policies, empowering diverse teams, and driving meaningful change.

As Director, you will oversee the implementation of Mental Health Europe's organisational strategy, provide guidance to a dynamic team, and represent the organisation across Europe. Working closely with the Board of Directors, you will ensure the organisation's financial sustainability, drive advocacy efforts, and strengthen partnerships to achieve our mission of better mental health for all.

We are looking for a dedicated professional with a deep commitment to mental health advocacy, cocreation, strong leadership experience, and a proven ability to work within European or international contexts.

This is a unique opportunity to make a tangible impact on the mental health landscape across Europe, where your leadership will shape key policies and initiatives. We offer a supportive, inclusive, and collaborative work environment where your vision will be valued, and your contributions will directly influence the direction of our work. This role provides prospects for professional growth and possibility to be part of a passionate and dedicated network of people committed to improving mental health for all.

Equal rights. Better mental health. For all.

Key responsibilities

1. Leadership and Strategic Management

- Drive the implementation of Mental Health Europe's vision, mission, and goals in alignment with its values.
- Co-create the organisational strategy with the Board, team and membership every four years, with the development of the next strategy taking place in 2025.
- Foster a supportive, inclusive, and high-performing work environment.

2. Governance and Organisational Oversight

- Ensure effective governance and provide regular written and verbal updates and recommendations to the Board of Directors.
- Oversee Mental Health Europe's financial and operational health, including budget management and compliance.
- Strengthen and expand the membership network in collaboration with the Head of Operations.

3. Advocacy and External Relations

- Represent Mental Health Europe as a spokesperson, advocating for human rights, stigma reduction, cocreation and mental health policies across Europe.
- Build strong partnerships with European and International institutions (e.g. WHO, ILO, OECD, CoE, UNICEF), NGOs, research bodies, and funders.
- Guide and advise advocacy and communications efforts to influence European strategies and integrate mental health perspectives in policies, practices and research.

4. Team Management and Development

- Lead, mentor, and empower the management team and staff, fostering collaboration across teams.
- Promote an inclusive workplace culture focused on equity and mental well-being.
- Oversee recruitment, professional development, and performance evaluations.

5. Fundraising and Resource Development

- Develop a sustainable fundraising strategy and secure funding from diverse sources, including EU grants and philanthropic organisations.
- Build transparent and lasting relationships with funders.

6. Programme Development and Delivery

- Support the design, delivery, and evaluation of impactful projects and initiatives.
- Identify opportunities for innovative programmes and partnerships.

- Contribute to the co-creation and co-delivery of capacity-building activities, conferences, and events, where necessary.

About you

Qualifications:

- Advanced university degree (Master's or equivalent) in a relevant field, such as Public Health, Psychology, Social Sciences, Law, or European Studies.

Essential Experience and Skills:

- Minimum 8 years progressive and demonstrative experience in leadership and management roles, preferably within the nonprofit, mental/public health, or disability sector.
- Knowledge of the social determinants of mental health, human rights frameworks, and social inclusion principles, and understanding of the concepts of recovery and deinstitutionalisation in mental health.
- Proven track record of cocreating and implementing strategic plans, managing diverse teams, and leading organisational growth.
- Knowledge, awareness and understanding of cocreation.
- Strong understanding of European institutions, policymaking, and advocacy processes, particularly in health and social policy.
- Demonstrable experience in Governance, Risk, Compliance and Financial oversight, including budget preparation, monitoring, and reporting.
- Demonstrated ability to foster a healthy, inclusive, and supportive work environment that promotes mental well-being, collaboration, and equity for a diverse and multicultural team.
- Strong networking, interpersonal and partnership-building skills with EU institutions, International Organisations, NGOs, funders, and other key stakeholders.
- Experience of working with public authorities and other stakeholders at a very senior level.
- Expertise in fundraising, including securing grants from European funding sources, philanthropic organisations, and/or other donors.
- Exceptional communication and public speaking skills, with the ability to represent the organisation effectively.
- Fluency in English – native level (written and spoken)
- Strong organisational and time-management skills, with focus on accuracy and attention to detail
- Very good interpersonal, diplomatic, and negotiation skills

- Commitment to the values, vision and mission of Mental Health Europe.

Desirable:

- Experience leading European NGOs or international membership networks.
- Background in mental health or disability fields as a practitioner, policymaker, advocate.
- Familiarity with EU project management, research commissioning, and co-creation approaches.

What we offer

- The opportunity to lead an impactful organisation at the forefront of mental health advocacy in Europe.
- Work in a dynamic, inclusive, and international team based in the heart of Brussels.
- Permanent full-time contract with a salary of €6600–7000 gross/month + representation fees.
- Comprehensive benefits: health insurance, pension scheme fully supported by the employer, public transport contribution, 13th month, teleworking allowance, and lunch vouchers.
- Hybrid working arrangements: a mix of office (minimum one day per week) and remote work.
- Professional development opportunities.

Join us

If you are ready to lead the charge for better mental health in Europe, we invite you to apply!

Application Deadline: February 7

Shortlist Selection: February 14

First Round (Online): February 21

Second Round (In-person in Brussels): March 10

Application Process:

Submit the following at recruitment@mentalhealtheuropa.org (Subject: "Application – Director"):

1. **Cover Letter** explaining your experience, motivation, and responses to the following:
 - What are the key priorities for Mental Health Europe in 2025, and why?
 - Why is a psychosocial approach to mental health important?
 - How do you foster inclusive and supportive teams? Provide examples.
 - Please share an example of your fundraising experience.
 - Please share some examples your experience in strategic planning, advocacy, networking, and/or cocreation.

2. **CV** with details of two referees.

3. **Answers in Email Body:**

- Do you have the right to work in the EU? YES/NO
- How many years of leadership experience do you have? 8+ years/ 5-8 years / 1-4 years / none

Please note: Only EU-based applicants or those eligible to work in the EU will be considered. Unfortunately, visa support cannot be provided. **The job requires being (or becoming) resident in Belgium.**

We are committed to creating a diverse and inclusive workplace. Applicants of all backgrounds are encouraged to apply, and we welcome applications from people with lived experience of mental health problems.

Shortlisting for this position applies. Criteria for short listing are based on the requirements of the post as outlined in this document.