



CANDIDATE PACK FOR CHAIR

Tommy's



WELCOME

Thank you for your interest in becoming Chair of Tommy's.

Tommy's has been driving change and saving babies' lives for over 30 years. In that time, we've been there for families at every stage of their pregnancy journey and built a very special community of support. Bringing together a network of expert researchers, healthcare professionals and passionate supporters, Tommy's is dedicated to making pregnancy safer and improving maternity care for all.

We remain the leading charity funder of research working tirelessly to find the answers to reduce miscarriage, stillbirth, and premature birth. And we are firmly focused on delivering maximum impact for those who need us most, including those communities who right now are experiencing the poorest outcomes.

We do this by translating our research breakthroughs into new tests and treatments in clinical care, changing national maternity policy and providing expert information and vital support for anyone who needs it.

This is a pivotal point in our evolution, not least for the thousands of people who look to us to make progress. Our bold ambition is to stop the heartbreak and devastation of baby loss and make pregnancy and birth safe – for everyone. To achieve that, over the last year we have developed an exciting new strategy to grow evidence, improve care, tackle inequities, and mobilise for change.

We are now seeking a new Chair to lead our Board and support our Chief Executive to drive Tommy's growth and impact. You will play a central role in helping us achieve our aims, working with excellent colleagues across the Board of Trustees and the wider staff team.

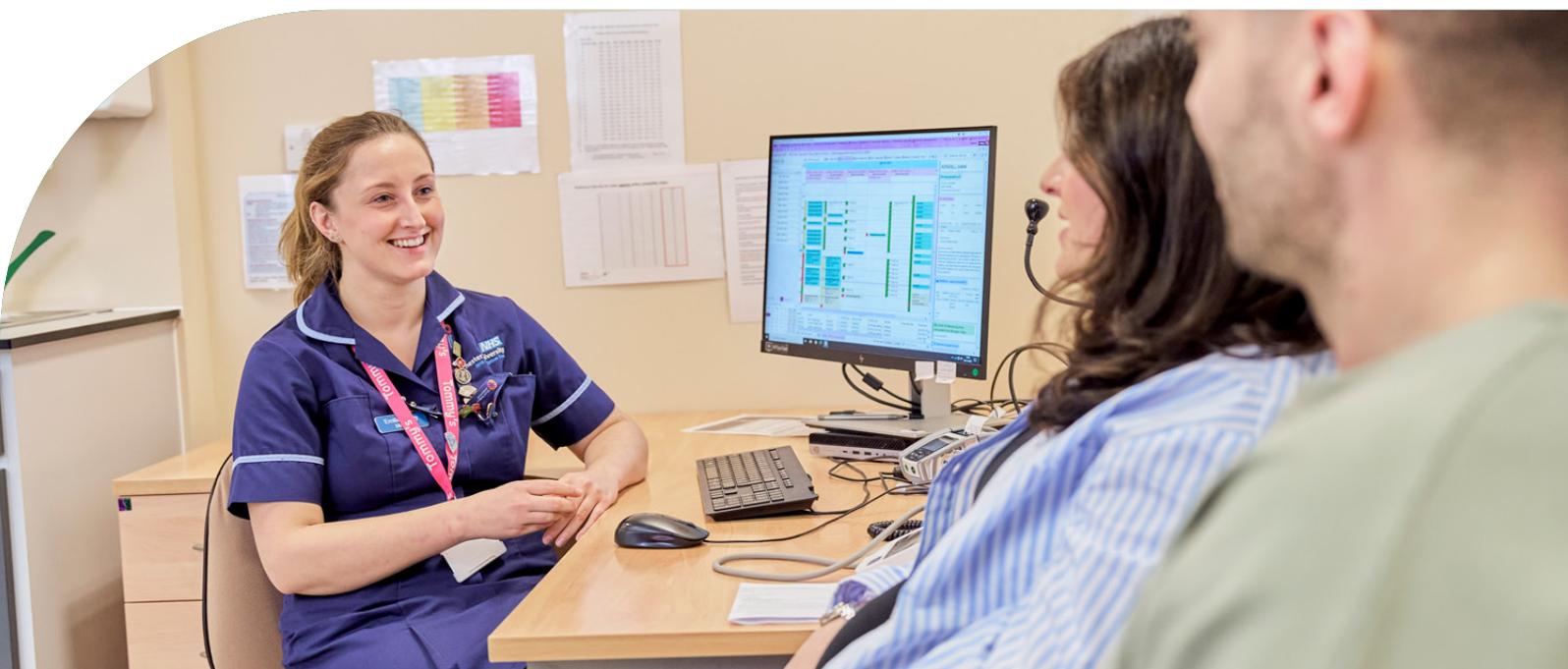
We are looking for an exceptional individual for this role. You will be highly ambitious for and committed to our cause, with strong strategic leadership experience, a collaborative approach, along with demonstrable experience of leading high calibre teams and supporting organisations to grow impact.

You will bring an excellent understanding of good governance, strong commercial acumen, sound judgement, and be comfortable navigating a complex environment. You will also be a first-class communicator and ambassador for the charity.

We are very committed to increasing the diversity of our teams and welcome applications from all sectors and backgrounds.

We will be confirming a final shortlist for this role towards the end of March, with final interviews in April. We are delighted you are interested in playing a part in this important next chapter for Tommy's and look forward to receiving your application.

Kate Smaje
Chair of Recruitment Committee



ABOUT US

We're Tommy's, the charity making pregnancy safer through research, information and support.

Bringing together a network of expert researchers, healthcare professionals and passionate supporters, Tommy's is a community dedicated to making pregnancy safer and helping more families bring a healthy baby home. Together, we're finding ways to stop miscarriage, stillbirth and premature birth by translating our research into breakthroughs which change the lives of women, birthing people and their families.

OUR VISION

To stop the heartbreak and devastation of baby loss and make pregnancy and birth safe – for everyone.

OUR MISSION

We lead research and transform care. We provide expert information and support throughout the pregnancy journey. Working with communities and partners we challenge inequities and campaign for change to make pregnancy and birth safer for all. Together, we save babies' lives.

To achieve our mission, we're driving change through:

- Our world-leading research which is growing evidence, finding new tests and treatments and improving maternity care for all
- Our specialist NHS clinics for those who need additional care and support
- Our evidence-based pregnancy information, baby loss resources and team of Tommy's midwives to provide support for everyone, throughout their pregnancy journey
- Our public campaigns and policy work, seeking to mobilise for change and raise awareness of the scale of the issue to bring about much-needed improvements – and consistency – in care nationwide
- Our partnerships with communities and experts to tackle inequities and reduce health disparities for those most at risk of pregnancy complications and loss

This is only possible thanks to our supporters and partners who help us to achieve more impact.



WHY WE EXIST

Right now, around 1 in 4 pregnancies in the UK end in loss and devastated parents are still being told it's 'just one of those things'.

That's heartbreaking and simply not good enough.

It's a complex problem, but our ground-breaking research is finding the answers. And it will take everyone working together to stop pregnancy complications and save babies' lives.

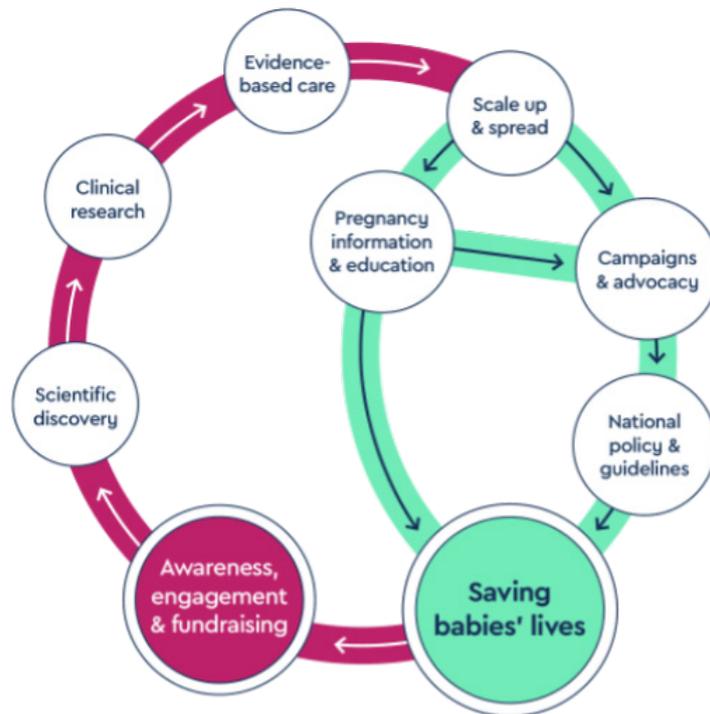
We're here to drive that change. To give everyone the best chance of a safe and healthy pregnancy - no matter who they are and where they live.

With the strength of our community, we know we can make change happen.



HOW WE MAKE CHANGE FOR EVERYONE

While we have a clear purpose as an organisation, there are many different ways we go about achieving it.



WE DO THIS BY:

- Leading ground-breaking research to identify the causes of pregnancy complications and baby loss
- Translating research breakthroughs into improvements in clinical care by bringing together researchers, healthcare professionals and communities into the same conversations.
- Using the evidence we build to campaign and advocate for change, transforming the way front-line care and support are delivered.
- Turning research and evidence into clear, reliable and accessible information to support people to make informed decisions before and throughout their pregnancy journey.
- Educating and influencing the public to break down taboos and make sure the impact of pregnancy complications and baby loss are understood.
- And at every step, challenging inequities in collaboration with partners and communities, listening to those with lived experience.

This change is only possible as a result of the funds we raise, the further investments they generate and the many partners we work alongside.

You can find out more about how we work in our [new strategy](#).

OUR IMPACT

In 2022-2023:

- 15 million people accessed our pregnancy information and baby loss support
- 11,000 families cared for in our clinics
- Over 100 research papers published
- More than 2,500 families took part in a clinical trial
- More than 2,000 Tommy's runners took part in the London Landmarks Half marathon
- £10.9 million raised

You can read more about our impact [here](#).

OUR RESEARCH CENTRES

We're the leading charity funder of pregnancy research in the UK. Through our innovative research strategy, we fund discovery science through to clinical research and implementation science, collaborating with world-leading experts along the way. Our 4 research centres are making the breakthroughs which lead to changes in care to save and improve lives.

Tommy's Maternal & Fetal Health Research Centre in Manchester

Tommy's Maternal and Fetal Health Research Centre in [Saint Mary's Hospital](#), Manchester opened in 2001. Our researchers here carry out pioneering work on [stillbirth](#), [the placenta](#), and [fetal growth restriction](#).

The team's ground-breaking research is translated into practice at 7 specialist research clinics.

[Read more about Tommy's Manchester Research Centre and clinics](#)

Tommy's National Centre for Miscarriage Research

Tommy's National Centre for Miscarriage Research is the largest of its kind in Europe. A collaboration between 3 top research universities, the centre opened in April 2016. Here, our researchers focus on gaining a deeper understanding of why [miscarriage](#) happens and how it can be prevented.

At the centre's specialist research clinics, 24,000 women a year access treatment, support, and have the opportunity to [participate in pioneering research trials](#).

[Read more about Tommy's National Centre for Miscarriage Research](#)

Tommy's National Centre for Maternity Improvement

Supported by the [Royal College of Obstetricians and Gynaecologists](#) and the [Royal College of Midwives](#), the Tommy's National Centre for Maternity Improvement is working to close the gap between best clinical science and best care.

The centre, which opened in September 2019, is working to create a clinical decision tool which will support UK targets to reduce [stillbirth](#) and [preterm birth](#), working with the NHS to reduce variations in maternity care and personalise care for women.

[Read more about Tommy's National Centre for Maternity Improvement](#)

Tommy's National Centre for Preterm Birth Research

We're opening the Tommy's National Centre for Preterm Birth Research dedicated to finding the causes and treatments which save babies' lives. This will deliver the step-change we need to reduce the number of babies born too soon in the UK and give a new generation a better start in life.



ROLE PROFILE

As our Chair, you will lead the Board of Trustees in overseeing the strategic direction of Tommy's as it strives to stop the heartbreak and devastation of baby loss and make pregnancy and birth safe – for everyone.

SCOPE

The Board of Trustees is ultimately accountable for Tommy's and its two subsidiaries: The Baby Fund Trading Limited and LLHM Ltd. However, the Board has delegated direct oversight of key areas to the Audit Committee, the Medical Research Review Board, and the Board of LLHM Ltd.

AUTHORITY/DECISION MAKING

The Board of Trustees has ultimate, collective responsibility for the strategic direction and the governance of the charity, and the Chair leads the Board.

KEY RESPONSIBILITIES

Strategic Leadership

- Provide leadership and strategic guidance to the charity, aligning efforts with the mission and values of the organisation.
- Collaborate with the Board, executive team, and stakeholders to develop and implement long-term strategies that advance the charity's impact and sustainability.
- Ensure that the Board has the necessary diversity of skills, expertise, and life experiences, encouraging all Trustees to contribute and ensuring challenge, scrutiny and range of views are welcomed.
- Provide support to the Chief Executive, leading her annual appraisal and delegating the day-to-day management of the organisation to the CEO and Senior Leadership Team (SLT).
- Taking urgent action (but not decision making unless authorised) between Board meetings when it is not possible or practical to hold a meeting.

Governance

- Ensure that the governance arrangements are effective, including the sub-committees, and that the Board regularly reviews major risks and associated opportunities; satisfying itself that systems are in place to manage and mitigate risks.
- Chair meetings of the Board of Trustees effectively and efficiently, bringing impartiality and objectivity into the decision-making process.
- Ensure the Board of Trustees is regularly refreshed and incorporates the right balance of skills, knowledge and experience needed to govern the charity effectively.
- Promote the highest standards of governance, ethics and compliance within the Board and the wider organisation, ensuring the Charity complies with regulations set by the Charity Commission.
- Ensuring that the Board's decisions are implemented.

Engagement

- Act as an effective ambassador for and supporter of the charity and its cause, maintaining warm and productive relationships with key external stakeholders.
- Champion the charity, supporting and helping to identify and develop new opportunities for increasing fundraising, influence, and impact.

Measures

- Progress made towards the delivery of Tommy's 10-year strategy.
- The maintenance of an effective, inclusive Board of Trustees.
- Tommy's adherence to regulatory and legal requirements.
- The financial stability and long-term viability of the charity.

KEY CONTACTS

Internal

- Board of Trustees
- Patrons
- Chief Executive Officer
- Senior Leadership Team
- Audit Committee
- Medical Research Panel
- The Board of LLHM Ltd

External

- Government bodies
- Philanthropists and large funders
- Other charity Chairs



PERSON SPECIFICATION

EXPERIENCE

- Considerable non-executive/trustee experience gained on high calibre boards, ideally as Chair, Vice Chair or with experience of chairing sub-committees.
- Excellent understanding of good governance and the discipline of Board leadership and management,
- Real world experience of dealing with a range of issues, to provide a sense of perspective and support to SLT,
- Strong experience representing organisations externally from public platforms and through effective stakeholder management.

QUALITIES, SKILLS & KNOWLEDGE

Required

- Strong belief in Tommy's cause,
- Strategic thinking and the ability to contribute to long-term planning and vision to deliver impact,
- Highly effective relationship and alliance building abilities,
- Sound judgement with high capacity for self-reflection,
- The capacity and time to undertake the role,
- Collaborative approach with excellent interpersonal skills,
- Entrepreneurial instincts and a healthy understanding of risk balanced with ambition using sound judgement,
- Solution-focused, with an ability to see the big picture and be pragmatic,
- Embodies our values:
 - Evidence driven
 - Inclusive
 - Collaborative
 - Courageous

Desirable

- Personal connection to Tommy's cause,
- Good personal networks e.g. commercial, government or connections in the world of medicine



TERMS OF APPOINTMENT

SALARY

This is an unremunerated role, but reasonable expenses will be offered.

TIME COMMITMENT

The role typically requires around two days per month; very occasionally this may be slightly more. Board meetings are held four times a year, usually in person in London.

A key responsibility of the role is supporting the Chief Executive and Senior Leadership Team (SLT), especially during challenging times. It is essential that the Chair can find time to support, when necessary, which will sometimes be at short notice.

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 katy.giddens@starfishsearch.com and we will be happy to arrange a call. To make an application, please go to <https://starfishsearch.com/jobs/tommys-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: Monday 11th March 2024

Initial conversations with Starfish: w/c 18th March 2024

Final Panel interviews: w/c 8th April 2024

