



Deputy Chair and Trustees
British Gas Energy Trust



Welcome

Dear Candidate,

Thank you for your interest in these key roles at the British Gas Energy Trust. We are pleased that you are considering bringing your expertise to an organisation with a long-standing commitment to reducing energy hardship and supporting people facing some of the toughest circumstances across Britain.

The Trust has evolved significantly over recent years. We now operate with a strengthened in-house team, a clear strategic direction, and a growing reputation as both a funder and an influencer in the national conversation on fuel poverty. We listen to people with lived experience, frontline advisors, community partners, and organisations working across the energy, advice, and charity sectors.

Our work spans direct financial assistance, specialist advice, and community-based programmes, and we continue to deepen our understanding of what truly helps households build resilience. This combination of practical support and system-level insight places us in a unique and important position within the sector.

As we prepare for our next strategic phase from 2026 where we will continue to focus on both immediate assistance and long-term systemic change, we are seeking a Deputy Chair and two trustees to join our Board. We're particularly interested in strategic thinkers with non-executive experience who bring strong relationship building skills and a proven track record of leadership within their fields from: the energy sector, technology sector, those with deep understanding of fuel poverty/poverty, and income generation/fundraising.

We are looking for people with sound judgement, emotional intelligence, and a collaborative, inclusive approach who recognise the dignity of the people we serve and the importance of working in partnership to achieve lasting change.

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



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. Our values are kindness, empathy, respect, collaboration and innovation. 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](#).

3- British Gas Energy Trust | Deputy Chair & Trustees



Job description

Job title: Deputy Chair

Key Relationships: Chair, Board of Directors, Chief Executive

The role of Deputy Chair to the Board of Trustees is integral to the organisation's success, ensuring that the Trust remains true to its charitable purpose and focused on the Charitable mission.

Role Purpose

The role of the Deputy Chair is pivotal to ensuring that in support of / absence of the Trust Chair, to ensure that there is continued provision of leadership and direction to the Board of Trustees, to enable the Board to fulfil their responsibilities for the overall governance and strategic direction of the organisation in line with Charity Commission best practice.

The Deputy Chair is able to lead the Board both in support of / in the absence of the Chair to ensure that the organisation complies with its governing document and any other relevant legislation or regulations and to make sure that the organisation pursues its objectives as defined in its constitution.

Collaboration between Chair and Deputy Chair

The Deputy Chair's responsibilities compliment those of the Chair, providing support and flexibility.

- **Teamwork:** The Chair and Deputy Chair should work collaboratively, with the Deputy Chair supporting the Chair's efforts and ensuring continuity of leadership
- **Communication:** Open and effective communication between the Chair and Deputy Chair is crucial to maintaining a cohesive leadership team
- **Delegation:** The Chair may delegate specific responsibilities to the Deputy Chair depending on the needs of the organisation and the strengths and / or experience of each leader

Deputy Chair Role Overview

Supporting the Chair

- **Backup leadership:** assisting the Chair in their duties and stepping in when the Chair is unavailable or needs support
- **Advising the Chair:** providing counsel and advice to the Chair on important matters

Committee Oversight

- **Committee Leadership:** chairing the TBM or specific committees / tasks delegated by the Trust Chair
- **Task Delegation:** taking responsibility for specific projects or initiatives assigned by the Trust Chair

Succession Planning

- **Leadership Transition:** assisting in the planning and execution of leadership transitions, particularly that of a new Chair
- **Developing Leadership Skills:** identifying and developing future leaders within the Trust Board

Collaboration

- **Facilitating Communication:** ensuring effective communication between the Board, Committees and Executive
- **Building Team Cohesion:** promoting positive and cohesive working relationships among Board members

Board Development

- **Training and Development:** participating in the development and training of Board members
- **Evaluations:** assisting in the evaluation of the Board's performance and effectiveness

Special Projects

- **Focused Initiatives:** taking a lead role on specific projects or initiatives that align with the Trusts purpose

Job description

Job title: Trustee

Reports into: Chair of the Board

Overall Purpose

The Trustees are the governing body of the Trust and are, collectively and personally, ultimately responsible for all the Trust's activities.

Trustees are responsible for providing appropriate oversight, governance and strategic leadership to the Trust in the pursuit of its charitable purposes. Trustees should scrutinise the performance of the management in meeting agreed goals and objectives and monitor the reporting of performance. They should satisfy themselves as to the integrity of financial and other information, and that systems of risk management are robust and defensible.

Main duties and responsibilities

Values

- Upholding the charitable aims of the Trust and ensuring that they are reflected in Board and Committee discussions and decisions and promoted throughout the Trust's work
- Ensure that BGET works ethically at all times and in line with its values, upholding the highest standards of good governance
- Actively participate in BGET meetings and activities in an inclusive and respectful manner and in accordance with our commitment to equality, inclusivity and anti-racism

Relationships

- Providing vision to the Trust allowing it to develop and capitalise on its distinctive position as a charitable organisation
- Develop an understanding of the relationship between British Gas/Centrica and the Trust
- Building and maintaining close relations between the Trust and its stakeholders to promote the work of the Trust
- Working with partner organisations to ensure the effective delivery of projects and services
- Ensure stakeholder views are heard at Trustee level and within the organisation, particularly the views of those with lived experience of fuel poverty and marginalisation

Strategy & Performance

- Analysing and contributing positively to the strategic development of the Trust and any other material and significant issues facing the organisation
- Establishing clear objectives to deliver the agreed plans and strategy and regularly review performance against those objectives
- Ensuring an effective programme of critical evaluation for Trust programmes
- Ensuring the effective implementation of Board decisions by the Trust CEO and holding them to account for the effective management and delivery of the organisation's strategic aims and objectives
- Ensuring the long-term sustainability of the Trust

Stewardship

- Ensuring that the Trust complies with its constitution, charity law and any other applicable legislation and regulations
- Maintaining the financial viability of the Trust and ensuring the best use of financial and other resources in pursuit of the charitable objects, including ensuring the proper investment of funds
- Ensuring that financial controls and systems of risk management are robust and that the Board is kept fully informed through timely and relevant information
- Participating in the appointment of the Trust CEO and other staff, as appropriate
- Promoting the highest standards of corporate governance in compliance with regulatory requirements and best practice, where appropriate

Board Activities

- Participating fully in the work of the Board, ensuring the corporate responsibility of the Board of Directors
- Participating in any Board induction, training and evaluation identified as an individual and as part of the Board
- Working with other Trustees on the annual performance evaluation of the Chair, as required
- Undergoing an individual and Board performance appraisal, and attending any additional training highlighted as a result of the evaluation process
- Uphold the highest standards of integrity and probity
- Safeguarding the good name and reputation of the Trust

What we are looking for in successful candidates

Knowledge and experience

- A track record of operating at a senior, strategic level from within the energy and technology sectors, deep understanding of fuel poverty or poverty more widely, and fundraising/income generation
- An understanding of the role of a non-executive, with prior experience as a Board Member and for the Deputy Chair role experience of chairing Sub-Committees
- Excellent communication and influencing skills and experience of engaging with a wide variety of key stakeholders
- Understanding of UK social and political context, risk management and charity regulation

Skills and abilities

- Strong leadership skills, and an ability to motivate Board members and staff, and bring people together
- Able to demonstrate tact and diplomacy, with the ability and willingness to listen and understand others' perspectives but to challenge and criticise constructively
- Aptitude for leading and facilitating meetings and processes

Leadership styles and behaviours

- Good, independent judgment, impartiality, fairness and the ability to think creatively
- Commitment to fostering and promoting a collaborative team environment and respect the confidences of colleagues
- 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

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 these are important roles 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 these roles but don't meet every single aspect of the person specification, please still apply – we would love to explore it further with you.

Terms of appointment

Remuneration

These are voluntary roles and are not remunerated but are paid reasonable expenses where appropriate.

Location

We are a virtual organisation; all staff work remotely with occasional in-person meetings.

Trustees are expected to attend quarterly Board meetings which take place in person in London (between 10am-1pm) plus additional committee meetings which occur online.

The next board meeting for 2026 is in July.

Time Commitment

The time commitment is c. 1-2 days per month.

Term of Appointment

Trustees are appointed for an initial term of 3 years with the option to extend for another three year term.

Conflict of interest

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

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How to apply

We hope you will consider making an application.

To make an application for the Deputy Chair appointment, please visit:
<https://starfishsearch.com/jobs/bget-deputy-chair/>

To apply for the Trustee appointment, please visit:
<https://starfishsearch.com/jobs/bget-trustees/>

and have the following prepared:

- Your CV (no more than three sides).
- A covering letter that sets out your motivation for the role and describes the specific experience you can bring to the appointment.

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 8th May 2026

Preliminary interviews: w/c 25th May 2026

Final Panel interviews: 15th, 19th or 22nd June 2026

