



TRUSTEE RECRUITMENT PACK 2025

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

WELCOME

1 in 3 people live with hearing loss or tinnitus in the UK. Right now, there is no cure for either. We want to change that. RNID is the only national charity here to support everyone in the UK who is deaf, has hearing loss or tinnitus. At 18 million people, it's a very large and very diverse community.

Our vision for 2040 and beyond is a bold ambition for a new era, where anyone losing their hearing can have it restored. Where tinnitus can be silenced. Where all deaf people can get the technology, care and support they need to thrive.

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 114-year-old heritage 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 currently looking for three Trustees and are interested in candidates who bring a range of skills and characteristics to play an effective role on the Board. This includes a strategic finance leader to also be Chair of the Finance and Risk Committee, and more broadly could include technical and technology experience in hearing health and/or research, and lived experience particularly of severe hearing loss.

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.

We are also looking to increase the overall diversity of the board further so that we better reflect the communities we serve and welcome applications from individuals from a range of ethnic backgrounds.

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

To hear more about what we are looking for in our new trustees please [click here](#).

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 Board

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

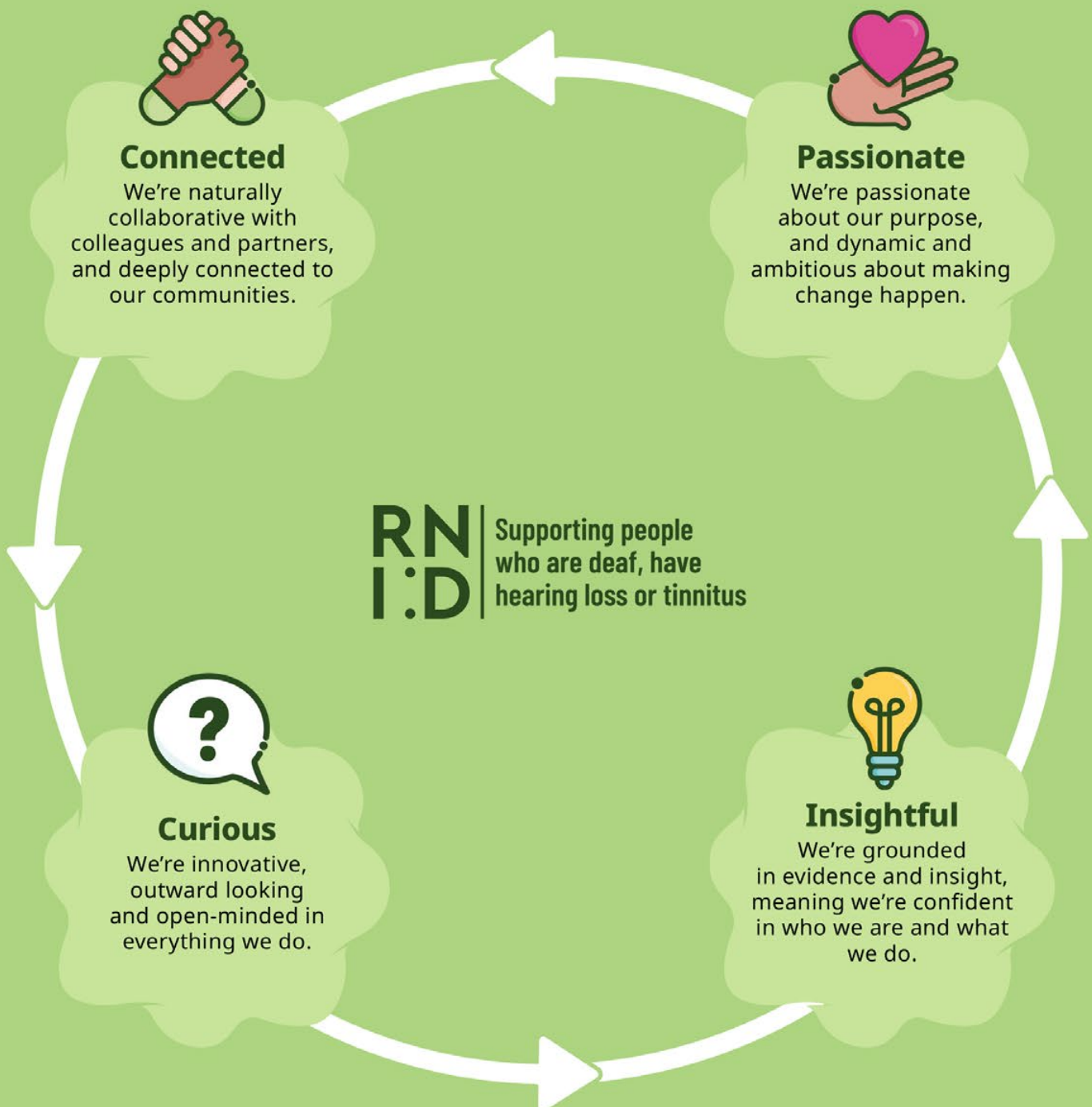


63%

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

Please [click here](#) to find out about 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 need a strategic leader with financial or accounting experience to be Chair of the Finance and Risk Committee and are also interested in leaders within their fields in areas such as technical and technology experience in hearing health and/or research and who may also bring lived experience particularly of severe hearing loss to the Board.

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 across the UK, both in our staff team and on our Board. At the moment, our board 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. We are particularly keen to welcome individuals from a range of ethnic backgrounds to apply to become Trustees of RNID.

RNID is 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. Currently our Board is disproportionately made up of people based in the South East of England. 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 VISION FOR 2040 AND BEYOND

1 in 3 people live with hearing loss or tinnitus in the UK. Right now, there is no cure for either. We want to change that.

As a nation, we're ignoring our hearing health, with devastating consequences. Deaf people face barriers at every turn. Missing something vital – a fire alarm, the doctor's advice, a public health announcement – can mean the difference between life and death. More often, it makes living an independent, fulfilling life – the kind so many of us take for granted – exhausting, and leaves people feeling isolated.

We have bold ambition for a new era, where anyone losing their hearing can have it restored. Where tinnitus can be silenced. Where all deaf people can get the technology, care and support they need to thrive.

We've had enough of slow progress: we need to leap forward. We want future generations to take it for granted they have a right to effective treatments, easy access to services, can excel in their career, and never have to face losing conversations with family and friends, or missing the sound of birdsong.

WE ARE CHANGING SOCIETY AND PUBLIC ATTITUDES, SO THAT:

- Everyone in the UK understands why and how to check their hearing regularly and do it – just like we do with our eyes and teeth.
- People of all ages know how to protect their hearing from loud noise – and doing it is the 'normal' thing to do.
- We've created a step-change in public understanding of deafness, so society stops shutting deaf people out of everyday conversations and activities.

WE ARE CHANGING SYSTEMS AND SERVICES, SO THAT:

- Effective treatments and cures that prevent hearing loss, restore hearing and silence tinnitus have been developed and are available to everyone.
- Every employer actively supports deaf people and people with hearing loss, recognising the value they bring and removing barriers to professional success.
- Leaps forward in tech – both for individuals to use and in society at large – mean that all new products and services are accessible and inclusive for deaf people right from the start – whether you are out shopping, on the bus or accessing all forms of healthcare.
- When people experience hearing loss, they can easily get help from the NHS in a way that suits them – whether that's developing new options to conduct tests online or having hearing aids delivered to their door.

AND WE ARE CHANGING LIVES OF INDIVIDUALS, ONE BY ONE, THROUGH:

- RNID Near You: our in-person drop-in centres, giving information and support, powered by volunteers and present in every community across the UK.
- RNID Online and Contact RNID: providing tailored, trustworthy information and support on deafness, hearing loss and tinnitus – the go-to resource for our communities and those there to support them.

OUR OFFER TO YOU

Please [click here](#) to find out about 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.

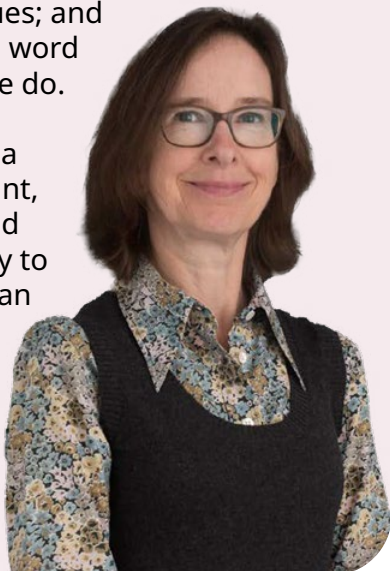
The sheer breadth of RNID's ambition makes this a particularly fascinating and fulfilling charity to be part of. Our work ranges from working towards treatments and cures for the future, to setting a vision for the future of audiology and helping to make it a reality, to championing the technologies that will make all aspects of daily life more accessible for our communities.

'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



We are the biggest funder in the UK dedicated to funding hearing research; we are leading a national conversation about access to health services; we are growing awareness of our cause through our campaigns "It does matter" and "Check your hearing"; and we are working in partnership with a host of industry names such as HSBC, Sonos, BT and Shionogi to name but a few. And we have so much more exciting work 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 Trustees, we work together to support and constructively challenge the executive team, bringing our various perspectives, backgrounds, expertise and experience to the Board room.

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 level, strategic financial and accounting experience
- Technical or technology experience in hearing health and / or research which could be from:
 - Audiology, ENT, NHS policy or provision
 - Hearing-related biomedical research
 - Medical research in an adjacent field
- Lived experience, particularly of severe hearing loss with the skills and attributes to make an effective contribution at board level.

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 rebecca.oconnor@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	Friday 14th November 2025
Preliminary meetings with Starfish Search	w/c 24th November 2025
Interviews with RNID	w/c 8th December 2025