



Trustees

The Institution of Occupational Safety and Health (IOSH)

October 2026



Welcome

Dear Applicant,

The Institution of Occupational Safety and Health (IOSH) is the voice of the occupational health and safety profession. We are a global organisation supporting around 50,000 members in 130 countries to make the world of work safer and healthier. We lead and influence debate on wellbeing, health and safety at work across all sectors, advocate for change and engage with government and policy. Health and safety at work is a fundamental principle and right, and we take a human-rights-based approach to occupational health and safety.

IOSH is approaching its next strategy cycle and has strong ambitions to springboard off the success of its current Activate 2028 strategy, enhancing its business and operating models for the next decade. For a prospective trustee, this makes it a particularly influential moment to join: the governance decisions taken now around new business lines, partnership/takeover strategy, and the balance between commercial income and charitable mission will shape the organisation's trajectory for the next decade.

A trustee coming in at this stage has the opportunity to help set the guardrails for ambitious, higher-risk growth (new markets, M&A-style partnerships, new revenue models) while ensuring it stays anchored to IOSH's charitable purpose of growing OSH capacity - making this a rare chance to have strong influence on the shape of a Royal Charter body as it reinvents its growth model.

We are seeking two additional Trustees to join the Board later this year: a Corporate (Chartered) Member Trustee and an Independent Trustee who will join or chair Board sub committees, depending on experience.

We are looking for candidates who can demonstrate strategic vision, highly effective interpersonal skills, self-awareness, sound commercial acumen and a collaborative approach to building relationships with key stakeholders.

The Board is looking to strengthen its capabilities and would welcome applicants for these roles who bring significant experience and credibility in their fields, particularly in the following areas: equity, diversity and inclusion; international development and risk management; experience of working within a charity or other regulated environment; qualified finance leader with charity accounting experience; Digital, AI, cyber-security or data governance experience or working in a technology leadership capacity; experience of policy development and strategic planning; strategic as well as technical health and safety experience.

Being an IOSH Trustee is an active role that requires a willingness to commit the necessary time and effort to fulfil the duties of a Trustee, which can be personally highly rewarding. You will have an opportunity to develop your own professional experience, enhance your transferable skills, and expand your network and sphere of influence.

If you are interested in contributing to IOSH's future and helping shape the profession's impact, we hope you will consider applying.

Anthony Blackman

Interim Chair of the Board of Trustees for the Institution of Occupational Safety and Health (IOSH)



Trustees



About us

Founded in 1945, the Institution of Occupational Safety and Health (IOSH) is the world's largest Chartered professional body focused on safety, health, and wellbeing in the workplace. We have been registered as a charity at the Charity Commission of England and Wales since 1962 and in 2002 we were granted a Royal Charter. Our status is recognised by businesses and governments, and Chartered Membership of IOSH is recognised worldwide as the hallmark of professional excellence in workplace safety and health.

We have approximately 50,000 members in around 130 countries. We act as a champion, adviser, advocate and trainer for safety and health professionals working in organisations of all sizes in most sectors. Our focus is to support our members in their efforts to create workplaces that are safer, healthier, and more sustainable for everyone. We are also a thought-leader working collaboratively to help organisations around the world excel in safety and health. We are proud to have been granted regulated awarding organisation status for our training by the Office of the Qualifications and Examinations Regulator (Ofqual).

Our mission is to be the professional body leading the way in global occupational safety and health. Because of our expertise, reach and reputation, IOSH is uniquely placed to influence the way organisations look after their people at work.

Our collaborations

We work with partner organisations at global, regional, local and workplace levels to promote our vision of a safe and healthy world of work. We support them to build safe and healthy workplaces and they benefit from the expertise we provide through our members, research activities and expertise.

We are an Organisation in Special Consultative Status with the United Nations Economic and Social Council (ECOSOC) since 2023. We are also an organisation on the International Labour Organization's (ILO's) Special List of international non-governmental organisations since 2006.

How IOSH is governed

The Board of Trustees is the governing body of the Institution and is appointed by the IOSH Council. It ensures good governance at all times and that IOSH is effectively and efficiently managed by the Chief Executive and the Executive Leadership Team, who make the day-to-day operational decisions. The Trustees are legally accountable for all IOSH activities, assets and results. The Board is collectively responsible for ensuring the charitable objects are delivered, and the charity complies with its governing documents and relevant legislation and regulations. The Board also works with Council to understand the views of members, ensuring alignment of strategy with the objects of the charity. It regularly reviews its own effectiveness and the performance of individual Trustees.

The Board comprises five Corporate Members, five Independent Trustees (non-members of IOSH) and the Chair, who is also Independent. Corporate Members may be Chartered Fellows, Chartered Members, Retired Fellows or Retired Members of the Institution.

There are currently six Board Committees, which support the Board of Trustees in fulfilling its roles and responsibilities and each is chaired by a Trustee:

- Audit and Risk
- Finance and Investment
- People and Remuneration
- Performance and Development
- Policy and Standards
- Awarding Organisation Committee

Trustees generally serve on a committee in addition to their role on the Board.



Trustees



Responsibilities of the trustee role

Main responsibilities

- The effective and accountable stewardship of the organisation
- To attend and actively participate in Board meetings
- To assist in the development, validation and oversight of strategy and its execution
- To provide external, independent counsel on IOSH's affairs and its governance - representing the interests of all stakeholders
- To contribute to the quality of Board debate by providing appropriate constructive challenge/intellectual analysis, and maintaining the focus on strategic issues
- To assure themselves that IOSH is carrying out its purposes for the public benefit and pursuant to the charity's governing document and the law
- Acting at all times in IOSH's best interests
- Oversee the effective and responsible managing of risk and resources
- Acting at all times with reasonable care and skill
- To assure themselves that IOSH remains accountable to its stakeholders, its regulators and the public.

Who we are looking for

Your knowledge and experience

We are particularly keen to hear from members who have experience in:

- Equity, diversity and inclusion
- International development
- Risk management;
- Working in charity or other regulated environment would be beneficial.

We would also welcome hearing from those who can demonstrate at least one of the following:

- A recognised financial qualification (ACA, ACCA, CIMA or equivalent) with charity accounting experience;
- Digital, AI, cyber-security or data governance experience or work in a technology leadership capacity;
- Experience with policy development and strategic planning;
- Strategic as well as technical health & safety experience.

Your skills and personal attributes

- Can demonstrate strategic reach and sound commercial acumen.
- Highly effective communication, interpersonal and diplomatic skills; you are somebody with a reputation for building trust and rapport quickly.
- Sound, independent judgement; you have the confidence to participate in complex and nuanced debate about key strategic issues facing IOSH and to challenge constructively when appropriate.
- Ability to make decisions, problem solve and prioritise.
- Ability to make a positive contribution and engage in Board discussions.
- Has the personal presence and self-awareness to garner confidence and respect.
- Ability to work effectively as a member of a senior team.
- Committed to IOSH's aims and priorities; you are available and willing to devote the necessary time and effort to the role and have the ability to work well and to high standards with other Trustees, advisers and executive colleagues.



Trustees



Terms of appointment

Remuneration

This role is offered on a voluntary basis. Reasonable expenses incurred in the course of carrying out the role will be reimbursed by the organisation.

Location

The Institution of Occupational Safety and Health (IOSH)
The Grange,
Highfield Drive,
Wigston, Leicestershire LE18 1NN
United Kingdom

Time Commitment

We estimate the time commitment for Trustees averages at 1-2 days per month. Each year, our Trustees attend four board meetings (two of which are in person). The Board also holds two trustee development days, and Trustees are also expected to attend certain committee meetings and ad hoc events and functions.

Board meetings are held in February, May, August, and November.

Term of Appointment

Trustees are asked to serve an initial three-year term and may be re-appointed for a further three years, serving a maximum six-year term in total.

How to apply

To make an application, please go to the [Starfish Search website](#) and click on the apply button, with 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.

Recruitment timetable

Closing date:	Friday 13th November 2026
Preliminary interviews:	w/c 23rd November 2026
Final Panel interviews:	w/c 9th December 2026



Trustees

