



TRUSTEE RECRUITMENT PACK 2024

RN | Supporting people
I:D | who are deaf, have
hearing loss or tinnitus

WELCOME

RNID is the only national charity here to support everyone in the UK who is deaf, has hearing loss or tinnitus, making our community a huge one: currently 1 in 3 adults, or around 18 million people.

The role of the Board of Trustees is critical to the success of the organisation. We are responsible for the strategic direction of RNID, driving success and asking the right questions to ensure we deliver maximum impact for our communities.

We are guardians of a 113-year-old brand, but with a responsibility to focus on the future: making sure we are fit for a digital age, firmly positioned at the forefront of technical innovation and societal change.

We are looking to increase the diversity of our board with this round of recruitment - both in ethnicity and geography across the UK. We are also keen to build our board level expertise around brand-building and charity leadership experience. But most important of all is for us to find talented people with a passionate commitment to making life more inclusive for people who are deaf, have hearing loss or tinnitus.

Could your skills, experience and perspectives bring value to our team? Then we are keen to hear from you.

I hope that reading through this pack gives you a flavour of RNID: our work, our values and our bold ambition, and that you will be inspired to find out more.



Ewen Stevenson
Chair of the Board of Trustees



RNID IN NUMBERS

**LAST
YEAR:**

£1.4M

invested in research into treatments for hearing loss and tinnitus



44

#TEAMRNID

London marathon runners



163,277

hearing check completions



5,383

responses from our communities to the Big RNID Survey 2024



6,020

total courses delivered to organisations



28,523

people visited RNID Near You



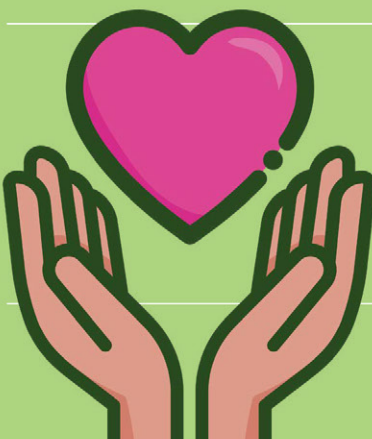
18,904

Total contacts by our Contact RNID team



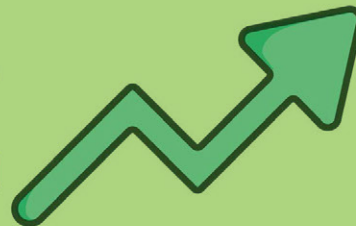
502

pieces of media coverage on our wax report



302

registered volunteers

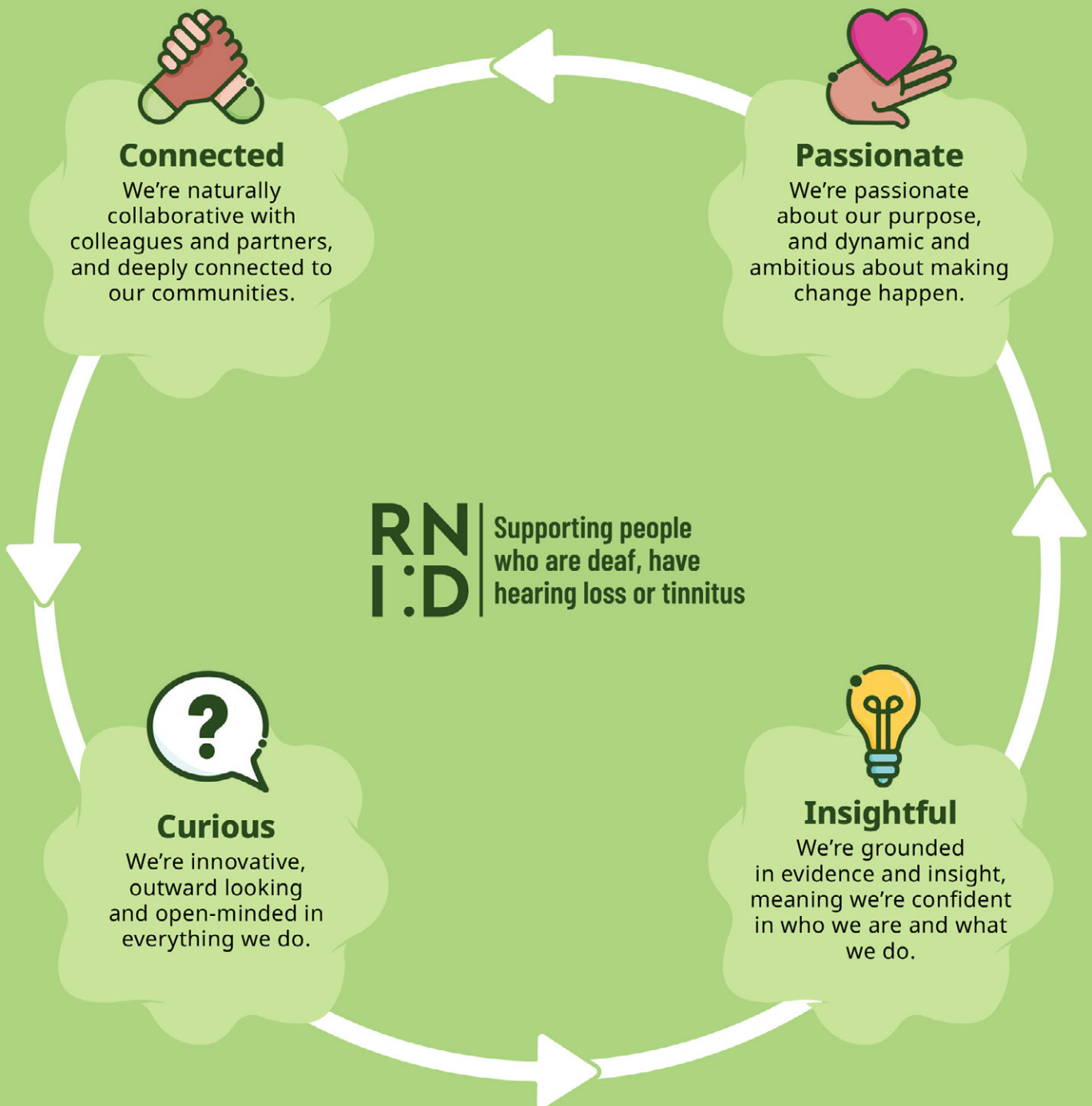


63%

a 63% increase on March 2023.

OUR VALUES

Our values lie at the heart of everything we do. At RNID we use them to challenge ourselves, to frame conversations and guide our own behaviours both internally and externally.



THE BOARD TODAY, AND OUR AMBITIONS FOR THE FUTURE

Our Board is currently made up of deeply passionate individuals, all bringing specialist expertise and unique perspectives to inform and guide our work. They work closely with our Chief Executive and Senior Leadership Team to ensure that our impact and reach is in line with our strategic goals and is achieved with integrity.

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

Being a Trustee of any large national charity requires a wide range of professional skills and experience. And this is particularly important for us at RNID, because of the sheer breadth of our hugely ambitious strategy across Inclusion, Health, Employment and Research. We always need talented people to join our Board who bring a range of professional insight and experience. Board discussions range from growing brand and reach, to fundraising and income generation, to influencing industry and developing corporate partnerships, and to campaigning to improve public policy and service provision.

Within this broad range of experience, there are some particular areas of interest for us at this point in RNID's journey.

We are fortunate to have strong corporate expertise on our Board, which gives us invaluable insight into the private sector. We are looking to complement that with one or more trustees who have experience as a charity CEO.

We are at the beginning of an ambitious growth strategy, and we'd be keen to attract a trustee with experience of growing brand and reach.

And finally, diversity always remains a key priority for us. We have an explicit goal that we want to represent the communities we are here to support, both in our staff team and on our Board.

In some areas we are doing that outstandingly well. 90% of our board have lived experience of being deaf, having hearing loss or tinnitus, and we have a strongly balanced board in terms of gender.

With this round of recruitment, we are particularly keen to welcome candidates from a range of ethnic backgrounds to apply to become Trustees of RNID. At the moment, our ethnic diversity doesn't reflect the diversity of our communities, and we know that this means we are missing vitally important perspectives in our strategic thinking and decision making process.

Our Board is also disproportionately made up of people based in the South East of England. As a UK-wide, home working charity whose staff team (and the people we serve) are based in communities from the highlands of Scotland to Belfast and Cornwall and everywhere in between, that doesn't reflect RNID now. We're keen to bring in more voices from our nations and regions.

Most of all, we're looking for passionate, impactful people to help RNID deliver our ambitious strategy.



OUR OFFER TO YOU

Being a Trustee of RNID will allow you to make a real impact on the lives of 18 million people in the UK. As part of our Board your role will be crucial to influencing and leading our work, and enabling us to reach diverse communities.

The sheer breadth of RNID's ambition makes this a particularly fascinating and fulfilling charity to be part of. Strategic conversations at the Board range from how to improve deaf awareness across society, to setting the right ambition to grow our reach and brand, to how to influence the life sciences sector to invest more in treatments and cures for the future.

'I became a trustee of RNID in April 2022 and joined our audit committee at the same time. I've very much enjoyed being a trustee of such an important charity.

As trustees, we work together to support and constructively challenge the executive team, bringing our various perspectives, backgrounds, expertise and experience to the Board room. I've enjoyed the deepdives on strategy, impact, finances and technology; going to staff summits and meeting our frontline employees; working with the executive team on particular issues; and spreading the word about what we do.

This feels like a really important, interesting and rewarding way to contribute to an issue I care about.'

- Gill Budd



Already in 2024 we have led national conversations about access to ear wax services, shone a spotlight on the experiences of people with tinnitus across the media in Tinnitus Awareness Week, launched our new campaign "It does matter", and extended our influence across the life sciences industry through our year long Charity of the Year partnership with BioIndustry Association. And we have much more in the pipeline. Find out more about our work [here](#).

As a member of our Board, you will have the opportunity to work with an experienced and supportive group of Trustees, deepening your understanding of the charity sector, governance and strategy, as well as deaf awareness and accessibility.

As part of our onboarding and continuous development we offer:

- Deaf Awareness training
- Optional attendance at our three in person Staff Summits per year
- Information on the legal responsibilities that come with being a Trustee



YOUR COMMITMENT TO US

We expect our Board members to:

- Attend quarterly in person Board meetings in central London
- Read Board papers in advance so you can effectively participate in discussions and decision making
- Share your own experiences (both personal and professional) and the expertise, contacts and insight you bring from other sectors
- Familiarise yourself with the charity, your legal obligations and responsibilities

On average this collectively adds up to around a day a month of your time.

'Being a trustee for RNID is a privilege. I have found the role to be fulfilling and rewarding, as well as stretching at times. It's been great to have had the opportunity to reset the strategy for RNID and to witness a big turnaround for the organisation. I've been impressed by how professionally run RNID is, and the people across the Exec team and the board are of high calibre from whom I've learnt a lot. We have a collaborative board, with lots of open debate and discussion. I would highly recommend the role to anybody with a passion for making a difference.'

- Sally Harris



WHAT WE ARE LOOKING FOR IN SUCCESSFUL CANDIDATES

IDEALLY A BACKGROUND IN ONE OR MORE OF THE FOLLOWING:

- Senior charity experience, ideally gained in leading a national charity of comparable or larger scale to RNID
- Senior level, strategic marketing and communications experience, including brand, strategic partnerships, digital, data and insight.

WE ARE LOOKING FOR PEOPLE WHO:

- Have sophisticated communication skills
- Can participate fully in debate about key strategic issues
- Have the judgement to lodge challenge collaboratively and constructively
- Hold personal and professional credibility
- The ability to work supportively with other Trustees, advisers and executive colleagues
- Hold a passion for, and have personal values that are aligned with, those of RNID.



TERMS OF APPOINTMENT FOR OUR TRUSTEES

REMUNERATION

All trustee roles are voluntary and reasonable expenses are reimbursed.

CONFLICT OF INTEREST

Trustees are asked to disclose potential conflicts of interest to ensure impartiality in decision making.

APPOINTMENT LENGTH

Term of appointment is three years potentially renewable for a further three and up to a maximum of six years.

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 our advising consultants Katy.Giddens@starfishsearch.com and we will be happy to arrange a call.

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

- Your CV or biography
- A supporting statement that sets out why you are interested in this appointment and the specific experiences you believe you can bring to RNID that makes you suitable

We are fully committed to widening the diversity of the Board and actively welcome applications from all underrepresented groups. 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 for applications	Monday 9th December 2024
Preliminary meetings with Starfish Search	Early January 2025
Interviews with RNID	w/c 20th January 2025