



# LawCare Chief Executive

## Candidate Briefing Pack 2026



# Contents

Welcome	Page 3
About Us	Page 4
Our Impact	Page 5
Our Strategy	Page 6
Our Finances at a glance	Page 7
The Role	Page 8
Person Specification	Page 10
How to Apply	Page 11





# Welcome



## Dear Candidate,

As I prepare to move on from my role as Chief Executive of LawCare, I find myself reflecting with pride on how far the organisation has come, and with optimism about the future.

The legal sector is navigating a period of profound change. Economic pressures, increasing regulatory complexity, the rapid adoption of AI, and evolving expectations from clients and colleagues are reshaping the profession. These forces are placing ever greater demands on those working in law. At the same time, conversations about mental health and wellbeing have shifted significantly. Our Life in the Law 2025 report found that nearly 90% of organisations surveyed now consider mental health a priority. The opportunity to create lasting, positive change across the sector is both real and urgent.

LawCare's confidential support services remain the bedrock of our work, offering trusted, independent and sector-specific support at critical moments in people's lives. Alongside this, we are building a strong evidence base and working with educators, employers and professional bodies to help create a more sustainable and compassionate legal culture.

We are a small team with a wide reach, clear purpose and a respected voice. The next Chief Executive will inherit a strong foundation and a committed community of staff, volunteers and supporters. We are seeking a values-led and strategic leader: someone who builds relationships with ease, communicates with clarity and conviction, and can guide the organisation confidently through its next phase of development and influence.

It has been a privilege to lead LawCare, and I am excited to see what the next chapter will bring under new leadership. If you are inspired by the opportunity to make a meaningful difference to the lives of people in law, I warmly encourage you to consider applying.

With best wishes,

Elizabeth Rimmer  
Chief Executive  
LawCare



# About us

[LawCare](#) is the mental health charity for the legal sector, providing free, confidential emotional support and information to people working in law across the UK, the Channel Islands, and the Isle of Man. While our primary focus is on direct support services, we also play a leading role in advocating for improved mental health practices within legal workplaces and driving cultural transformation through education, training, and research.

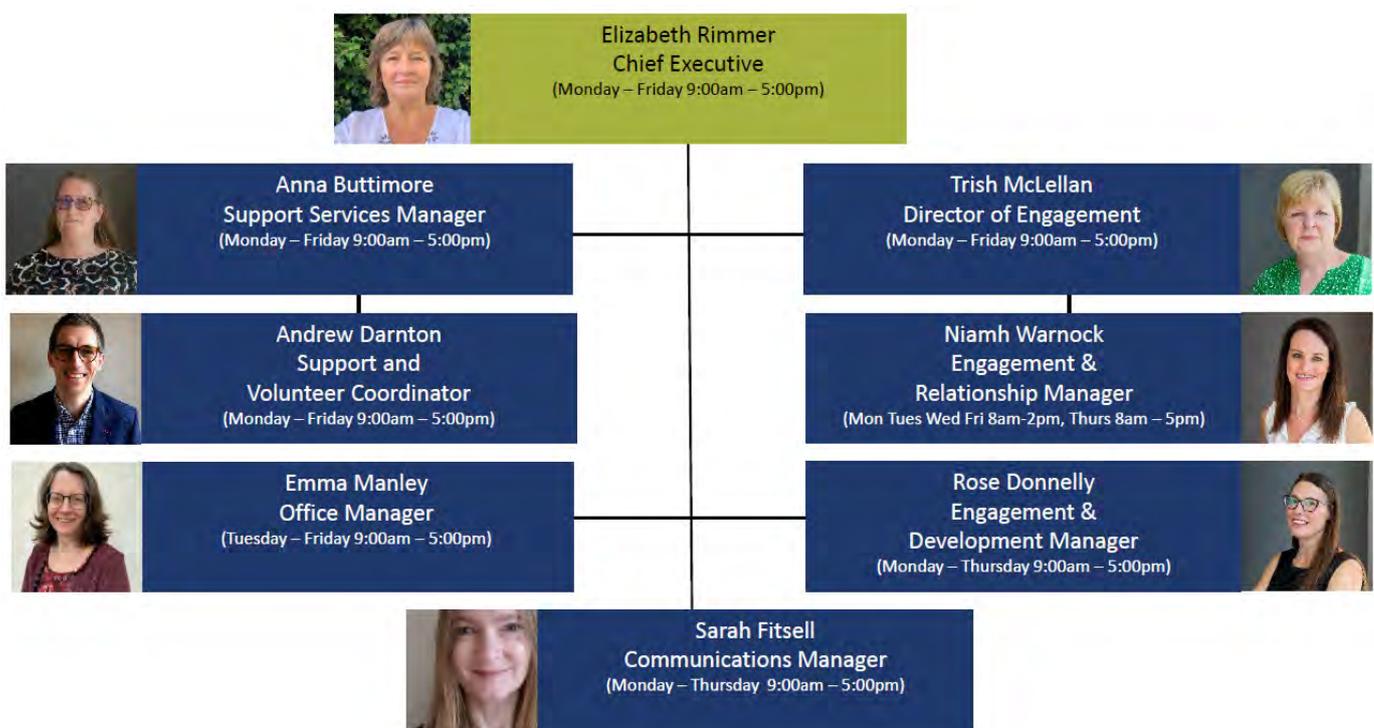
Established in 1997, we have spent almost 30 years supporting legal professionals by offering a safe, confidential, and non-judgemental space to talk, whether individuals are experiencing day-to-day pressures or more complex, enduring challenges. Our [team of Champions, over 100 volunteers, and staff](#) bring lived experience of the legal sector, enabling us to provide informed, empathetic support grounded in a deep understanding of the profession's unique demands.

We serve all branches of the legal community, including barristers, solicitors, in-house teams, chartered legal executives, and business and support staff. From early-career professionals facing bullying or imposter syndrome to senior leaders managing risk, regulatory pressures, or professional isolation, we are a trusted and independent source of support.

In addition to our direct support services - including helpline, live online chat, and email support - we provide [peer support](#) and maintain a substantial, regularly updated online library of resources, including articles, personal stories, research, and multimedia content designed to promote mental health awareness and resilience across the sector. We also deliver training on mental wellbeing, management and supervision, vicarious trauma, and the new SRA workplace behaviour standards, and offer online sessions for legal workplaces and organisations to explain the support we provide.

By combining frontline service delivery with sector-wide advocacy, LawCare is uniquely positioned at the intersection of individual wellbeing and organisational cultural change. We are supported by a strong, capable team and a committed [Board of Trustees](#), enabling us to continue making a meaningful impact across the legal profession.

## Organisation Chart





# Impact

We are committed to improving mental health and wellbeing in the legal community. Our impact reports highlight the support we provide through our helpline, chat, and email services – and the difference this makes to people’s lives. They also show how we are working to change the culture of the legal sector, promoting healthier and more sustainable ways of working where wellbeing is valued as much as performance.

## 2025 Highlights

- ▲ We supported **753** people - more than ever before, including during the pandemic - with online chat use rising by 13% to support 140 people in 2025.
- ▲ We launched the [Life in the Law 2025](#) report, highlighting the opportunity to build a legal sector that truly values its people and prioritises mental health and wellbeing.
- ▲ Our [25 Club](#) has grown rapidly, with individuals and organisations committing to three years of funding to sustain and strengthen our work.
- ▲ We were once again awarded the Helplines Standard, recognising the high-quality, trusted support delivered through our helpline, online chat, and email services.
- ▲ We launched a new [website](#) with improved accessibility, clearer support pathways, and enhanced resources.
- ▲ In partnership with the University of Leeds, we introduced a [reverse mentoring toolkit](#) to help legal workplaces become more inclusive, supportive, and fair.
- ▲ More than 1,000 people attended our six free webinars in 2025, gaining practical insights, expert guidance, and real-life perspectives on mental health in law.





# Strategy

We are currently shaping an ambitious new 3-year strategy to begin in 2026, informed by the findings of our [Life in the Law 2025](#) study, published in October 2025. Between January and March 2025, we surveyed individuals and organisations across the legal sector to understand how working in law is affecting mental health and wellbeing. The study's five recommendations will be embedded at the heart of our new strategy. A dedicated strategy session with board members and staff in May will finalise our direction. We are seeking a Chief Executive who can translate this evidence into impact, champion cultural change across the sector, and lead LawCare with clarity, compassion and influence.

## Recommendations

- 1. Actively manage workloads** – excessive work intensity harms wellbeing and mental health so leaders must tackle root causes by managing workloads, rethinking targets and incentives and challenging the culture of long hours.
- 2. Prioritise and value managing people** – legal workplaces should give people managers enough time, targeted training and ongoing support and recognise management as a critical skill. Senior lawyers should not be assumed to be good managers without proper development.
- 3. Embed hybrid and flexible working options** – these ways of working support wellbeing and inclusion. To work well they must be designed with care, balancing benefits with challenges (like isolation) and shaped through open dialogue and collaboration.
- 4. Evaluate programmes and activities that support mental health and wellbeing at work** – legal workplaces should regularly assess whether their mental health and wellbeing programmes are working, analyse and learn from the results and make any necessary improvements and adjustments.
- 5. Legal education and training** should equip people joining the sector with the skills and knowledge they need for a sustainable legal career.





# Finances at a glance

## Annual Report & Accounts

To learn more about our work in 2024/25, including our activities and financial performance, please read our Annual Report and Accounts. A full PDF version is available for [download here](#).

## Income

Our income is drawn from a diverse range of sources, and continued diversification remains a strategic priority to ensure our long-term sustainability and independence. The majority of our funding comes from our [Core Funders](#) - the professional bodies in each jurisdiction - and The Solicitors' Charity, to whom we are deeply grateful for their ongoing commitment and support.

In addition, we receive valued contributions from trusts and foundations, corporate donors, charity of the year partnerships, community and sector events where we are selected as beneficiary charity, and individual giving and fundraising.

## The 25 Club

[The 25 Club](#) is an initiative that brings together individuals and organisations committed to fostering legal workplaces that support mental health, offering a structured three-year commitment.

**Income**  
**£437,088**





# The Role

<b>Role title:</b>	Chief Executive
<b>Reporting to:</b>	Board of Trustees
<b>Contract</b>	Permanent, full-time
<b>Salary:</b>	£75,000
<b>Location:</b>	Remote working with regular meetings and events in London and occasional travel across the UK

## Purpose of the role

The Chief Executive will provide strategic and ambassadorial leadership to LawCare as it enters its next phase of development, at a time of significant change within the legal profession and rising demand for mental health support.

As the public face of the charity, the CEO will advance LawCare's mission by ensuring the delivery of high-quality, confidential support services while leading evidence-informed efforts to influence systemic cultural change across a traditionally resistant sector. Central to the role is sharpening the charity's positioning within an increasingly commercial and crowded mental health landscape, protecting its independent and specialist voice.

The Chief Executive will also strengthen long-term financial sustainability, working closely with funders and partners to build resilience and broaden income streams, while scaling influence and impact without diluting focus or overstressing resources.

## Key Responsibilities

### Strategic Leadership & Impact

- Lead delivery of LawCare's forthcoming strategy (2026 onwards), translating vision into measurable impact.
- Ensure LawCare sharpens its positioning and messaging in a crowded mental health marketplace.
- Balance direct support services, research, education and influencing work to maximise impact.
- Identify what the charity should prioritise and where it should collaborate rather than deliver directly.

### External Relations & Sector Influence

- Act as the primary ambassador and spokesperson for LawCare across the legal sector in the UK, the Channel Islands, and the Isle of Man.
- Build and maintain senior relationships with:
  - Professional bodies
  - Regulators
  - Law firms and chambers
  - Legal educators
  - Funders and charitable trusts

## External Relations & Sector Influence continued...

- Speak regularly at conferences, sector events, roundtables and award ceremonies. These are primarily London based, however, there will be occasions where representation is required across England, the Channel Islands and the Isle of Man.
- Build alliances to influence policy, regulation and workplace practice around mental health and wellbeing.
- Position LawCare as the authoritative, evidence-informed voice on mental health in law.

## Service Oversight & Quality

- Ensure the continued delivery of high-quality, confidential helpline and peer support services.
- Maintain robust safeguarding, confidentiality and data governance practices.
- Oversee volunteer recruitment, training and engagement.
- Ensure services evolve in response to emerging issues (e.g., stress, anxiety, workplace conflict, regulatory pressure, AI-related disruption).

## Financial Sustainability & Governance

- Lead financial planning and sustainability, working closely with the Treasurer and Board.
- Manage relationships with core professional body funders and diversify income streams.
- Develop compelling funding cases and annual pitches to key stakeholders.
- Strengthen reserves and long-term financial resilience.
- Ensure strong governance, compliance and risk management.
- Support and work closely with the incoming Chair and a refreshed Board.

## Research, Education & Prevention

- Build on the impact of the Life in the Law research programme.
- Promote preventative approaches for firms and educators.
- Strengthen LawCare's role in vocational education and regulatory conversations.
- Ensure research informs policy influence and funding opportunities.

## Organisational Leadership

- Lead, support and develop a small, experienced and fully remote team.
- Foster a culture of trust, collaboration, wellbeing and accountability.
- Provide clarity and reassurance during a period of leadership transition and financial strengthening.
- Ensure operational efficiency and effective use of technology in a remote environment.



# Person Specification

## Essential

### Professional Background

- Prior professional experience in the legal sector is required. Experience working in a qualified or regulated professional role is desirable.
- Deep, intrinsic understanding of the culture, pressures and structural dynamics of the profession.
- Senior leadership experience with responsibility for strategy, people and budgets.

### Leadership & Influence

- Credible, visible and compelling leader with presence.
- Exceptional communicator - confident public speaker and strong writer.
- Knowledge of mental health systems, workplace wellbeing or addiction support.
- Able to influence senior stakeholders and bring sceptical audiences "on the journey."
- A credible ambassador for mental health and wellbeing - knowledge of mental health systems, workplace wellbeing or addiction support.
- Comfortable operating at Board level.

### Organisational Capacity

- Experience managing and motivating high-performing teams (ideally remote).
- Financial acumen, including budget oversight and income generation.
- Fundraising experience, particularly with trusts, foundations or membership bodies.
- Ability to balance operational delivery with strategic influence.
- Skilled at prioritisation in resource-constrained environments.

### Personal Qualities

- Authentic commitment to mental health and wellbeing.
- Emotionally intelligent, empathetic and values-driven.
- Resilient and calm under pressure.
- Able to navigate sensitive conversations with discretion and diplomacy.

## Desirable

- Experience within the charity or not-for-profit sector.
- Experience working with regulators or professional bodies.
- Understanding of research commissioning or evidence-led advocacy.



# How to apply

If you are interested in this exciting opportunity, please provide the following with your application:

- An up to date CV, with the details of two referees (we will not contact them without your prior permission).
- A supporting statement outlining how you meet the criteria set out in the Person Specification, along with your motivation for applying for the role.

All applications will be handled by our recruitment partner, Russam. Please upload your application via their website: [CLICK HERE](#).

If you would like to have a confidential discussion about the role, you can contact Melissa Baxter on 07789 985 229 / [melissa.baxter@russam.co.uk](mailto:melissa.baxter@russam.co.uk).

**Closing date for applications: Monday 30th March 2026**

**Preliminary interviews with Russam: Wednesday 8th & Thursday 9th April 2026**

**Interviews with LawCare: Week commencing 20th April 2026**

We look forward to receiving your application.

