



# CANDIDATE PACK FOR X3 ADVISORY BOARD MEMBERS



**GREENWICH  
HOSPITAL**  
SUPPORTING THE ROYAL NAVY SINCE 1694



# WELCOME

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Thank you for your interest in joining Greenwich Hospital's Advisory Board.

Greenwich Hospital funds provide support to serving and former Royal Navy and Royal Marines personnel and their families. Their wellbeing is at the heart of everything we do. Working in partnership with the Royal Navy, charities, and others, last year we awarded grants and bursaries of nearly £6million in areas ranging from education and housing to family support, health and well-being, employability, and crisis support. Our income comes from our extensive investment and commercial property portfolio.

Greenwich Hospital is at a crucial and exciting time in our development, working with the Ministry of Defence team, we are planning a wholesale change of legal status, to enable us to be fully in line with best practice. To do this requires primary legislation; but we are determined that the Greenwich Hospital of the future is constituted in such a way to ensure that the needs of our beneficiaries are front and centre and all we do is impact driven. We are looking to increase our impact and work is in progress to develop our charity and investment strategies to this end.

To better reflect those we support, we are actively looking to broaden the diversity of the Board by appointing three new Advisory Board members. We are looking for leaders within their field to provide expert guidance and advice across all aspects of our work and are specifically seeking candidates who bring considerable senior level experience within the legal, education, HR, Royal Navy family and charity sectors for these advisory roles.

Our meetings are held in Portsmouth, London and across the UK and you will gain some truly unique insights into our history and culture and will get to join a group of highly engaged and proactive professionals willing to give their time and expertise to supporting Greenwich Hospital with its aims.

If this is a vision which interests you, please do read on. We look forward to hearing from you.

**Vice Admiral Martin Connell CBE**    **Sarah Davies**  
**Second Sea Lord**                      **Royal Navy Finance Director**



# ABOUT US

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Greenwich Hospital was founded by the Crown in 1694 to support wounded, injured and elderly Royal Navy sailors and their families. We continue this work today, as a unique Crown body and the oldest provider of Royal Navy charity. The context has changed – what is now known as the Old Royal Naval College ceased to house pensioners many decades ago – but the need for support in different ways remains.

Greenwich Hospital is a unique organisation with distinct attributes that flow from our long history. We are governed by the Greenwich Hospital Acts 1865 – 1996; the Secretary of State for Defence is our corporation sole, and the Director of Greenwich Hospital is responsible to them for the proper and effective conduct of the functions and day-to-day management of Greenwich Hospital.

We do not have a board of trustees but benefit from the guidance and advice of our Advisory Board, chaired by the Second Sea Lord, and from our Finance Committee - which advises on investments - chaired by the Royal Navy Finance Director. We do not fall under the requirements of the Charities Acts, nor the jurisdiction of Charity Commissioners, but work to follow the best practices in the charity sector while meeting the requirements of our governing legislation.

We are moving into a significant next phase of development for the organisation and are working closely with the Royal Navy and our many stakeholders, to ensure that our future governance, structure and activities, are ideally placed to be even more impactful on behalf of our beneficiaries.

We are working with the MOD to seek to secure legislation for reform of Greenwich Hospital in the next session of Parliament.

## OUR WORK

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### GRANT MAKING

Last year we awarded grants of just under £6m a year to a range of different organisations working with our beneficiaries. This includes ships and navy units, crisis support payments and educational grants and bursaries for individuals.

### SHELTERED HOUSING

We own three sheltered housing schemes in Greenwich, Plymouth and Portsmouth for up to 124 former Royal Navy and Royal Marine seafarers and their spouses, partners, widows and widowers. We work with The Church of England Soldiers', Sailors' and Airmen's' Clubs (CESSAC) which is contracted to run these schemes.

### ROYAL HOSPITAL SCHOOL

The Royal Hospital School (RHS) is an independent day and boarding school for boys and girls. RHS has no separate legal identity from Greenwich Hospital; whilst the day-to-day management and operations of the school are quite distinct from other Greenwich Hospital activities, the school operates under delegated authority from the Director of Greenwich Hospital. Historically, Greenwich Hospital's bursary support has been an important source of RHS's fee income, through the provision of bursaries for children with a qualifying naval connection. This now only represents around 5% of the school's annual fee income; the bulk of RHS income comes from fees and RHS commercial activities. Beyond these bursaries, Greenwich Hospital makes contributions to capital expenditure. We are working with RHS on our future governance relationship.

### PORTFOLIO MANAGEMENT

Greenwich Hospital does not fundraise, nor do we receive any public funds. Our income is derived from our quoted investments and commercial property portfolio worth in the region of £400m. Our property portfolio comprises estates in Northumberland and Greenwich including Greenwich Market, with smaller estates in Suffolk and Essex. We currently are involved in two significant property development projects.

### HERITAGE

We are the freeholder of the Old Royal Navy College (ORNC) site within the Maritime Greenwich UNESCO world heritage site. We are custodian and owner of several pieces of naval and Greenwich Hospital heritage, the bulk of which are on permanent loan to the National Maritime Museum and the ORNC.

### FURTHER READING

[2023 Impact Report](#)

[Annual Report and Accounts](#)



# ROLE DESCRIPTION

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**Job title:** Advisory Board Member

**Reports to:** Chief Executive & Chair of the Board

## ROLE PURPOSE

As Greenwich Hospital undertakes a governance review and undergoes transformational change, it seeks new Non-Executive Advisory Board members. The Board offers professional and expert guidance in a range of fields and plays a key role in steering the work of Greenwich Hospital.

Since 1964, the Secretary of State for Defence has been responsible for the governance of Greenwich Hospital on behalf of the Sovereign and as a representative of the Crown, supported in these duties by the Admiralty Board. Although members of the Greenwich Hospital's Advisory Board discharge many of the functions of the Trustees of a registered charity, responsibility in law remains vested with the Secretary of State and day-to-day responsibility rests with the Director. This role is therefore purely advisory.

The Advisory Board members will help ensure that Greenwich Hospital complies with its governing charter and all other relevant legislation or regulations, and that it uses its resources exclusively in pursuance of its objectives. The new members will also act as advocates and ambassadors for Greenwich Hospital, supporting its aims and charitable objectives.



# ROLE PROFILES

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## MEMBER WITH LEGAL EXPERTISE

The new Advisory Board member will ensure that Greenwich Hospital gains valuable, informed external input on all aspects of its work, particularly, its reform agenda, from a legal perspective. They will provide support and constructive challenge to the Advisory Board and executive team and will use their specific skills and expertise to help the Advisory Board reach sound decisions. This includes leading non-executive advice and input in relation to our governance and reform agenda, contributing to wider discussions, scrutinising and evaluating board papers and providing guidance on new initiatives and governance requirements.

## MEMBER WITH CHARITY EXPERTISE AND WITH A STRONG AFFINITY TO THE ROYAL NAVY/MILITARY

The new Advisory Board member will ensure that Greenwich Hospital gains valuable external perspectives on all aspects of its charitable and grant-making work, with particular focus on beneficiary need and experience. They will provide support and constructive challenge to the Advisory Board and executive team and will use their specific skills and expertise to help the Advisory Board reach sound decisions. This includes leading non-executive advice and input on charity strategy from the perspective of the beneficiary and engagement with the wider military charity sector, contributing to wider discussions, scrutinising and evaluating board papers and providing guidance on new initiatives and governance requirements.

## MEMBER WITH CHARITY EXPERTISE, WHO MAY ADDITIONALLY BRING EXPERIENCE IN EITHER THE AREAS OF HR OR EDUCATION.

The new Advisory Board member will ensure that Greenwich Hospital gains valuable external perspectives on all aspects of its charitable and grant-making work, with a particular focus on either education or HR matters. They will provide support and constructive challenge to the Advisory Board and executive team and will use their specific skills and expertise to help the Advisory Board reach sound decisions. This includes giving non-executive advice and input on the charity strategy (and education or HR matters as relevant), policy, and good practice, and contributing to wider discussions, scrutinising and evaluating board papers and providing guidance on new initiatives and governance requirements.

## KNOWLEDGE AND EXPERIENCE – YOU WILL BRING:

The successful candidates may be drawn from a wide range of backgrounds and be able to provide a range of skills and experience but will be able to demonstrate leadership experience in the specified sector.

### Member with legal expertise

- A track record as a senior lawyer with substantial experience at Board level or equivalent
- Extensive experience of corporate governance, ideally with public bodies or the charity sector, including in relation to partnership working and collaboration
- An understanding of the legal considerations impacting the work of Greenwich Hospital and its legislative reform agenda

### Member with Charity sector expertise and with a strong affinity to the Royal Navy/Military

- Charity sector experience in a senior executive or non-executive position
- Current knowledge of effective grant making or service delivery, ideally in relation to the military charity sector
- Experience of working to deliver better outcomes for beneficiaries, ideally for serving personnel, families and veterans
- Experience of serving in the Royal Navy or military would be an advantage, as would knowledge of the military charity sector

### Member with Charity sector expertise, who may additionally bring experience in either the areas of HR or Education.

- Charity sector experience at a senior executive or non-executive level
- Leadership experience gained in either the education sector or in a people leadership role
- Experience of working to deliver better outcomes for beneficiaries or equivalent
- Experience with grant-making charitable trusts and foundations would be an advantage, as would knowledge of the UK private school sector and/or higher education or early years.



## SKILLS, ABILITIES, VALUES AND BEHAVIOURS:

In its new Advisory Board members, Greenwich Hospital is looking for candidates with strategic leadership experience within the relevant sectors to provide support and advice to the Board and executive team.

All candidates will:

- Be able to express empathy with and belief in the values and mission of Greenwich Hospital and the Royal Navy.
- Think strategically and provide constructive challenge to the team.
- Be comfortable dealing with the charity's level of assets (c. £400m) in conjunction with its small executive team.
- Be able to attend up to 10 meetings including sub committees per year, held on rotation in Portsmouth, London and elsewhere across the UK.
- Be able to attend ad hoc meetings with the Hospital and with partner charitable organisations as required perhaps twice per year.
- Be able to work in a small team of senior colleagues.





# TERMS OF APPOINTMENT

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## TERM LENGTH

Initial term of 3 years.

## SALARY

These are unremunerated roles although reasonable expenses will be covered including travel and accommodation.

## TIME COMMITMENT

10 meetings per year including sub committees held on rotation in Portsmouth, London and elsewhere across the UK.

# HOW TO APPLY

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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 [rebecca.oconnor@starfishsearch.com](mailto:rebecca.oconnor@starfishsearch.com) to discuss these roles further. To make an application, please go to <https://starfishsearch.com/jobs/gh-x3-adv-board-mem/> 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 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:	Friday 10th May 2024
Preliminary Interviews:	w/c 20th May 2024
Final Panel dates:	17th, 20th and 24th June 2024.

