Chair

The Institution of Occupational Safety and Health (IOSH)

November 2026



Starfish

Welcome

Dear Applicant,

Thank you for your interest in becoming our next Chair.

The Institution of Occupational Safety and Health (IOSH) is the voice of the occupational health and safety profession. We are a global organisation supporting around 50,000 members in 130 countries to make the world of work safer and healthier. We lead and influence debate on wellbeing, health and safety at work across all sectors, advocate for change and engage with government and policy. Health and safety at work is a fundamental principle and right, and we take a human-rights-based approach to occupational health and safety.

IOSH is approaching its next strategy cycle and has strong ambitions to springboard off the success of its current Activate 2028 strategy, enhancing its business model and operating model for the next decade.

For a new Chair this makes it a particularly influential moment to join: the governance decisions taken now around new business lines, strategic commercial partnerships, and the balance between commercial income and charitable mission will shape the organisation's trajectory for the next decade.

As our new Chair you will have the opportunity to help set the guardrails for ambitious, higher-risk growth (new markets, joint ventures, new revenue models) while ensuring it stays anchored to IOSH's charitable purpose of growing OSH capacity - making this a rare chance to have strong influence on the shape of a Royal Charter body as it reinvents its growth model.

We are looking for candidates who can demonstrate strategic vision, strong knowledge and experience of charity governance, highly effective interpersonal skills, self-awareness, sound commercial acumen and a collaborative approach to building relationships with key stakeholders.

If you are interested in contributing to IOSH's future and helping shape the profession's impact, we hope you will consider applying.

Anthony Blackman

Interim Chair of the Board of Trustees for the Institution of Occupational Safety and Health (IOSH)

About us

Founded in 1954, the Institution of Occupational Safety and Health (IOSH) is the world's largest Chartered professional body focused on safety, health, and wellbeing in the workplace. The Institution is incorporated by Royal Charter and is a charitable company for the purposes of the Charities Act 2011, having registered with the Charity Commission of England and Wales in April 2003, and with the Scottish Charity Regulator in June 2012. Our status is recognised by businesses and governments, and Chartered Membership of IOSH is recognised worldwide as the hallmark of professional excellence in workplace safety and health.

We have approximately 50,000 members in around 130 countries. We act as a champion, adviser, advocate and trainer for safety and health professionals working in organisations of all sizes in most sectors. Our focus is to support our members in their efforts to create workplaces that are safer, healthier, and more sustainable for everyone. We are also a thought-leader working collaboratively to help organisations around the world excel in safety and health. We are proud to have been granted regulated awarding organisation status for our training by the Office of the Qualifications and Examinations Regulator (Ofqual).

Our mission is to be the professional body leading the way in global occupational safety and health. Because of our expertise, reach and reputation, IOSH is uniquely placed to influence the way organisations look after their people at work.

Our collaborations

We work with partner organisations at global, regional, local and workplace levels to promote our vision of a safe and healthy world of work. We support them to build safe and healthy workplaces, and they benefit from the expertise we provide through our members, research activities and expertise.

We have been an 'Organisation in Special Consultative Status' with the United Nations Economic and Social Council (ECOSOC) since 2023. We have been on the International Labour Organization's (ILO's) Special List of international non-governmental organisations since 2006.

How IOSH is governed

The Board of Trustees is the governing body of the Institution and is appointed by the IOSH Council. It is responsible for ensuring good governance at all times and that IOSH is effectively and efficiently managed by the Chief Executive and the Executive Leadership Team, who make the day-to-day operational decisions. The Trustees are legally accountable for all IOSH activities, assets and results. The Board is collectively responsible for ensuring the charitable objects are delivered for public benefit, and the charity complies with its governing documents and relevant legislation and regulations. The Board also works with the Council of Members to understand the views of members, ensuring alignment of strategy with the charitable objects. It regularly reviews its own effectiveness and the performance of individual Trustees.

The Board comprises five Corporate Members of IOSH, five Independent Trustees (non-members of IOSH) and the Chair, who is also Independent. Corporate Members may be Chartered Fellows, Chartered Members, Retired Fellows or Retired Members of the Institution.

There are currently six Board Committees, which support the Board of Trustees in fulfilling its roles and responsibilities and each is chaired by a Trustee:

- Audit and Risk
- Finance and Investment
- People and Remuneration
- Performance and Development
- Policy and Standards
- Awarding Organisation Committee

Trustees generally serve on a committee in addition to their role on the Board.

IOSH's committee structure is currently being reviewed as part of a wider programme of governance modernisation, so the committees listed above may change.

Responsibilities of the Chair role

The Board sets our strategic direction and is legally responsible for all our activities, assets, results and compliance with the charitable objects, as well as our governing documents and all relevant legislation and regulation.

The role in brief

The Chair leads IOSH's Board of Trustees at a defining moment. Over the coming three to six years, you will guide the Board through a new strategy and a step-change in IOSH's growth model, while keeping the organisation firmly anchored to its charitable purpose, Royal Charter and Byelaws. You will be the Chief Executive's closest partner, the leader of an 11-strong Board, and the senior voice of IOSH's governance to Council, Members and the wider world. The Chair is independent, is not a member of IOSH, and is appointed by Council.

Key responsibilities of the Chair

Strategic leadership

- Lead the Board in shaping IOSH's next strategy beyond Activate 2028: an ambitious, clear direction for the next decade.
- Work with the Board to set the risk appetite and guardrails for growth (new markets, strategic joint ventures, and new revenue models) so that commercial success advances IOSH's charitable objects rather than drifting from them.
- Keep the Board focused on the questions that matter most: the future of the OSH profession, global reach and influence, digital and AI, and a sustainable business model.

Leading an effective Board

- Build a high-performing, diverse and inclusive Board with a culture of openness, rigorous debate, constructive challenge and collective ownership of decisions.
- Chair Board meetings and shape Board agendas with the Chief Executive and the governance team, so that meetings are spent on strategy and decisions rather than reporting.
- Lead annual Board effectiveness reviews and trustee appraisals, and periodic independent external reviews, in line with the Charity Governance Code.
- Work with Council and the Nominations Committee on Board succession, skills, diversity, and trustee induction and development.
- Champion the ongoing modernisation of IOSH's governance, including embedding changes to committee structures and ways of working.

Partnership with the Chief Executive

- Build a strong, candid partnership with the Chief Executive, acting as sounding board, supporter and constructive challenger.
- Lead the Board's responsibility for appointing the Chief Executive, setting objectives and appraising performance, working with the People and Remuneration Committee.
- Keep a clear line between governance and management.

Council, members and stakeholders

- Build a trusting, constructive relationship with the Chair and Vice Chair of Council, so that the Board understands members' views and responds to them. Report to Council at least twice a year on the work of the Board.
- Act as a senior ambassador for IOSH with governments, regulators, international bodies (including the ILO and UN ECOSOC), employers, partners and the media, using your networks to open doors and build influence.
- Represent IOSH at key events both within IOSH branch communities and further afield in the UK and internationally.

Stewardship and assurance

- Ensure the Board continues to have robust assurance over IOSH's financial sustainability, reserves, investments and annual business planning, and over the balance between commercial income and charitable impact.
- Lead the Board's oversight of risk, internal controls and compliance with charity law, the Royal Charter and Byelaws, and IOSH's obligations as an Ofqual-regulated awarding organisation, including final approval of the Ofqual annual statement of compliance.
- Model the highest standards of conduct (the Nolan Principles, managing conflicts of interest) and set the ethical tone from the top.

What success looks like in the first two years

- Leading an agile, high-performing, diverse and inclusive Board – achieved through a culture of openness, engagement, rigorous debate, constructive challenge and collective ownership of decisions.
- A new strategy approved by a diverse, resilient and focused Board, with clarity on implementation and risk appetite for growth.
- A strong, trusting Chair–CEO partnership.
- A constructive, well-functioning relationship between the Board and Council.
- Governance reforms embedded, with an effective, well-balanced Board and a completed effectiveness review.
- A raised external profile for IOSH among policy-makers and international partners.

As a trustee, the Chair also shares the Board's collective duties to:

- act at all times in IOSH's best interests, with reasonable care and skill, and in line with its governing documents and the law;
- ensure IOSH carries out its charitable purposes for the public benefit and remains accountable to its members, regulators and the public;
- oversee the responsible management of risk and resources; and
- contribute to high-quality, strategically focused Board debate, offering independent and constructive challenge.

Who we are looking for

Your knowledge and experience

- Strong knowledge of the principles of good governance and financial oversight, and the respective roles of the Board and Executive.
- Experience of strategic leadership in an organisation undergoing growth and change.
- Commercial acumen, ideally including experience of overseeing new business lines, partnerships, acquisitions or diversified income in a mission-led organisation.
- Experience of leading, or playing a central role in, the development of a new organisational strategy at board level.
- International or multi-stakeholder experience, for example working with governments, regulators or global partners.
- Desirable: an understanding of the opportunities and risks that digital technology and AI present for professional bodies.
- Knowledgeable about Board development, ideally with experience of developing new Board members.
- Awareness of, and commitment to, the Nolan Principles of Public Life.

Your skills

- A highly respected and credible leader who inspires trust within and outside IOSH.
- Personally influential and works by bringing people together, often across sectors and professional communities.
- Persuasive communicator with sophisticated interpersonal skills.
- Sound, independent judgement; confidence to participate in complex and nuanced debate about key strategic issues facing IOSH and to challenge constructively when appropriate.

Your style

- Open and collegiate style, well-suited to working with the wider IOSH leadership team, and the other IOSH trustees.
- Committed to continuing to bring diversity to the Board and how it functions.
- Personal presence; trusted; people seek your counsel.
- Natural diplomat with a tactful style and sound judgement.
- Committed to IOSH's aims and priorities; you are available and willing to devote the necessary time and effort to the role and have the ability to work well and to high standards with other Trustees, advisers and executive colleagues.

Terms of appointment

Remuneration
This role is offered on a voluntary basis. Reasonable expenses incurred in the course of carrying out the role will be reimbursed by the organisation.

Location
The Institution of Occupational Safety and Health (IOSH)
The Grange,
Highfield Drive,
Wigston, Leicestershire LE18 1NN
United Kingdom

Time Commitment
We estimate the time commitment for the Chair to average 2-3 days per month, with more at peak periods. There are four board meetings (two of which are in person) a year. The Board also holds two trustee development days, and Trustees are also expected to attend certain committee meetings and ad hoc events and functions.

Board meetings are held in February, May, August, and November.

Term of Appointment
Trustees are asked to serve an initial three-year term and may be re-appointed for a further three years, serving a maximum six-year term in total.

How to apply
To make an application, please go to https://starfishsearch.com/jobs/iosh-chair/ and click on the apply now button, with the following prepared:

- Your CV (no more than three sides).
- A covering letter that sets out your motivation for the role and describes the specific experience you can bring to the appointment.

We would also be grateful if you would complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

Recruitment timetable

Closing date:	Monday 4th January 2027
Preliminary interviews:	w/c 11th January 2027
Final Panel interviews:	w/c 25th January 2027