



RECRUITMENT PACK

CHAIR

WELCOME

Thank you for your interest in the role of Chair of the Board for the Royal Air Force Charitable Trust Enterprises (RAFCTE).

RAFCTE is the trading arm for the Royal Air Force (RAF) Charitable Trust, one of the major military charities in the UK. The RAF Charitable Trust is focussed on Promoting the RAF and Inspiring young people to fulfil their potential in air, space and technology. At the heart of the Trust's work is the Royal International Air Tattoo. The Tattoo is the world's largest military airshow and every year more than 200,000 people attend the show at RAF Fairford over a 3-day period in July. The profits from this hugely popular, family-friendly event provide the Charitable Trust with its major source of funds. Moreover, the Tattoo is also a unique annual networking and business forum for the most senior aerospace political, military and industry leaders from across the world.

RAFCTE is responsible for staging the Royal International Air Tattoo and profits generated from all its trading activities facilitate the broader work of the Charitable Trust. Our current Chair, Alan Smith, is stepping down after many successful years of leading the Board and the company, and the Trustees of the RAF Charitable Trust are now seeking their next Chair to lead RAFCTE.

This is an exciting time to develop and diversify the portfolio of RAFCTE and to build our revenue and capacity to support and facilitate the expansion of the RAF Charitable Trust firmly onto the national stage. We are looking for an experienced Chair to lead our dynamic Board of talented people, and the company Chief Executive and his team, through this next stage of growth. To achieve this, we need a highly focused business leader, ideally with an interest in aviation and supportive of the aims of the Charitable Trust, who can bring commercial experience and insight to our work and ensure we keep being bold and creative in our development and delivery.

The description of the role and person specification is attached. If you have the vision and commercial acumen we need for this next stage in our growth, then we very much look forward to hearing from you,

Thank you for your interest.

Air Marshal Phil Osborn



ABOUT US

The Royal Air Force Charitable Trust Enterprises (RAFCTE) is the trading arm for the Royal Air Force (RAF) Charitable Trust, one of the major military charities in the UK. The RAF Charitable Trust is focussed on promoting the RAF and inspiring young people to fulfil their potential in air, space, and technology. At the heart of the Trust's work is the Royal International Air Tattoo. Welcoming over 200,000 visitors every year, The Tattoo is the world's largest military airshow. This family friendly show is also a unique annual networking and business forum for the most senior aerospace political, military and industry leaders from across the world.

The origins of the Royal International Air Tattoo stretch back to an airshow first held at North Weald Airfield in 1971. Inspired by two air traffic controllers, Paul Bowen and Tim Prince, this modest event was organised wholly by volunteers. Over the years this volunteer force has grown into an army, more than 1,500-strong, many of whom support the event year after year and who bring with them a wealth of aviation and event-management experience that has helped The Tattoo grow into the enormous global event it is today.

Owing to the global Covid pandemic, The Royal International Air Tattoo was not held for two years. Following a sell-out event in 2022, RAFCTE is now able to focus on innovation and growth for its portfolio of services, and to explore ways in which it can expand its revenue and diversify to reflect developments around space, digital technology, and environmental sustainability. It also needs to facilitate the growth of the Charitable Trust as it grows in reach and influence.

As its parent charity, the RAF Charitable Trust benefits from the profits generated by RAFCTE. The Company's events and activities therefore provide income to foster a passion for aviation and engineering in young people and promote the Royal Air Force. Since the Trust was established in 2005, it has made grants totalling millions of pounds to a diverse range of initiatives including providing engineering and flying scholarships as well as adventurous training grants. The Charitable Trust is seeking to grow its reach and impact, and its new strategy is planning for significant growth.

THE ROYAL AIR FORCE CHARITABLE TRUST'S MISSION IS:

"To Promote the Royal Air Force and Inspire young people and RAF personnel to fulfil their potential in air, space, and technology."

We do this by:

- Staging the Royal International Air Tattoo and other similar activities.
- Giving financial grants to satisfy the Trust's objects.
- Funding scholarships and other awards.
- To raise funds for, and promote the work of, the Royal Air Force Charitable Trust to enable it to meet its objectives.

The Trust gives grants directly to groups, but also uses partner organisations to maximise reach and utilise expertise. Every year is slightly different as partnerships are developed over time and demand for grant types vary. Some of our highlights include:

- Awarding £6.7 million in grants since 2005, focussing on STEM projects and flying and engineering scholarships with the aim of inspiring young people, providing them with opportunities to explore futures in air, space and technology.
- Providing a year-long STEM competition for 300 primary schools, culminating at RIAT each year.
- Since 2005, funding 180 Junior Ranks Pilot Scholarships, giving young members of the RAF an insider's view of aviation.
- Sponsoring the Scouts Air Activities badge, awarding 58,000 badges in 2022.
- Inspiring 40 engineer leaders of the future by funding Arkwright Engineering Scholarships for their sixth form studies.

BOARD OF RAFCT

In 2020 Air Marshal Phil Osborn was appointed [Chair of the Royal Airforce Charitable Trust](#).

The Chair of RAFCTE is also a member of the RAF Charitable Trust and represents the Company at Trust board meetings.

Board and Management Team of [RAFCTE](#)

JOB DESCRIPTION

Job title: Chair

Role purpose: You will lead the Board of RAFCTE, and by implication RAFCTE.

MAIN RESPONSIBILITIES:

You will line manage the Chief Executive, ensuring that they are both supported and held to account for achieving the strategic objectives of the Company and the Group, whilst respecting the distinctive roles of the Executive and Chair. You will also mentor the Chief Executive, ensuring that they are developed within their role.

You will work with the Chief Executive to ensure that:

- Board meetings are well situated and planned.
- Board interactions are informed, inclusive and respectful, as well as appropriately challenging.
- Board decisions are both timely and then implemented fully.

You will maintain regular contact with the Trust Chair and the Chief Executive, fostering an open relationship where each can speak freely about concerns and challenges and bringing commercial acumen to the achievement of charitable objectives. You will also develop appropriate contacts with all major stakeholders including RAFCT Trustees, the Royal Air Force, the UK Ministry of Defence, the United States Air Force, international Air Chiefs and Air Forces, and industry suppliers to the aviation sector, as well as the legion of volunteers and aviation enthusiasts upon which the Tattoo depends.

You will have a deep understanding of RAFCT and its wider objectives, and hence shape and drive the pivotal support role of RAFCTE at board level, and working with the CEO and the executive team. In this, you will continue to grow the Company's support to RAFCT, creating opportunities for transformation of services. You will also lead the development, innovation, and delivery of the Royal International Air Tattoo so that it remains attractive and relevant as a world class event for its visitors, stakeholders, and sponsors in the 21st Century.



PERSON SPECIFICATION

KNOWLEDGE AND EXPERIENCE

- You will be a highly experienced commercial business leader, ideally from a retail, leisure, hospitality, or event management background.
- You will be an experienced Chair and capable of leading a high calibre, dynamic Company Board.
- You will have clear commercial acumen with experience of holding P&L responsibility and a good understanding of marketing and finance.
- You will have strong relationship management skills, and you will be one of the key ambassadors for the RAFCT Group.
- Values driven, you will be passionate about the mission and purpose of RAFCT and the role the RAFCTE plays in supporting the charity's activity and impact.
- Digitally savvy, you will have experience of developing a company's digital footprint.
- Creative and innovative, you will have experience of leading transformation of products, services, or business delivery.

SKILLS AND ABILITIES

- You will want to inspire young people around STEM, aviation, space, and technology.
- An excellent communicator, you will be able to create successful relationships with a wide range of internal and external stakeholders.

STYLES AND BEHAVIOURS

- A focus on strategic direction and good governance.
- Be instinctively supportive of the Royal Air Force and UK Defence.
- A leaning towards promoting and then sustaining high customer volumes.



TERMS OF APPOINTMENT

TENURE

Three years initially with the option to renew for a further term subject to review.

TIME COMMITMENT

At least 8 in-person Board meetings and 4 in-person Trust meetings per year.

The Chair is also expected to have:

- Regular routine meetings with the RAFCTE Chief Executive and the RAFCT Chair.
- Liaising with other Board members and Trustees as required.

Additionally, the Royal International Air Tattoo takes place in July annually at RAF Fairford and hence, with the RAFCT Chair, you will wish to be present over the key preparation and execution period of the event.

LOCATION

A hybrid of home working and Fairford, Gloucestershire.

REMUNERATION

There is no financial remuneration associated with this role, although expenses for travel and subsistence may be claimed.

FUTURE ROYAL INTERNATIONAL AIR TATTOO DATES

Wednesday 12 July to Monday 17 July 2023.

HOW TO APPLY

We hope you will consider making an application. If you have questions about the appointment and would find it helpful to have an informal conversation, please contact hilary.clifford@starfishsearch.com and we will be happy to arrange a call.

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

- Your CV (no more than three sides).
- A supporting statement (no more than two sides) that sets out why you think this role is the right move for you and how you meet the knowledge and experience criteria.

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.

Closing date:	Sunday 19th March 2023
Preliminary interviews:	Week commencing 3rd April 2023
Final Panel interviews:	Week commencing 8th May 2023
RAFCTE Board Meetings:	7th June, 26th July, 20th September, 24th & 25th October (includes strategy session), and 13th December.
RAFCT Meetings:	18th May, 28th September, and 7th December