



Candidate Pack for Governor



Welcome

Dear Applicant,

Thank you for your interest in joining the Health Foundation as Governor.

As an independent charitable organisation committed to building a healthier UK, we shine a light on what needs to be done to improve health and care for the UK population.



We inform policy at a national level through our research and analysis. We also give grants to support those working at the front line to innovate and improve care and fund initiatives to improve the health of local populations. Our aspiration is to use what we know works on the ground to inform effective policymaking and enable systemic change. By sharing what we learn, collaborating with others and building people's skills and knowledge, we aim to make a difference and build a healthier population.

We have three strategic priorities: improving people's health and reducing health inequalities; supporting radical innovation and improvement in health and care services; and providing evidence and analysis to improve health and care policy.

The Foundation benefits from an endowment of more than £1.2bn which enables us to spend around £50m a year on our work. We have grown from an organisation of around 150 people in 2017, to over 250 employees today. As we finalise our new five-year strategy and make associated changes to the make-up of the organisation, we are looking for a new Chair to steer us through the next exciting chapter in our history.

Over the next 18 months three of our governors will be stepping down and we would like to recruit three new governors, people who share our goal of better health and care for people in the UK. You will add to the Board's collective expertise and perspective through your own specialism in either organisational change and development, technology and AI, and the clinical or academic research environment, where we would like to bolster the experience of the governor community.

We recognise the value that diversity of experience and thought brings to leadership and governance, particularly with respect to our mission to build a healthier UK. The more diverse the professional and lived expertise of our governors, the better able to understand and navigate the nuance and complexities within health and social care for different communities.

We have identified three diverse groups where we would like to encourage applications – in alignment with our recently published EDI strategy. We want to maintain the balance between men and women amongst our governor community. We also want to increase representation of people from Black, Asian and ethnic minority backgrounds and recruit more people with disabilities across our broad leadership community. As part of this commitment, we particularly welcome applications from these groups.

We would also encourage applications from those who have the skills and experience to support the Foundation at governor level and are at a developing stage of their career to apply.

All of our governors demonstrate an open and engaging communication style with an attention to detail and willingness to work alongside other members of the board and committees in pursuing our shared objectives.

This is a particularly rewarding time to join us, as we embark on our new strategy and look forward to the next phase of our development. With the NHS and social care system under pressure to meet people's needs, improvements in life expectancy stalling and deep inequalities in health holding back potential, the need for our work has never been greater. Your personal contribution will help shape the future of health and care across the nation. I very much look forward to hearing from you.

Sir Hugh Taylor
Chair of the Board of Governors

About the Health Foundation

We are an independent charitable organisation committed to building a healthier UK. We currently employ over 250 people, with offices in Blackfriars, Central London.

Health is our most precious asset. Good health enables us to live happy, fulfilling lives and to achieve our potential. It fuels our prosperity – a healthy and productive labour force is the engine that powers our economy. And it helps to build a stronger society by enabling us to play a full part in family life, make social connections and contribute to our communities. Yet good health remains out of the reach of too many people in the UK.

Our aim is to build a healthier UK. We do this by influencing policy and enabling systemic change through our routes to impact:

- We analyse and understand the issues facing health and care now and in the future. We use this understanding to identify, develop and demonstrate solutions to these issues.
- We use our knowledge of the issues and potential solutions in order to influence policy and practice.
- Because we know that no single organisation can achieve our mission alone, we build individual, organisational and sector capability to support us in this work.

We have a strong reputation for producing high quality research and analysis, enjoy a high national profile and work closely with a wide range of stakeholders at a national level and in the health and care system.

Health and care systems across the world are facing huge challenges with ageing populations, increasing demand for services and chronic labour shortages. In the UK, the population's health is fraying with more people living longer with major illness and deep inequalities in health between different parts of the country, the NHS is under unprecedented pressure with many people struggling to get the care they need, and the adult social care system is in crisis.

We address these challenges by working on three strategic priorities:

- Improving people's health and reducing health inequalities
- Supporting radical innovation and improvement in health and care services
- Providing evidence and analysis to improve health and care policy

Cutting across all our work are our commitments to equity, diversity and inclusion (EDI), increasing public participation in our work and achieving net zero by reducing our carbon footprint and becoming carbon neutral in our investments by 2035.

Read more

Our current strategy is published at [here](#)

More information about our Governor team can be found at [here](#)

Our 2023 annual report and financial statements are published at [here](#)

Role description

Role title: Governor (trustee) with relevant senior experience of either organisational change and development, technology and AI or clinical research environment

Accountable to: Chair of Governors

Role purpose:

The Board of Governors is responsible for shaping the work of the charity, for the benefit of the public.

The board currently comprises 12 governors, including the Chair. You can read about them [here](#). The executive (Directors') team is led by Dr Jennifer Dixon DBE. You can read about them [here](#).

Role and responsibilities of Governors

Governors, in their role as trustees of the Foundation, have and must accept ultimate legal responsibility for the affairs of the Foundation, ensuring that it is well-run, efficient, operating in accordance with all relevant laws and regulations, financially stable and sustainable and delivering the charitable outcomes for the benefit of the public for which it has been set up. They have a number of duties which they must exercise. The full list of trustee duties are set out by the Charity Commission [here](#).

Governors should:

- Contribute actively to the Board's role in giving strategic direction to the charity, setting overall policy, defining goals, setting targets, and evaluating performance against agreed objectives and targets.
- Use their specific skills, knowledge, experience, and perspectives to help the board reach sound decisions.
- Ensure the charitable objectives of the Foundation are carried out for the public benefit in compliance with Charity Commission guidance.
- Act as a positive ambassador for the work of the Foundation, both internally across our organisation and externally through networks and partners.
- Safeguard the assets of the Foundation and ensure that the major risks to which the charity is exposed are identified and reviewed regularly with systems in place to mitigate or minimise these.
- Commit to giving a minimum of twelve full working days per annum for Foundation work (including preparation time for meetings of the Board, its committees and any other sub-groups that may be formed from time to time).
- Stay informed of our work and matters relating to the work of the Foundation; prepare well for meetings and take an active and engaged role in discussions.
- Be willing to chair or participate in Board committees and / or sub-groups.
- Demonstrate an ongoing commitment to the charity, acting in its best interests at all times.
- Volunteer for and willingly accept opportunities to further own understanding of the Foundation's work.
- Comply with the policies of the charity.
- Support equity, diversity and inclusion throughout the Foundation.
- Seek to resolve any concerns about the performance of the Board, its compliance with its governing documents and / or the welfare of the Foundation.
- Comply with the Nolan principles of selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

Person specification

Candidates must be legally eligible to be appointed as a registered company director and charity trustee and must have no conflicts of interest that would create a reputational risk for the Foundation.

Essential skills, experience and attributes

- The following experience is **essential** for this appointment: expertise in either
 - organisational change and development – or
 - technology and AI – or
 - clinical environment, or academic environment.
- The personal presence and authority to engage in debate with learned colleagues on the board outside their area of expertise, be able to listen, contribute and accept the principle of collective responsibility.
- Highly effective communication and interpersonal skills.
- Maturity of judgement.
- Ability to exercise diversity in thought and behaviour through leading by example.
- Empathy with the mission to build a healthier UK and reduce inequalities in health.
- A supportive team player.

Desirable skills and experience

- An open and engaging communication style with an attention to detail and a willingness to work alongside other members of the board and committees in pursuing shared objectives.
- Previous experience working on improving equity, diversity and inclusion.
- Experience at board level, and of board committees.



Terms of appointment

Remuneration

This appointment is offered on a voluntary basis, however, we are keen to ensure that no-one should be out of pocket due to Governor business. Governors are encouraged to claim out of pocket expenses in line with organisational policy. As well as expenses for any travel or accommodation required to enable meeting attendance expenses may also be claimed for costs such as childcare and care attendance if these are needed to free up time to carry out Governor duties.

Time Commitment & Location

The expected time commitment would be around 12 days per year.

The board meets quarterly. Currently, Board meetings are typically in-person and take place between 10:00 to 16:00 on weekdays in London (near to London Blackfriars station). Note that we would still be interested in hearing from you if you are interested in the role of Governor and would have difficulty attending daytime meetings in London. We are open to working with you to explore a solution to support your participation as a governor.

Ideally, each Governor would sit on at least one committee. Committees meet usually two to three times per year. These meetings take place either virtually, or as hybrid meetings.

Each Governor will serve for five years in the first instance, taking up the role from September 2025, and may be appointed for a further four years.

Induction and onboarding

A full induction programme will be provided. During the induction period and at regular intervals Governors will be asked to let the Governance team know, confidentially, of any individual support or information needs (eg. to provide documents in different formats for accessibility, allow for regular breaks).



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 Szymon Podgorski at Szymon.Podgorski@starfishsearch.com and we will be happy to arrange a call. To make a formal application please go to <https://starfishsearch.com/jobs/thf-governor/> and click on the apply now button, with the following prepared:

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

If you have a disability and identify any barriers in the role description or person specification please tell us. It would also be helpful if you could let us know any special arrangements we should make in the event of an interview.

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:	Monday 9th June 2025
Preliminary interviews:	15:30 - 17:00 on Monday 30th June
Informal conversations as required:	4th – 10th July 2025
Final Panel interviews:	15 July (pm) and 16 July 2025 (in person in London)

Forward board meeting dates

The Board Meetings below are scheduled to take place during daytime on **Thursdays**, in London. We would like at least two new governors to start from our September 2025 board meeting

2025

- 18 September
- 4 December

2026

- 26 March (board dinner the evening before)
- 16 July (board dinner the evening before)
- 17 September
- 3 December

