

CANDIDATE PACK FOR CHIEF EXECUTIVE OFFICER



WELCOME

Dear Candidate,

Thank you for considering the opportunity to join Kidney Research UK as our new chief executive at such a pivotal time for our organisation.

After more than a decade of outstanding service, our current chief executive, Sandra Currie OBE, is retiring. Under her leadership, we have significantly expanded our impact, ambition and influence, establishing a strong platform for the future.

Kidney disease is increasing rapidly in the UK, alongside rising rates of diabetes, cardiovascular disease, and obesity, making our work more essential than ever. To respond to this mounting public health challenge, we have embarked on a bold and strategic phase of growth to expand our reach and increase our impact so we can prevent kidney disease, protect those living with kidney disease from kidney failure and improve treatments for patients across the country.

Patients face unacceptable challenges, and their stories fuel our determination to innovate and transform kidney health. Our passionate community of staff, volunteers, researchers, ambassadors, and patients works tirelessly to turn groundbreaking research into life-changing treatments. As chief executive, you will be at the heart of this mission – shaping strategy, inspiring teams, influencing partners, and ensuring that Kidney Research UK is positioned to make the greatest possible difference.

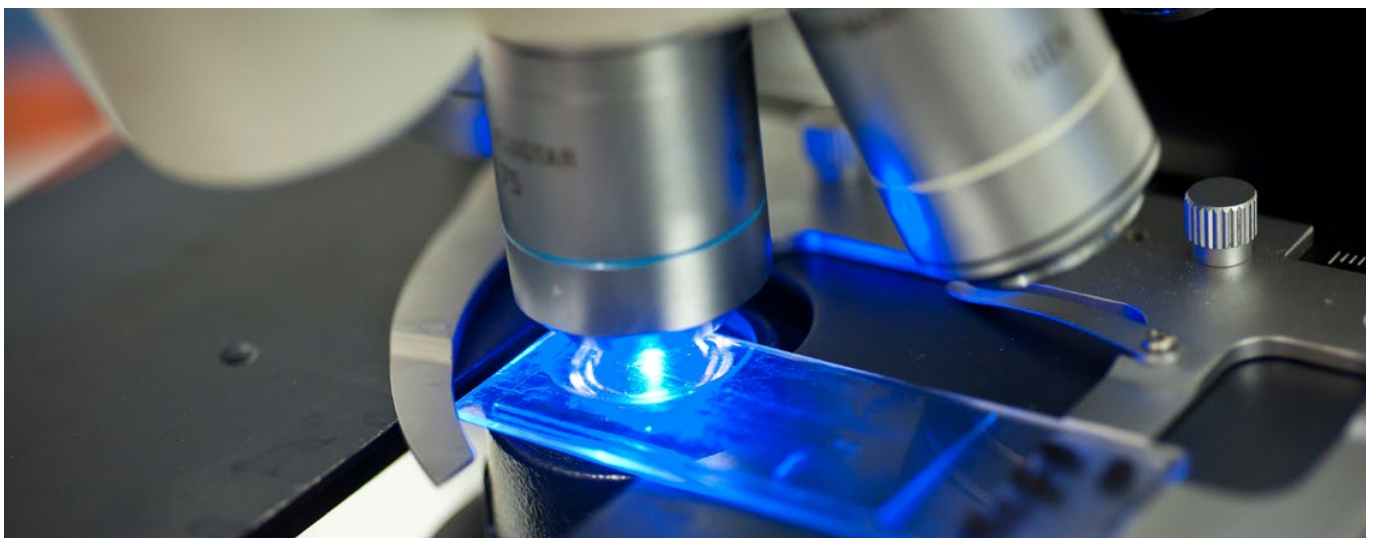
This role offers a compelling opportunity to lead us into our next chapter. We are looking for an experienced, visionary, and purpose-driven leader who can build on our strong foundations, embrace new opportunities, and drive ambitious change. You will lead a talented leadership team and collaborate closely with the Board and wider stakeholders to ensure we transform the lives of those affected by kidney disease.

Like all ambitious charities, we face challenges – from increasing demand for research to pressures on the healthcare system and a rapidly evolving funding landscape. However, we see these challenges as opportunities to innovate, adapt, and push boundaries. The scaling up of **NURTURE**, our biobank, our growing portfolio of social investments and the creation of our new data and AI strategy are just a few examples of this. We are not here to maintain the status quo; we are here to transform lives.

We welcome candidates from a range of sectors. If you are a strategic, enterprising leader who shares our passion for change and are motivated to be part of something truly transformative, we would be delighted to hear from you.

Warm regards,

Matthew Newcombe-Ellis
Chair, Board of Trustees



ABOUT KIDNEY RESEARCH UK

Kidney Research UK is the leading charity in the UK focused on funding research into the prevention, treatment and management of kidney disease. Our vision is the day when everyone lives free from kidney disease and for more than 60 years the research we fund has been making an impact. But kidney disease is increasing, as are the factors contributing to it, such as diabetes, cardiovascular disease and obesity, making our work more essential than ever.

At Kidney Research UK we work with clinicians and scientists across the UK, funding and facilitating research into all areas of kidney disease. We collaborate with partners across the public, private and third sectors to prevent kidney disease and drive innovation to transform treatments.

Over the last ten years we have invested more than £71 million into research. We lobby governments and decision makers to change policy and practice to ensure that the estimated 7.2 million people living with all stages of kidney disease in the UK have access to the most effective care and treatment, and to make kidney disease a priority.

Most importantly, we also work closely with patients, ensuring their voice is heard and is at the centre of everything we do, from deciding which research to invest in to how we plan our priorities and our work across the charity.

Those patient contributions are vital, always helping us and our partners to understand what life is like with kidney disease, always ensuring we see the patient behind the treatment and always reminding us that behind every statistic and every number is a person – the patients and the carers who inspire our mission and push us forward to make a difference and change the future of kidney disease.

We are committed to providing equal opportunities for everyone and encourage applications from all sections of the community.



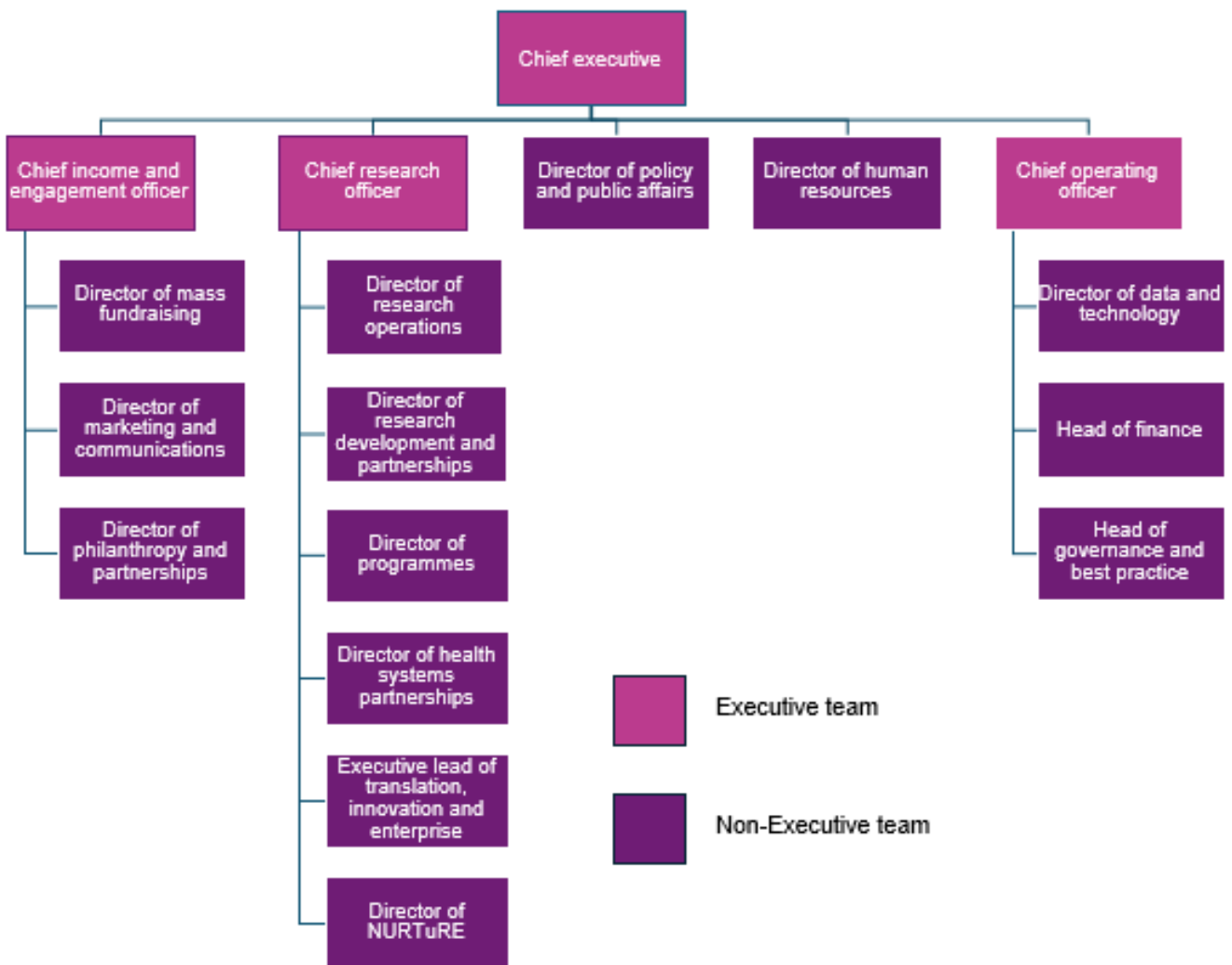
OUR VALUES

Our values provide the basis for the decisions we make, our actions and our behaviours. They underpin everything we do.

- **Ambition.** To achieve more. Sooner. We want to make change happen bigger, faster and bolder than ever before, grounded in the hopes and needs of the kidney community.
- **Bravery.** We're not afraid to stand up to be counted. We're going to expect more of ourselves, of the Government, of the NHS, of our researchers.
- **Passion.** We care and we want the kidney and research communities to know that we do. Our passion comes across in our actions, desire for change and determination to do better by people suffering from kidney disease.
- **Urgency.** Every day brings added misery and pain to more people as the number of kidney disease diagnoses rise. Too many lives continue to be ruined. We have to step in and help right now.

For further information on Kidney Research UK, please visit - [Home | Kidney Research UK | UK Kidney Disease Charity](#)

You can also find out more in our latest [Annual Report](#) and our [Strategy](#).



ROLE DESCRIPTION

Role title:	Chief executive
Reports to:	Chair of board of trustees
Responsible for:	Chief operating officer, chief income and engagement officer, chief research officer, director of policy and public affairs, director of human resources
Key relationships:	People living with or affected by kidney disease and their representative groups Trustees, peers within the charity and medical research sectors Relevant government, healthcare and policy networks High value donors, funders and partners Staff and volunteers

ROLE PURPOSE

The chief executive is accountable for providing strategic leadership and direction, enabling Kidney Research UK to fulfil its purpose and thrive.

As chief executive, you will ensure the organisation continues to meet the needs of people with kidney disease by growing our impact, building our brand, leading campaigns and ensuring our financial sustainability. In doing this you will ensure Kidney Research UK remains a great place to work and volunteer, and a fantastic charity to support.

MAIN RESPONSIBILITIES

Overall organisational performance

- Leadership and management of the charity in the execution of its activities within the framework set by the Board of Trustees
- Ensuring organisational performance is to agreed standards and measures
- Ensuring the organisation effectively discharges its governance, constitutional and legal responsibilities
- Embed patient voices across strategy, governance, and research prioritisation

Leadership & strategy

- Lead the development and delivery of Kidney Research UK's strategic plan, ensuring alignment across research, operations, fundraising, communications, and policy
- Lead and manage the executive leadership team, collectively and individually, ensuring performance against agreed measures and supporting the ongoing professional development of the team and individuals within it
- Engage the board, supporting strategy, risk management, and governance
- Be a visible and accessible leader across the organisation, accessible to staff and volunteers and working to inspire, motivate and support them in experiencing Kidney Research UK as a great place to work and volunteer

External engagement & advocacy

- Act as an external ambassador for the charity to policy makers, funders, research communities, clinicians, patients, industry partners and the media, building effective networks and relationships which will further develop the growth and profile of Kidney Research UK
- Actively seek opportunities to expand the influence of Kidney Research UK's role with key individuals and groups such as Government, relevant Agencies, academic institutions, industry partners and other charities
- Take an active role in establishing effective engagement with potential and existing donors and represent Kidney Research UK at relevant events with external stakeholders and the media

Culture & people leadership

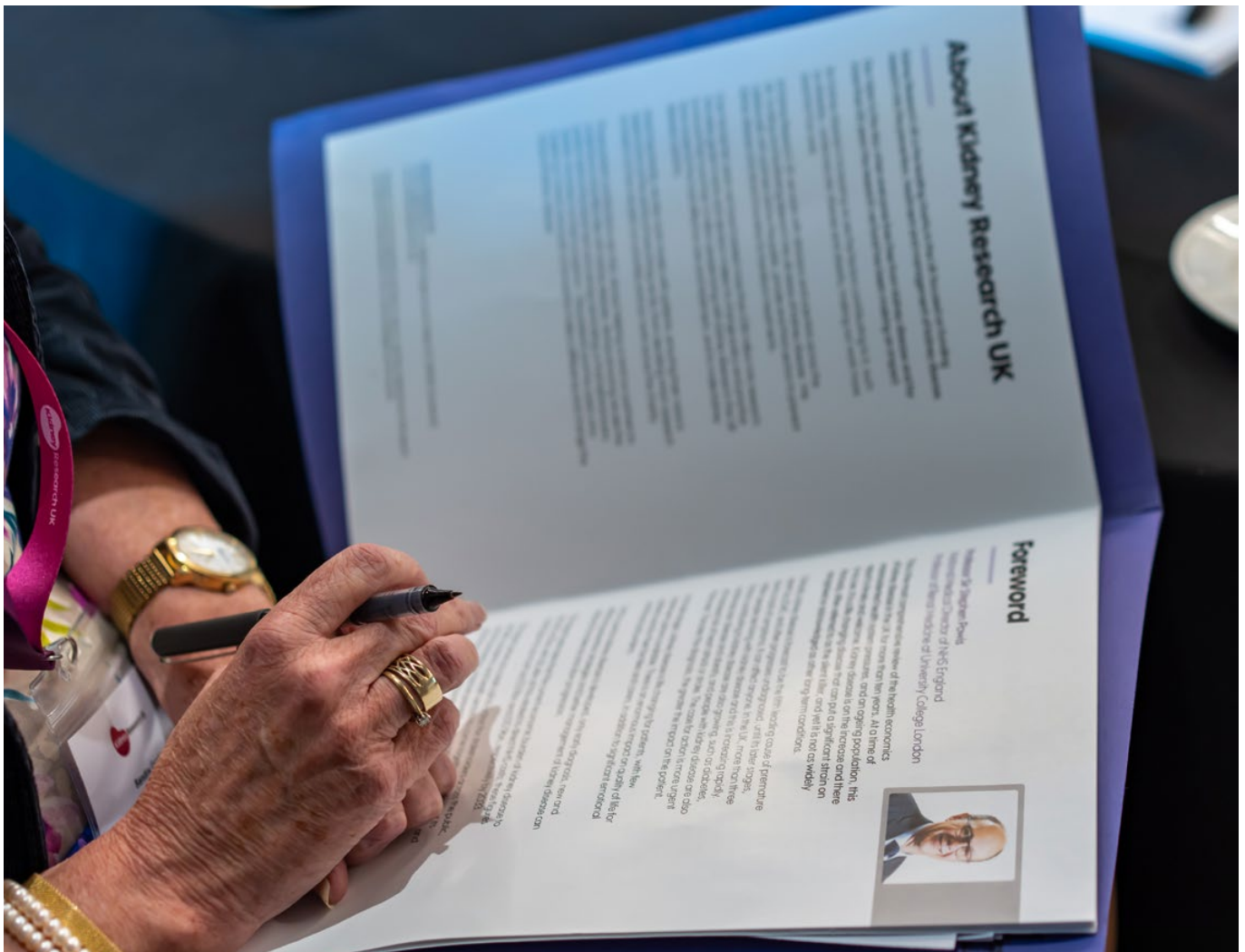
- Cultivate a high-performing, diverse, and inclusive executive team and organisation
- Promote leadership development, succession planning, and continuous improvement
- Be a clear leader for issues of diversity and inclusion, personally role modelling our commitment to this
- Act as visible ambassador for Kidney Research UK's values internally and externally

Governance & accountability

- Ensure rigorous governance and compliance with statutory and regulatory obligations
- Oversee impact measurement, reporting, and organisational transparency
- Safeguard the charity's reputation, integrity, and ethical standards
- Build and maintain a positive working relationship with the Chair and other Trustee members of the Board and sub-committees
- Undertake any other duties commensurate with the post of chief executive

Measures of performance

- Delivery of the strategic plan and key organisational priorities
- Growth and sustainability of income and funding
- Research and policy impact, including translation into practice
- Staff engagement, retention, and development
- Governance and risk management effectiveness



PERSON SPECIFICATION

KNOWLEDGE & EXPERIENCE

- Outstanding track record of strategic leadership and management, including working effectively with a board and leading across different disciplines, teams, projects and responsibilities. This may have been gained as a chief executive, managing director or as an executive director in a larger organisation
- Proven track record of strategy development and execution, organisational development, and change management
- Strong and successful experience of influencing and developing partnerships with a range of senior external stakeholders
- Financial literacy and commercial acumen
- Deep understanding of fundraising or income growth, with direct experience of building high value alliances that secure financial and wider support
- Experience in health, research, or patient-focused organisations is desirable but not essential

SKILLS & ABILITIES

- Inspirational, authentic, and accessible leadership
- Commercial acumen and an ability to effectively utilise this in a charity context
- Outstanding communicator and relationship builder
- Strategic thinker with operational delivery focus
- Inclusive leader promoting diversity, equity, and inclusion
- Strong governance and risk management capability

ATTRIBUTES & BEHAVIOURS

- Commitment to Kidney Research UK's mission and values
- Integrity, resilience, courage, and humility
- Enterprising and innovative mindset, able to think creatively and take calculated risks
- Collaborative and flexible; works together with colleagues to achieve the common goals of the organisation, and is pragmatic about the need to be flexible
- High emotional intelligence, empathy with patient experience
- Agility and adaptability in a complex, changing environment



TERMS OF APPOINTMENT

SALARY

The salary for this role is circa £140K per annum on a full-time permanent basis.

LOCATION

Kidney Research UK operates a hybrid working policy. Our head office is in Peterborough city centre, a short walk from the bus and train station, with direct services from Cambridge, Norwich, Birmingham, Leicester, Leeds, Liverpool, York, Newcastle and Edinburgh. London King's Cross is 45 minutes away.

The building is adjacent to the A15, just a few minutes from the A1 and direct connections to the national road network. Cyclists also benefit from Peterborough's Green Wheel, a network of routes in and around the city, providing safe links to all areas.

PENSION

The charity makes a generous contribution of 6% to a group pension plan. Employees will need to contribute a minimum of 2%, to meet the current pension regulations. All employees are enrolled in the pension scheme as soon as they join the charity, regardless of their salary levels, whether they are on a permanent or fixed-term contract.

ANNUAL LEAVE

All full-time employees start with paid bank holidays plus another 25 days' holiday, increasing with every year of service to a maximum of 30 (holiday entitlement rises to 26 days from April 2026). This is calculated on a pro rata basis for part time employees. Employees have the option to "buy" or "sell" up to one-week annual leave, in a pre-set window prior to the start of the holiday year.

PRIVATE MEDICAL INSURANCE

All staff can choose to opt in to the private medical insurance, arranged and paid for by the charity, which includes dental and optical cover. Staff can include their partner and / or children at their own expense.

Click [here](#) to view our wider benefits



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 Usma Collins at usma.collins@starfishsearch.com and we will be happy to arrange a call. To make an application, please go to <https://starfishsearch.com/jobs/kuk-ceo/> 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 16th January 2026

Preliminary interviews: w/c 26th January 2026

Interviews with Kidney Research UK: w/c 9th February and w/c 16th February 2026

