



Brief for applicants

Trustee
The Rayne Foundation

Welcome

Thank you for your interest in joining the Board of The Rayne Foundation.

The Foundation is in good health and has clear ambitions for the future. Our mission is to develop and share solutions that address some of society's most pressing needs. Over the past two years we have become a more strategic and proactive funder, focusing on our priority areas through targeted funding calls, most notably: 'Better Careers for Better Care', which supports the development of the adult social care workforce; and 'Where People Meet', our major new programme to support community asset development across the UK. Grantmaking, convening and sharing learning is at the heart of this approach: we work with a wide range of expert external partners, bring our grantees together to share what works, and draw on people with lived, learned and professional experience in making our decisions. We also work alongside other funders with similar priorities, convening sector leaders and looking for opportunities to fund collaboratively so that our resources go further. Our aim is to build evidence that can influence policy and practice in the longer term, guided by our values of being trusting, collaborative, creative and rigorous.

Ours is a committed and engaged Board, working alongside our Director, Crispin Truman, and a small, expert staff team. We value trustees who prepare well for meetings, contribute thoughtfully and enjoy working with others.

We are now looking for a new trustee to join us. We would like to appoint someone who has led at chief executive or executive director level, or held a comparably senior role in public life or policy, and who brings experience of governance, whether as a trustee or non-executive director or through working closely with a board. We are particularly interested in people whose experience spans health, social care or the lives of older people, reflecting the importance of these areas to our grant-making. Experience of supporting refugees and asylum seekers, and knowledge of the regions and devolved nations, would also be welcome.

As a UK-wide funder, we would be pleased to hear from candidates based outside London. Above all, though, we want to find the right person for the role: someone who is interested in the work we fund, is a good team player and wants to help a Foundation with a long and proud history make the greatest possible difference.

If that sounds like you, I very much look forward to hearing from you.

Jeremy Sandelson
Chair



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About us

The Rayne Foundation is an independent grantmaker, endowed in 1962 by Lord Max Rayne, who chaired or served on the boards of numerous arts, education, medical and social welfare organisations including the National Theatre, where he served as Chairman for eighteen years. Lord Rayne (1918 to 2003) was one of the few post-war property developers who helped to rebuild central London after the Blitz.

For over sixty years the Foundation has given to many different causes and organisations. Early grants included help towards creating five Rayne Medical Research Institutes in London, Edinburgh and Paris in the 1960s and 1970s, which built a bridge between medical research and hospitals so that researchers and doctors could work alongside each other.

The Foundation today

The Foundation's mission is to develop and share solutions that address society's most pressing needs. Its strategy for 2024 to 2027 focuses on increasing impact through strategic, proactive programmes in three priority areas: refugees and asylum seekers; people in later life and their carers; and community-led spaces and places in disadvantaged areas.

Its main proactive programme, Better Careers for Better Care, rests on the evidence that better career and development opportunities for care workers lead to better care for older people. £2 million funded the first round of eight programmes in England, followed by grants in Wales and Scotland and a second open call in 2026. The Foundation works with an external learning partner, convenes a Community of Practice of its grant partners, and shares what it learns with the wider sector and with other funders.

The Foundation is committed to high-quality, open and trusting grant-making and to wider improvements in the sector, including intentional investing and equity, diversity and inclusion.

Overview of the Foundation

The Foundation has investment assets of about £100 million. Income from these investments, and capital where needed, can be drawn on to fund grant-making by both charities. No external fundraising is undertaken.

Annual expenditure is around £2.5 million, a figure which can be considerably exceeded when trustees wish to respond to particular needs. Examples include the Foundation's additional £2 million in response to Covid-19 and its £3 million grant towards the construction of the Pears Maudsley Centre for Children and Young People.

The Foundation Board has eight trustees: four members of the Rayne family and four independent trustees. The Board meets quarterly and has an annual residential awayday in the Spring.

The Foundation works closely with its sister charity, the Rayne Trust, which has a separate board and endowment and makes grants focussed largely on 'Where People Meet' and through a programme within Israel aimed at increasing understanding between Jewish and Arab communities and supporting mental health. Both charities share a Joint Finance and Investment Committee (JFIC) which meets four times a year. You can read more about the current trustees and staff team here: [Our team | The Rayne Foundation](#).

To find out more, please visit [Home | The Rayne Foundation](#)



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Role description

PURPOSE

As a Trustee working together with the other members of the Board, you have ultimate responsibility for the direction of the Foundation and for ensuring that it is solvent, operating legally and effectively and delivering the charitable outcomes for which it has been set up.

You are responsible to the Chair of the Board, who will review with you your progress and experience of being on the Board on an annual basis.

MAIN DUTIES

The Charity Governance Code sets out the main duties of trustees and is a helpful framework for you to use in carrying out your role: <https://www.charitygovernancecode.org/en>

As a Trustee you will need to:

Show strategic leadership

With the Board and the chief executive officer you will determine and own the vision, overarching policy and strategic aims of the Foundation and ensure their delivery. You will:

- ensure that the organisation pursues its charitable objects as defined in the Articles of Association and applies its resources exclusively towards those objects;
- ensure that the Foundation operates in accordance with legal and Charity Commission requirements;
- appoint the Director (the Foundation's chief executive officer) to run the organisation and hold them to account for doing so;
- uphold the reputation and values of the organisation;
- monitor implementation and performance and evaluate progress; and
- ensure that the major risks to the organisation are regularly identified and reviewed and that systems are in place to mitigate or minimise these risks;

Oversee key decisions

As a trustee you bring vital high-level oversight to aid the effective running of the organisation without getting involved in day-to-day management. With the Board you will:

- reach decisions on the Director's recommendations on the delivery of policy, grants, projects and systems;
- ensure that operational plans and budgets support the vision and strategy;
- ensure that the organisation acts in accordance with employment law and exercises a duty of care to its employees;
- ensure the effective and efficient administration of the organisation, including having appropriate policies and procedures in place; and make use of external professional advice where necessary;

Oversee finance and resources

Central to your role is being able to ensure that the organisation is financially stable. In doing so you will also:

- ensure that all funds are properly spent and accounted for;
- oversee the work of the Joint Finance and Investment Committee and consider its recommendations; and
- protect and manage the property of the organisation and ensure the proper investment of its funds;

Ensure good governance

In support of the Chair, you will:

- ensure that the Board regularly reviews the governance structure and its own performance against an agreed programme;
- ensure that the Board regularly reviews its own training needs and creates an expectation of continuous professional development throughout the organisation; and
- be aware of and comply with the agreed code of conduct, and expect to be removed from the Board if you do not do so.

Support effective management

A successful charity also has a Board which is engaged with and supportive of its management and staff. As a trustee you will make your own skills, experience and interest available in order to:

- ensure that the views of stakeholders including grantees and partner organisations are regularly sought and considered;
- ensure there is regular review of the external environment;
- take up opportunities to get to know the work of the organisation and its staff and to provide advice in your areas of expertise when it is sought, including participation in occasional project groups and visits to grantees;
- support the Chair and chief executive in the external representation of the charity, showing collective responsibility for decisions and always supporting the strategy and policies agreed by the Board, when speaking externally; and
- act as an ambassador for the Foundation in liaison with the Chair and chief executive.



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Person specification

Part One

Knowledge and experience

You will have led at chief executive or executive director level, or held a comparably senior role in public life or policy, and will bring some experience of governance, whether as a trustee or non-executive director or through working closely with a board.

In addition, we are looking for specific knowledge and experience in at least one of the following areas:

- senior experience in health, social care or work with older people, or in another area the Foundation funds, including lived experience;
- expertise in research, grant-making, philanthropy, or creating and replicating new initiatives;
- insight into the diversity of UK society, through your own background or your work;
- leadership and management of change;
- monitoring and evaluating performance in the commercial and/or not-for-profit sector;

You will bring good networks across relevant fields, including potential partners and co-funders in national and local government, non-departmental public bodies, the voluntary and community sector, and the private sector. Knowledge of the regions and devolved nations would be an advantage.

Part Two

Skills and abilities

- Strategic vision and ability to think creatively
- Understanding of charity governance and of the legal duties, responsibilities and liabilities of trusteeship
- An ability to work well as part of a team and to build good relationships with fellow trustees and staff
- A commitment to preparing thoroughly for meetings and engaging fully with Board papers
- Good, independent judgement and an ability to challenge in a constructive manner
- Ability to evaluate and interpret management information and other data/evidence

Part Three

Leadership style and behaviours

- Commitment to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership
- A commitment to equal opportunities and the promotion of diversity
- A commitment to the organisation and its strategy, and a real interest in the work it funds
- Willingness to devote the necessary time and effort to fulfil the role

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

Board meetings are held at the Foundation's offices in central London. We would particularly welcome applications from candidates based elsewhere in the UK, and reasonable travel costs will be reimbursed.

Time Commitment

You will attend and contribute to four Board meetings a year. There is also an annual away day, which includes an overnight stay, along with a couple of evening events and showcase days a few times a year. Trustees are warmly encouraged to visit as many of the projects the Foundation funds as they would like, and to make their expertise and support available between meetings as appropriate.

Term of Appointment

The appointment is for a term of three years, which may be renewed twice for further terms of three years.

How to apply

To make an application, please go to <https://starfishsearch.com/jobs/rayne-foundation-trustee> and click on the apply now 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 27th November 2026

Preliminary interviews with Starfish: w/c 7th December 2026

Final Panel interviews: Late December 2026 / early January 2027



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