

COULD YOU BE THE NEXT...

CHAIR OF THE BOARD OF TRUSTEES



**DETERMINED TO MAKE A DIFFERENCE:
FOR PEOPLE AFFECTED BY DEMENTIA**

WELCOME



On behalf of the Board, I want to thank you for your interest in joining this incredible organisation.

Dementia is the UK's biggest killer. Someone develops it every three minutes and there's currently no cure. Every one of us is committed to supporting people affected by dementia to face some of the hardest and most frightening times in their lives. From getting a diagnosis, to coming to terms with how life will change, to needing hospitalisation and finding the right support.

Since I joined the Board 8 years ago, my overriding experience of the Society is one of ambition. This is an ambition equally matched with credibility, ability, passion and commitment. Our **Help and Hope Strategy** (2022-27) fills me with belief that we will get there.

And we're already achieving great progress every day. We deliver **help** through ever more vital practical support, advice, emotional support, and navigation. And **hope**, through our research and influencing, pushing for breakthroughs, and using our powerful voice to influence change.

Our results speak for themselves. In 21/22, we raised £116.5 million of income, our best results ever, and a remarkable result given the very significant challenges following the pandemic. Our services were used more than 4 million times. Our campaigns were supported by over 135,000 people. And we were instrumental in the exciting results around the drug Lecanemab: our best hope yet for delaying symptom progression and the loss of quality of life. And to help us do all this, we've built strong corporate partnerships to support our work, from the Football Association, Santander, Morrisons, Topps Tiles, British Airways and more.

One of the many aspects of our work that I am proud of, is that we listen, every day, to people with dementia. They are involved in everything that we do, including *as part of our board*; they speak on our behalf; they influence our recruitment; you'll meet them in our offices and see and feel their influence in everything we do. This is really important to us.

We are very much one team. With an exceptional CEO in Kate Lee and her leadership team, we have transformed the culture and given the whole organisation the power of belief to tackle the challenges ahead.

Dementia can devastate lives. For someone with dementia, and their family and friends, dementia means the future you thought you had, will be radically different. But we know that, together, we will create a society where people are supported and able to live as full a life as possible.

This is a pivotal moment for us. With public awareness higher than ever before and as an organisation in a strong financial position with a highly engaged supporter base, we have a real chance to use this platform to drive unparalleled change.

We want to seize this opportunity and, as our current Chair, Stephen Hill OBE, approaches the end of his final term in September this year, we are now seeking a successor with the experience and passion to embrace this and lead us forward.

We need someone exceptional who shares our vision for change; someone who is determined to make a lasting impact for people with dementia and who has a passion for both the urgent and the longer-term work needed to deliver this. If you believe you have the personal qualities, skills and experience we are looking for, we very much look forward to hearing from you.

Manish Shah
Vice Chair

A MESSAGE FROM KATE LEE



If you're reading this, then you've already taken the first step towards tackling the biggest health and social care issue of our time.

Thank you for your interest in making a life changing difference for people affected by dementia.

People with dementia can face loneliness, anxiety and isolation which can lead to their condition deteriorating more quickly and increased pressure on carers. And, as we now lean into a complex backdrop of post pandemic issues, a cost-of-living crisis and increased challenges within social care, the need for our work is only growing.

We are the only UK charity that combines direct support, campaigning for change, and funding innovation and research for people living with dementia and their carers. We are advisors, supporters, fundraisers, researchers, influencers, communicators, technical specialists and more. We are volunteers, we are employees, and we are all here to make that difference.

We are led by people affected by dementia: working with them, standing beside them and being informed and inspired by what they do. People with dementia and their carers are at the heart of how we make decisions and design our services; enabling people to have a choice and a voice in decisions that affect their lives and to be heard by decision makers in the health and social care system.

We've come a long way, but we still have work to do. We want to be a shining example of participation; fair, diverse and inclusive to all, removing any barriers to involvement and engagement, so that anyone and everyone affected feels that they can turn to us for support, and anyone who wants to support our work, knows they are part of our team.

We are in an exciting place with our Help and Hope strategy. The challenges are huge, but the opportunities and momentum are there. And it is matched by the passion and efforts of everyone at the Society.

Stephen Hill OBE has been an outstanding chair for us. He's been supportive, challenging, insightful and inspiring – we can't thank him enough! And now we need someone to join us on the next stage of our journey.

I'll look forward to hearing from you!

Kate Lee

Chief Executive

ABOUT US

We are Alzheimer's Society. We're a vital source of support and a powerful force for change for everyone affected by dementia. Alzheimer's Society is here for everyone affected by dementia.

By 2025, 1 million people will be living with the condition in the UK, and many millions more carers, partners, families and friends are affected.

Lack of treatments and postcode lottery for care means that people with dementia and their families aren't getting the support they need, when they need it.

We will not rest until people with dementia and their carers live more fulfilled and less fearful lives, free from stigma and inequality.

Our supporters ensure that people living with dementia today have the support they deserve, that their rights are protected and enhanced by campaigning, and that they can look to a brighter future thanks to investment in research.

We are proud of how quickly and decisively we have been able to respond to the challenges of the last few years: transforming our services to virtual models; finding new ways of working; making tough decisions and making the most of the government's financial support; and delivering outstanding fundraising – despite the significant challenges – as well as campaigning for change that has resulted in new commitments from the UK Government on social care and continued our investment in ground breaking research.

Our most recent **annual report and financial statements for the year 2021/22** highlights some of our recent achievements and the ambitions of our new Help and Hope strategy, and we welcome the opportunity to discuss the great progress we've made since with potential candidates as part of this process.



Determined to make a difference

We're passionate, we're focused and we make a lasting impact for people affected by dementia.



Trusted expert

We're listening, we're learning and we use experience and evidence.



Better together

We're open, we combine our strengths, and we achieve more together.



Compassionate

We're kind, we're honest and we don't shy away from challenges.



When I began to look after mother, I thought I could do it. But after a year it was very different. I was afraid to tell people how tough I was finding it.

I rang the Alzheimer's Society, and I cried and talked and cried and talked. And they never judged me. They never told me what I should do. They listened. And that is what I really needed. They let me talk.

Jennifer lives with her Mum, Veronica, in east London, who was diagnosed with vascular dementia.

WHY WE NEED YOU

The Board of Trustees is Alzheimer's Society's most senior governance group, providing support, strategic direction and constructive challenge to the Executive Team. The Chair will lead and inspire the Board to deliver the Society's strategic ambitions successfully; to make a significant difference to the lives of people affected by dementia. The Chair will seize the opportunity to increase the profile of dementia and raise awareness of the huge and growing impact on carers, the government and society as a whole.

We are at an exciting point in the charity's history where there are significant strategic opportunities to ensure a real difference is made for people living with dementia – you will bring experience to lead the charity to fulfil this potential.

WHAT YOU WILL BE DOING

- Crucially, as we are in our second year of the strategy with clear plans and investment to ensure progress against the strategic priorities: your role will be to lead the Board in assuring progress against these ambitious priorities.
- Chairing board and other relevant committee meetings; and enabling the Board to work as an effective team by developing strong working relationships between Board members and creating a culture where differences are aired and resolved.
- Running the Board and ensuring its effectiveness in all aspects of its role, including regularity and frequency of meetings.
- As an ambassador, effectively engaging with stakeholders, such as people living with and affected by dementia, staff, volunteers, government and commissioners.
- Facilitating the effective contribution of trustees, encouraging active engagement by all members of the Board and ensuring constructive relations between trustees and the executive team.
- Ensuring that the performance of the Board, its committees and individual trustees is evaluated at least once a year and acting on the results of such evaluation by recognising the strengths and addressing the weakness of the Board.

My life has completely changed, and it feels quite lonely. Caring for Mum is 24/7 with no days off.

In the absence of any other help, I phoned Alzheimer's Society. They have been brilliant and very supportive. I didn't know anything about the benefits system, but they told me about attendance allowance and supported me with filling out the forms. They also told me about council tax exemption for mum.

**Louise Yates's mum
Marion, 72, has Dementia
with Lewy Bodies.**



WHO WE'RE LOOKING FOR

We are committed to widening diversity at Alzheimer's Society. We want our employees, volunteers and Trustees to represent the diversity of the communities of which we are a part and to reflect the diverse needs of all those living with dementia. We particularly welcome applications to help us achieve this aim.

YOUR KNOWLEDGE AND EXPERIENCE

- Prior experience of chairing a board in the public, private or not for profit sector.
- A compelling personal track record of strategic leadership in an organisation of significant scale and complexity. This could have been gained within the commercial sector, health/social care or the wider public or voluntary sector.
- Substantial experience of working with a multi-skilled non-executive board membership and communicating successfully with diverse stakeholder groups.
- Experience of representing organisations externally and of influencing through effective stakeholder engagement.
- A firm understanding of the principles of charity governance and finance, and the respective roles of the Board and Executive. Previous experience as a Chair, Trustee or Committee member of a charity, would be advantageous.
- A clear and demonstrable interest in dementia.

YOUR SKILLS AND ABILITIES

- Inclusive in style and able to work in partnership with the Executive Leadership Team, whilst also challenging them constructively.
- Personally influential with compelling communication skills and excellent judgment and diplomatic skills.
- Persuasive leadership style that ensures the Board is held to account for delivering its responsibilities and that it receives high quality information.
- Strong skills in actively facilitating discussion and debate, and summarising points of discussion to support decision-making: you will actively listen, constructively challenge, and be able to build consensus.

YOUR PERSONAL QUALITIES AND BEHAVIOURS

- Undisputed personal integrity with a fair and open style.
- Astute with sharp commercial acumen.
- Thoughtful and considered; you will have a high capacity for self-reflection, exercising mature, sound and evidence-based judgement.
- You will have the presence, credibility and engaging style that inspires trust and confidence.
- A high level of personal empathy with the Society's work.



TERMS OF APPOINTMENT

This role is offered on a voluntary basis with expenses incurred in the course of the role reimbursed in full by the Charity. The appointment is for a term of 3 years, renewable for a second term, and in exceptional cases a third term.

The role requires the equivalent of around two days per month. We are looking for a Chair with the personal flexibility and availability to commit to the role, making full use of the expert support provided by an experienced and committed governance team.

HOW TO APPLY

We hope you will consider making an application to become the next Chair of the Alzheimer's Society. To make an application, please go to <https://starfishsearch.com/jobs/as-chair/> and click on the apply now button, with the following prepared:

- a CV (no more than three sides) or equivalent biographical information.
- a short covering letter that explains your motivation and availability and confirms that you would not be subject to any conflict of interest.
- please tell us if there are any dates during the selection process (outlined below) when you would not be available to participate.

We would also be grateful if you would also 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.

The closing date is Monday 27th March 2023.

SELECTION TIMETABLE

First stage discussions	w/c 10th and w/c 17th April 2023
Agreement of the shortlist	w/c 24th April 2023
Informal conversations with stakeholders	w/c 1st May 2023
Final interview	w/c 8th May 2023



Alzheimer's Society has funded the research for my PhD.

My main research is seeking to improve dementia support and experiences for people of Black ethnicity and their family carers. It's about understanding how these communities perceive and react to dementia, so that dementia support can become more culturally informed, diverse and inclusive.

Moise Roche, researcher

OUR CURRENT BOARD



STEPHEN HILL (OUTGOING CHAIR)

Stephen currently serves on the board of HMG's Department of Business, Energy and Industrial Strategy, and on the board of the Royal Air Force. He is also chair of the board of trustees of the Joan Hill Trust, his family's philanthropic activities. Previously, Stephen was Chairman of Action on Hearing Loss, he served on the Advisory Board of the Cambridge University Judge Business School, was an independent director of IG Group plc (where he chaired the Risk Committee) and of Sandaire (a multi-family investment office). He was also a Senior Adviser at 3iQPE (Quoted Private Equity) plc, Chief Executive at Betfair, and CEO in Residence at Permira Partners.

Until 2002 he was Chief Executive of the Financial Times Group and a member of the Pearson Management Board, and, prior to that, he had held Managing Director roles at a number of entities within Pearson in a career spanning 15 years. Stephen has served as an independent director on the boards of Channel Four Television, Royal SunAlliance PLC, Psion plc and Aztec Ltd in the UK and as Chairman of the Board of Interactive Data Inc in the US. He was an independent member of the board of OFCOM, the media regulator from 2014-16. He has an MA in Law from St John's College Cambridge, and enjoys travel, gardening, classic cars and triathlons. He was awarded an OBE in 2017 for his work in philanthropy, particularly for those with hearing impairment. Stephen has direct experience of Alzheimer's disease within his own family. He believes the Society has a huge opportunity to unite society against the spread of this condition, to improve the care and advice available and to significantly increase the research into the causes and treatments of dementia.



MANISH SHAH (VICE CHAIR)

Manish has direct experience of dementia by caring for his late mother who had frontotemporal dementia. The support of Alzheimer's Society to his family during their dementia journey was critical to enable his mother to continue to live with dementia in a supportive family environment for 15 years.

Manish is a Senior Managing Director in Corporate Finance at FTI Consulting LLP in London. He has over 30 years of experience in corporate and private equity transactions across a range of sectors including consumer and retail, business services, media, financial services, healthcare and leisure.



SUSAN ALLEN (TRUSTEE)

Susan Allen has worked in financial services for more than 25 years and has extensive experience across retail and corporate banking, global banking, operations and strategic roles with a specific focus on transformation and business leadership.

Susan is due to join Yorkshire Building Society as CEO in March 2023. She was previously Head of Customer Transformation at Barclays, responsible for their UK branches and contact centres as well as the transformation of the service model. Prior to that, Susan held the position of CEO, Retail and Business Banking at Santander UK, where she also served on the Board. She is a champion of diversity and inclusivity, and has a passion for creating working environments that allow everyone to thrive. In 2021, Susan was awarded an honorary OBE for her services to the financial services industry during the Covid-19 pandemic. Susan has direct experience of Alzheimer's within her own family.



SUBE BANERJEE (TRUSTEE)

Sube Banerjee is Executive Dean of the Faculty of Health at the University of Plymouth and Professor of Dementia. He trained at St Thomas's Hospital, the London School of Hygiene and Tropical Medicine, the Institute of Psychiatry, and the London Business School. Clinically he works as an old age psychiatrist and has focused on the development and delivery of high quality memory assessment services and post-diagnostic care. He served as the Department of Health for England's senior professional advisor on dementia and led the development and delivery of its National Dementia Strategy. He is active in clinical research and focusses on quality of life and quality of care in dementia and the evaluation of new treatments and services. He works with governments and the WHO on health policy and strategies to improve health for older adults with complex needs and those with dementia.



ANDREW CORNWALL (TRUSTEE)

Andrew is one of the two Trustees elected by Alzheimer's Society Volunteers & Members. He is a lifelong Carer. He is currently caring for his mother, who has mixed dementias. Andrew currently works for a national museum as a Science Educator. His career has been highly varied, including: Hotel Management Trainee (Trusthouse Forte); Bookkeeping; NHS Management (Community Health); Assurance Salesman; Purchasing Manager UK & Europe (Standard Chartered Bank); & Environmental Archaeologist.

He has previously been a Trustee & Company Director of a small heritage charity. In 2017, he co-founded Dementia First, an independent charity to take over the running of two dementia specialist day centres from Alzheimer's Society. Andrew has been heavily involved in dementia research for almost twenty years.



CAROLINE FAWCETT (TRUSTEE)

Caroline is an experienced Customer Experience Consultant and Non-Executive Director. She has served on Boards in both the financial services industry and the public sector. These included the Board of a leading NHS Trust that provides health and social care services for people with mental ill-health and learning disabilities. She currently holds Non-Executive Director positions with Cambridge and Counties Bank and with LifeSight, the pension trustee for Willis Towers Watson's master trust pension scheme.

Caroline has direct experience of caring for her late mother who had both Alzheimer's disease and vascular dementia. She had the opportunity to get to really understand the valuable work of the Alzheimer's Society in both a *professional and personal capacity*.



PATRICK FIGGIS (TRUSTEE)

Patrick is currently a Governor of Nuffield Health – the UK's largest healthcare charity - and a Trustee of The National Trust. He is a former Trustee & Treasurer of Shakespeare's Globe (where he chaired the Audit & Risk Committee) and Chair of Bowel Cancer UK, the UK's leading bowel cancer charity.

Previously Patrick spent his executive career with PwC, where he held a number of senior positions alongside acting as adviser to the Boards of numerous leading UK and global organisations. Patrick has served on charity Boards for over 20 years, operating across the healthcare, arts, heritage and education sectors. He has first-hand experience of what can be achieved with an emphasis on support, engagement, information, campaigning, education and research. Patrick has direct experience of the impact dementia can have on those living with the disease, and recognises the wider impact on family members and carers.



ANDREW LYNCH (TRUSTEE)

Andrew is now retired and was previously Chairman of Nandos Group having previously been the Nando's Chief Executive from 2014 to 2019. Prior to this Andrew was Group Chief Executive of SSP Plc from 2004 to 2013 and Chief Financial Officer of Compass Group Plc from 1997 to 2004. His early career included audit and corporate finance experience at KPMG and financial and strategic management positions at Prudential Corporation Plc. Andrew gained non-executive experience whilst serving as the Senior Independent Director and Chairman of the Audit Committee of Dixons Plc. (now Dixons Carphone Plc) from 2003 to 2012. Andrew is a Fellow of the Institute of Chartered Accountants in England and Wales. Andrew has direct experience of dementia with his late mother and mother-in-law having vascular dementia and with his late father-in-law who had Alzheimer's disease.



CHRIS MADDOCKS (TRUSTEE)

Chris is a retired Police Officer. She was born and brought up in Wales where she lived until 2017 before moving to the South East of England. In 2016, at the age of 60 Chris was diagnosed with early onset Vascular dementia and since then she has also been diagnosed with Parkinson's disease and Lewy Body dementia. Chris wanted to make a difference following her diagnosis and now describes herself as a dementia activist, giving talks and lectures to a variety of audiences to educate others about the realities of living with the condition. Becoming actively involved with the dementia movement has given Chris a renewed sense of purpose. With a passion for inclusion and fairness Chris strives to make the world a better place for people with dementia. She is an Ambassador for a number of charities including Alzheimer's Society, The Lewy Body Society, and the National Activity Providers Association. Chris is also an active member of the DEEP network (Dementia Engagement and Empowerment Project) and advocates the benefits of peer support and craft and outdoor activity for people affected by with dementia.



PROFESSOR HUGH MCKENNA (TRUSTEE)

Professor Hugh McKenna until recently, was Dean of Medical School Development and PVC Research and Innovation at Ulster University. He has over 250 publications, including 17 books; his latest on Research Impact. He was appointed Commander of the British Empire and is a Fellow of four prestigious nursing organisations. In 2013, he received an Outstanding Achievement Award from the Royal College of Nursing and in 2014, a lifetime achievement Award. In a 2018 Government report he was named one of the most influential nurses in the 70-year history of the NHS. In 2019, he was appointed Member of the Academia Europaea, and in 2020 a Member of the European Academy of Sciences and Arts. He chairs the Study Steering Committee for a NIHR project on older persons' oral hygiene in nursing homes. He sits on the DoH's Clinical Ethics Forum, advising on ethical issues facing health and social care. Until recently he was chair of the largest mental health, learning disability and addiction charity on the island of Ireland. In 2020, he was appointed Non-Executive Director of the Western Health & Social Care Trust and Auditor for the Hong Kong Quality Assurance Council.