

Chair of Trustees

The Trustees of Ormiston Families are seeking an inspirational and values-driven Chair to guide the organisation through the next phase of its development.

Ormiston Families is a leading children and families charity working across the East of England, delivering vital services that support children, young people and their families to thrive. The Chair will play a pivotal role in ensuring the charity continues to deliver meaningful, evidence-based impact for the communities it serves.

The Chair will be outward-facing, confident in using their influence and network to champion the work of Ormiston Families, supporting its mission and raising its profile. They will be comfortable representing the charity at key events and engaging with stakeholders, funders, and partners.

We are looking for an individual who combines strong governance experience with a genuine passion for improving outcomes for children and families. The successful candidate will bring the credibility to lead a high-performing Board, alongside the ability to act as an effective ambassador, building relationships across the charity, public sector partners, and the wider community.

As set out in the role specification, the individual we seek will bring substantial senior leadership experience, including leading through change and organisational development. Prior experience as a Chair is advantageous; however, a strong understanding of governance, trustee responsibilities, and the charity sector environment will be key.

Appointment terms

- This is a voluntary, unremunerated role.
- The Chair will be appointed for an initial three-year term, with the potential to extend for up to two further three-year terms, in line with Charity Commission good governance guidance.
- Reasonable travel and out-of-pocket expenses incurred in undertaking the role will be reimbursed.

Time Commitment

The time commitment is approximately 15 days per year, including:

- Four Board meetings annually
- Strategy sessions and committee meetings
- An annual Board Away Day

The Chair will also act as an ambassador for the charity and is encouraged to attend key events where appropriate.

Regular contact with the Chief Executive is an essential part of the role, providing support, guidance and constructive challenge

Role Profile

Title: Chair, Board of Trustees

Direct Report: Chief Executive and Trustees

The Chair is responsible for providing leadership to enable the Board of Trustees to fulfil its duties effectively, ensuring strong governance, strategic clarity and continued focus on delivering positive outcomes for children, young people and families.

Key responsibilities include:

- Acting as an ambassador for Ormiston Families, promoting its work and values externally
- Providing inclusive and effective leadership of the Board, fostering a culture of openness, collaboration and constructive challenge
- Ensuring the charity operates in line with its governing document, charity law and regulatory requirements
- Working in partnership with the Chief Executive to ensure the successful delivery of Ormiston Families' strategy and objectives
- Supporting and developing the Chief Executive through regular dialogue, guidance and performance review
- Ensuring the Board is effective in setting direction, monitoring performance and maintaining strong oversight of risk, finance and safeguarding

Chair's Specific Responsibilities

- Chair Board meetings effectively, ensuring balanced, informed and inclusive decision-making
- Oversee governance arrangements, ensuring compliance with legal and regulatory requirements
- Support the development and regular review of the organisation's mission, strategy and impact
- Work closely with the Chief Executive to monitor organisational performance, including financial sustainability and service delivery
- Lead the appraisal and development of the Chief Executive
- Ensure effective risk management, including safeguarding and organisational resilience
- Promote good governance across the Board, including trustee development and performance review
- Ensure appropriate structures are in place for delegation to committees and oversight of their work
- Lead on Board succession planning, including recruitment of trustees
- Support the organisation in building strong relationships with funders, partners and stakeholders

Person Specification

We are seeking an individual who brings:

- Strategic leadership experience within a complex organisation (charity, public sector or private sector), with the ability to guide organisational development and change
- A strong understanding of governance and the role of a trustee, with experience of working with or within a Board
- A clear commitment to improving the lives of children, young people and families, aligned with the mission of Ormiston Families
- The ability to act as an effective ambassador, building relationships and influencing stakeholders
- Excellent communication and interpersonal skills, with the ability to engage, support and challenge constructively
- Strong judgement and integrity, with a collaborative and values-led approach
- The ability to facilitate discussion and build consensus, while ensuring decisions are robust and well-informed
- An understanding of the policy and funding environment in which charities supporting vulnerable families operate (desirable but not essential)