



Age UK Lambeth

Supporting older people in Lambeth for over 70 years

Chair of the Board of Trustees

Candidate recruitment pack

Closing date: 12 noon, Monday 30 November 2026

Interviews: between Monday 7 and Tuesday 15 December 2026

Time commitment: two to three days a month on average

A welcome from our Chair

Thank you for your interest in becoming Chair of Age UK Lambeth.

For more than 70 years, we have stood alongside older people in Lambeth, their families and carers. Today our staff and volunteers support thousands of residents each year through information and advice, social prescribing, dementia support, practical help at home and a lively programme of social activities. Our partners in Lambeth Council and the NHS trust us to reach people who might otherwise fall through the gaps.

This is an important moment to join us. Our Strategy 2025-2030 sets a clear direction. We have a newly restructured senior leadership team, and, like many local charities, we need to grow and diversify our income so that our work is sustainable for the long term. Our next Chair will lead a committed Board through this phase, working in partnership with our Chief Executive to keep governance strong, finances sound and older people at the centre of every decision.

We welcome applications from people of all backgrounds. You do not need to have chaired a charity before: senior leadership or board experience from the public, private or voluntary sector is equally valuable. We particularly encourage applications from people who reflect the diversity of Lambeth, and from older people themselves. If you would like an informal conversation before applying, please get in touch with our CEO, Paul. We would be delighted to hear from you.

Bernard Nawrat

Chair of the Board of Trustees, Age UK Lambeth

Email: bernard@ageuklambeth.or

Paul Coles

CEO, Age UK Lambeth

Email: paulc@ageuklambeth.org

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The role at a glance

Role: Chair of the Board of Trustees

Status: Voluntary and unremunerated. Reasonable out-of-pocket expenses are reimbursed.

Accountable to: The Board of Trustees collectively, and the Charity Commission and Companies House as regulators

Key relationships: Trustees, committee chairs, the Treasurer and the Chief Executive

Location: 10 Acre Lane, Brixton, London SW2 5SG. Meetings are usually held in the evening.

Time commitment: Two to three days a month on average, higher during induction and at key points in the year

Board cycle: Four Board meetings a year, an annual strategy away day and the Annual General Meeting. Sub-committee meetings follow a similar cycle and are online.

Term: An initial term of three years, renewable in line with our Articles of Association

About Age UK Lambeth

This section is deliberately brief. Our website holds useful information, and we encourage you to explore it before applying.

Who we are

Age UK Lambeth is an independent local charity and a brand partner of the national charity Age UK. We are a company limited by guarantee, governed by a volunteer Board of Trustees and led day to day by our Chief Executive and senior team. We hold the Age UK Charity Quality Standard, which recognises that we are well governed and managed, have a clear direction and are committed to the safety and wellbeing of older people, staff and volunteers.

Our mission: to support older people in Lambeth to live enriched, productive and purposeful lives, challenging the stigma of ageing, reducing social isolation and ensuring they get the right support at the right time.

Find out more: [About us](#) | [Charity Quality Standard](#)

What we do

We employ around 60 staff and work with more than 200 volunteers, supporting over 27,000 Lambeth residents each year. Our services include:

- MYcommunity: our information, advice and social prescribing services, helping people with the wider issues that affect health and wellbeing, such as debt, housing and isolation
- Ageing Well Link Workers: delivered with Lambeth Together and the South East London Integrated Care Board
- Dementia support: one-to-one support at home for people living with dementia and their unpaid carers
- Practical help at home: our Independent Support Service and HandyFix team
- MYsocial and Vida's: a social community and activity hub in Brixton, plus foot care and volunteering opportunities

Find out more: [Our services](#) | [Activities and events](#)

Our strategy

Our Strategy 2025-2030 was shaped by older people in Lambeth, our staff, volunteers and partners. It sets our priorities for the next five years and will be a central reference point for our new Chair.

Read it here: [Our Strategy 2025-2030](#)

Our finances

Our total income in 2024/25 was around £3.1 million. Most of it comes from contracts and grants with Lambeth Council and NHS partners. This reflects the confidence commissioners place in us, but it also means we depend on a small number of funders. Growing income from corporate partners, trusts and foundations, and public fundraising is a strategic priority.

Our annual reports and accounts are available on the [Charity Commission register](#).

The opportunity for our next Chair

Our next Chair will join at a time of real opportunity and genuine challenge. We want to be open with candidates about both. Over the first two to three years, we expect the Chair to lead the Board in:

- Embedding our strategy: making sure the Board's agenda is driven by Strategy 2025-2030, and that the executive is held to account for delivering it
- Securing financial sustainability: leading the Board's oversight of income diversification beyond statutory contracts, and of a cost base that remains affordable in a period of sustained inflation
- Supporting our new leadership team: giving a newly restructured senior team the right balance of support and challenge as it beds in
- Keeping governance fit for purpose: ensuring our sub-committees work well, the Board has the skills and diversity it needs, and trustee succession is planned
- Raising our profile: alongside the Chief Executive, representing Age UK Lambeth at senior level across Lambeth's health, care and voluntary sector, and opening doors to new partners

How our Board works

Our Board of volunteer trustees, including our Treasurer, is collectively responsible for the charity. Much of the detailed scrutiny happens in three sub-committees, each meeting quarterly and reporting to the Board:

- Finance and Risk Committee: budgets, management accounts, reserves, audit and the risk register
- HR and People Committee: people strategy, pay and reward, workforce policies, and staff and volunteer wellbeing
- Operations and Services Committee: service quality, performance, safeguarding and the experience of the people we support

Trustees sit on different committees according to their skills. The Chair is not expected to attend every committee meeting; instead, the Chair keeps an overview through regular contact with committee chairs and ensures that committee work feeds clearly into Board decisions. They can also join any of the sub-committee meetings as well as the working groups.

Each year the Board holds four meetings, a strategy away day and the Annual General Meeting. Meetings are usually held in the evening. The expected time commitment is 2 to 3 days a month on average, covering preparation, meetings and regular contact with the Chief Executive. It will be higher during induction and at peak points such as budget setting, the away day and the AGM.

Meet the current Board: [Meet our trustees](#)

Role description

Purpose of the role

The Chair leads the Board to govern Age UK Lambeth effectively, in the best interests of older people in Lambeth. Put simply: the Chair leads the Board; the Chief Executive leads the organisation. Like every trustee, the Chair shares collective responsibility for the charity.

Key responsibilities

1. Leading the Board

- Plan the Board's annual cycle of business with the Chief Executive and sub-committee chairs.
- Chair Board meetings, the strategy away day and the AGM so that discussion is focused and inclusive and leads to clear decisions.
- Ensure the Board receives the right information, at the right time, to make well-informed decisions.
- Build a Board culture of openness, kindness, respect and constructive challenge in which every trustee contributes.
- Ensure the Board operates as a team with a person-centred approach.
- Lead an annual review of Board effectiveness and, with the HR and People Committee, oversee trustee recruitment, induction, development and succession, including the appointment of a Vice Chair.
- Foster an approach of collaboration, co-production and continuous improvement.

2. Governance and accountability

- Ensure the charity acts within its Articles of Association, charity and company law, and its obligations as an Age UK brand partner.
- Ensure the Board sets strategy, approves the annual budget and holds the executive to account for delivery.
- Ensure the Board, through its sub-committees, maintains effective oversight of finance, risk, safeguarding, people and service quality.
- Ensure conflicts of interest are declared and managed, and that the Board follows good practice as set out in the Charity Governance Code.

3. Partnership with the Chief Executive

- Build an open and trusting relationship with the Chief Executive, providing support, advice and challenge as a critical friend.
- Hold regular one-to-one meetings and act as the main link between the Board and the executive between meetings.
- Lead the Chief Executive's annual appraisal and objective setting, with another trustee, and ensure the Board has a plan for Chief Executive cover and succession.

. Ambassador for Age UK Lambeth

- Represent the Board at senior level with Lambeth Council, NHS partners, Age UK and the wider sector, in agreement with the Chief Executive.
- Where possible, use your networks to open doors to potential corporate, philanthropic and community partners, with the Chief Executive and team leading the relationship and the funding ask.
- Speak on behalf of the Board where this is needed, for example at the AGM or in the event of a serious incident.
- Champion the voices of older people and advocate for age-friendly approaches across Lambeth.

What the Chair does not do

Clear boundaries protect both the Board and the executive. The Chief Executive and senior team are responsible for:

- Day-to-day management, service design and service delivery.
- Leading and managing staff and volunteers, other than the Chief Executive.
- Preparing the strategy, budget and business plans for Board approval.
- Leading relationships with commissioners and funders, including bids and contract negotiations.
- Managing operational risk and shaping organisational culture day-to-day.

The Chair's role is to make sure the Board governs these areas well, not to manage them.

Person specification

We will assess applications against the criteria below. Please use your supporting statement to show how you meet them, drawing on paid work, voluntary roles or life experience.

Essential

- Experience of chairing a board, committee or other senior forum, or of working closely with a board at senior executive level.
- A sound understanding of good governance, including the difference between governance and management, and a willingness to learn charity-specific requirements.
- Financial literacy sufficient to lead Board scrutiny of budgets, reserves and risk.
- Strategic thinking and sound, independent judgement.
- Excellent facilitation skills: the ability to draw out different views, manage disagreement and reach clear decisions, fostering a collaborative team environment..
- The ability to build a trusting relationship with a Chief Executive while providing constructive challenges.
- Commitment to our mission and values, to equality, diversity and inclusion, and to the [Seven Principles of Public Life](#).
- The time and availability to meet the commitment, including evening meetings.

Desirable

- Previous experience as a trustee or non-executive director.
- Knowledge of health, social care, local government or the voluntary sector, particularly commissioning.
- Experience of income diversification, commercial partnerships or fundraising strategy.
- Experience of leading or overseeing organisations through change.
- Experience of influencing senior decision-makers or public affairs.
- Knowledge of Lambeth and its communities, or lived experience of the issues facing older people.

What we offer

- The chance to lead a respected local charity that makes a real difference to older people in Lambeth.
- A committed Board with an established committee structure, and a Chief Executive and senior team who welcome engaged governance.
- A structured induction, including meetings with trustees, the Chief Executive and senior team, visits to our services, and key documents such as our strategy, budget, annual report and risk register.
- The support of the wider Age UK network, and opportunities for your own development.
- Reimbursement of reasonable out-of-pocket expenses.

Terms of appointment and eligibility

- The role is voluntary and unpaid. Reasonable out-of-pocket expenses are reimbursed in line with our expenses policy.
- The successful candidate will be appointed as a trustee and then as Chair by the Board, in line with our Articles of Association. We anticipate a handover period with the current Chair.
- The initial term is three years, renewable subject to a review by the Board and the limits in our Articles.
- As a trustee, you will also be a company director, registered with Companies House, and a charity trustee, listed with the Charity Commission.
- You must be aged 18 or over and not disqualified from acting as a charity trustee or company director. You will be asked to sign a declaration of eligibility and a register of interests.
- The appointment is subject to two satisfactory references and a Disclosure and Barring Service (DBS) check appropriate to the role.

If you are new to trusteeship, the Charity Commission's guide [The essential trustee \(CC3\)](#) is a helpful introduction to the legal duties involved.

How to apply

Please send the following by email to paulc@ageuklambeth.org by 12 noon on Monday 30 November 2026:

- An up-to-date CV of no more than three pages.
- A supporting statement of no more than two pages, explaining why you would like to be our Chair and how you meet the person specification.
- Details of any potential conflicts of interest.

Please tell us if you need this pack in another format, or if you need any adjustments to take part in the selection process.

Informal conversations

We encourage you to have an informal conversation before applying. This is not part of the assessment. Please contact:

Bernard Nawrat

Chair of the Board of Trustees, Age UK Lambeth
Email: bernard@ageuklambeth.org

Paul Coles

CEO, Age UK Lambeth
Email: paulc@ageuklambeth.org

Selection process

1. Shortlisting: a panel of trustees will assess applications against the person specification. We aim to tell all applicants the outcome by Friday 4 December 2026.
2. Meeting the Chief Executive: shortlisted candidates will be offered an informal conversation with the Chief Executive before the interview. This is a two-way conversation and not part of the formal assessment.
3. Panel interview: interviews will be held between Monday 7 and Tuesday 15 December 2026 at our Brixton office, with an online option on request. You will be asked to share your views on your priorities for the first year as Chair.
4. Appointment: the preferred candidate will be recommended to the Board for approval, subject to references and checks.

Timetable

Advert opens: Monday 19 October 2026

Closing date: 12 noon, Monday 30 November 2026

Shortlisting outcome: by Friday 4 December 2026

Interviews: Monday 7 to Tuesday 15 December 2026

Decision communicated: by Friday 18 December 2026

Anticipated start: January 2027

Equality, diversity and inclusion

Lambeth is one of the most diverse boroughs in London, and we want our Board to reflect the community we serve. We welcome applications from everyone, regardless of age, disability, ethnicity, gender, gender identity, religion or belief, sexual orientation or background. We are particularly keen to hear from people who are currently under-represented on charity boards.

Your data

We will use the information you provide only to manage this recruitment. You can read how we handle personal data in our [privacy policy](#).

Useful links

Age UK Lambeth

- [Website home page](#)
- [About us](#)
- [Our services](#)
- [Our Strategy 2025-2030](#)
- [Meet our trustees](#)
- [Charity Quality Standard](#)
- [Annual reports and accounts \(Charity Commission register\)](#)
- [Contact us](#)

Guidance for trustees

- [The essential trustee \(CC3\), Charity Commission](#)
- [Charity Governance Code](#)
- [Age UK \(national charity\)](#)

**Thank you for your interest in Age UK Lambeth.
We look forward to hearing from you.**

