



**Chief Executive Officer
British Gas Energy Trust**



Welcome

Dear Candidate,

Thank you for your interest in the role of Chief Executive Officer at the British Gas Energy Trust. We are delighted that you are considering bringing your leadership to an organisation with a long-standing commitment to tackling energy hardship and supporting people facing some of the toughest circumstances across Britain.

The Trust has evolved significantly in recent years. We now operate with a strengthened in-house team, a clear and ambitious strategic direction, and a growing reputation as both a trusted funder and a respected voice in the national conversation on fuel poverty. Our work spans direct financial assistance, specialist advice, and community-based programmes, underpinned by an increasingly sophisticated understanding of what truly enables households to build resilience. This combination of practical support and system-level insight places us in a distinctive and influential position within the sector.

As we look ahead to our next strategic phase from 2026, we are seeking an exceptional leader to build on this momentum. As Chief Executive, you will guide a skilled and dedicated team, work closely with an engaged Board of Trustees, and shape how the Trust deepens its impact while strengthening its voice in policy and practice. The role calls for strategic clarity, strong and authentic relationship-building, and the confidence to represent the Trust across government, civil society, and the energy industry.

We are looking for a leader of sound judgement and emotional intelligence, with a collaborative and inclusive style. Someone who recognises the dignity and potential of the people we serve, and who believes that lasting change is achieved through partnership, evidence, and purpose.

If you share our belief that no one should face energy hardship alone, and you are inspired by the opportunity to lead an organisation with both heart and influence, we would be delighted to hear from you.

With best wishes,



Arvinda Gohil OBE
Chair of the Board of Trustees

About us

At the British Gas Energy Trust, our mission is clear and unwavering: we exist to reduce the harmful impact of poverty, with a dedicated focus on tackling fuel poverty across Britain.

Since our establishment in 2004, we have grown into one of the UK's largest and most influential charitable funders in this field. Over the last two decades, we have invested more than £230 million and supported over 830,000 people through direct financial assistance, specialist advice, and community-based programmes.

We know that fuel poverty is never a standalone issue; it is intertwined with health, housing, employment, caring responsibilities, disability, and the rising cost of living. That is why our approach is holistic. We provide grants to clear unmanageable energy debt, practical support such as essential white goods, and funding for organisations across Britain who deliver expert energy and money advice, helping people make informed choices, maximise income, and build long-term financial resilience.

In 2024/25, we supported more than 72,000 people, distributing £14.3 million in grants to households and partner organisations. Thousands of homes received energy debt write-offs, vouchers, and emergency financial support. Our community-based work also reached people where it was most needed: through our Supporting Communities at Risk Programme, nearly 40,000 people benefited from tailored advice and over 160,000 hours of casework, resulting in significant income gains and reductions in problem debt.



The scale of our impact today reflects a major transformation. In 2020, we supported around 21,000 people annually, with most activity outsourced and focused primarily on debt relief. By bringing operations in-house, strengthening our executive capabilities and governance, and deepening our partnership with British Gas, we have grown strategically and responsibly, supporting more than 350,000 people between 2020 and 2025. Our model now blends immediate support with longer-term resilience, connecting individuals not only to grants and advice but also to community services, energy-saving interventions, and specialist programmes designed to reach those most at risk.

Listening is at the heart of our progress. We listen to people with lived experience, frontline advisors, community partners, and organisations working across the energy, advice, and charity sectors. In 2024, we convened nearly 100 organisations to explore what it would take to end fuel poverty in the UK. The result, our report [Towards an End to Fuel Poverty in Britain](#), outlining practical recommendations for government and industry, from a national social energy tariff to investment in retrofit programmes and improved rental standards. These insights are shaping our next strategy from 2026 onwards, where we will continue to focus on both immediate assistance and long-term systemic change.

Whilst we have close ties with Centrica and British Gas, we operate independently, governed by a voluntary Board of Trustees and delivered by a dedicated team with deep expertise across the charity, financial, money advice, and energy sectors.

Our culture is rooted in compassion, professionalism, partnership, and a commitment to real-world impact. Every grant we award, every conversation we have, and every piece of advice we deliver reflects our belief that no one should face energy hardship alone.

To read our most recent annual reports, please click [here](#).
And to learn more about our impact, please click [here](#).



Job description

Job title: Chief Executive Officer

Reports to: Fully accountable to the Board of Trustees with a direct reporting line to the Chair of Trustees

Role Purpose

We are looking for an inspiring leader to deliver and evolve our strategy, strengthen partnerships, and champion our mission to tackle fuel poverty and drive social change.

Main Responsibilities

Vision and Strategy

- Promote the vision and live the values and impact of the Trust by leading and modelling an organisational culture of openness, shared reflection and learning.
- Lead delivery of the strategic plan, adapting to external changes and stakeholder needs.

Leadership and Relationships

- Build strong, transparent relationships with Trustees and the Chair.
- Provide motivating leadership to a remote team, ensuring wellbeing, performance, and professional growth.
- Develop partnerships across sectors to amplify impact and convene diverse stakeholders for social change.

Influence and Communications

- Represent the Trust externally, influencing policy and practice through compelling advocacy.
- Build relationships with government, civil society, voluntary sector, and media to advance our mission.

Governance and Financial Stewardship

- Ensure Trustees can fulfil governance responsibilities and that all legal and regulatory duties are met.
- Oversee financial planning, budgeting, and risk management in partnership with the Finance Director and Board.
- Drive operational excellence, including digital transformation and robust systems for delivery and growth.

Person specification

Knowledge and experience

- Proven senior leadership experience, ideally as CEO or divisional head, with a strong record of organisational impact.
- Skilled in partnership building and multi-stakeholder collaboration, including corporate engagement.
- Excellent communication and influencing skills, with confidence in public speaking and media engagement.
- Understanding of UK social and political context and charity regulation.
- Experience in strategy delivery, impact measurement, and evidence-based change.
- Financial acumen, including oversight of budgets and investment strategies.
- Knowledge of energy sector, social justice, grant-making, or social investment (desirable).

Styles and behaviours

- Collaborative and inclusive leadership style, fostering openness, continuous learning and shared ownership, and maximising the value, insight and expertise of trustees.
- Deep commitment to social justice and equity, diversity, and inclusion.
- Credibility and presence to inspire trust and confidence internally and externally.
- High emotional intelligence and sound judgment, balancing thought leadership with pragmatism.

We are committed to increasing the diversity of the Trust and creating an inclusive recruitment process that attracts a broad pool of talent, including candidates with lived experience relevant to the mission of British Gas Energy Trust. We appreciate this is an important role with a significant set of responsibilities, so are keen to consider how a mix of skills and intersectional insights can contribute to our mission.

If you think you are a strong fit for the role but don't meet every single aspect of the person specification, please still apply – we would love to explore the role further with you.

Terms of appointment

Salary

The salary for this role is £110,000 per annum on a full-time permanent basis.

Location

We are a virtual organisation; all staff work remotely with occasional in-person meetings. The CEO role requires regular access to London and some national travel.

Annual leave

25 days holiday plus bank holidays

Additional benefits

- Twice annual whole team overnight get togethers
- Death in service
- Medicash Silver
- Critical illness protection
- Dental support
- Mental health first aiders



How to apply

We hope you will consider making an application. To make an application, please go to <https://starfishsearch.com/jobs/bget-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: Tuesday 7th April 2026

Preliminary interviews: w/c Monday 20th April 2026

Final Panel interviews: w/c Monday 25th May 2026

