

# Could you be our next Chair of Trustees?

We're recruiting a Chair of Trustees to join our Board.

Application deadline:

**23:59 on Monday**

**25 May 2026**



**Candidate Brief**



**Creating equal futures  
with disabled people**

**SCOPE**

Page 1 of 9

## Welcome Chair's Foreword

When I joined the Scope Board as Chair at the end of 2019, the charity had taken a decisive step to focus fully on building an equal future with disabled people. It was a bold choice. Six years on, at the end of my tenure, it is clear how much the team at Scope has achieved.

Like many charities, the past six years have been challenging. Scope has had to navigate significant financial and strategic pressures arising from Covid-19 and the cost-of-living crisis. Throughout this period, the organisation has responded with clarity and purpose: providing direct support to disabled households with energy costs, working with government to ensure disabled people were protected during lockdowns, and now partnering with employers and others to demonstrate the economic and societal value of an equal future.

Scope now reaches around four million people each year with advice and support, works with thousands of disabled jobseekers to find employment, and is taking pioneering steps in the application of artificial intelligence. All Scope colleagues deserve enormous credit for what has been delivered.

But equality is not a static destination.

The context in which disabled people live and work is shifting. Too much talent continues to be overlooked, and technological change risks widening existing inequalities. Scope's role has never been more important. The next phase of leadership will be critical, and it is the right moment to pass the baton and seek the charity's next Chair.

Scope is well placed for what comes next: a clear strategy, a strong executive team, and a committed Board of Trustees. The organisation has momentum and a clear sense of purpose. The next Chair will inherit a strong platform and the opportunity to help Scope go further and faster in delivering an equal future with disabled people.

If you believe equality is both necessary and achievable, and that leadership can be a force for real change, I encourage you to consider this role.

Sir Robin Millar CBE Chair, Scope



## About us

Scope is the national disability charity. We have been at the forefront of disability equality for 7 decades. We work with disabled people to break down barriers in society and challenge the injustices which persist to this day.

Our strategic ambition is to achieve [An Equal Future](#) with disabled people by 2033.

We have 3 goals.

First, to close the employment gap. So that all those disabled people who want to work have the opportunity to.

Second, to end the Disability Price Tag. So that there is no longer a financial penalty associated with disability.

Third, to grow the movement for disability equality. With partners, communities, individuals, funders and supporters to help us.

We will achieve these goals in 4 ways.

- Providing free, direct advice and support to disabled people to build their confidence.
- Building evidence to understand the causes of inequality and help shape policy and business practice.
- Partner and collaborate with others such as employers and service providers as well as other disability charities to create An Equal Future.
- Campaign and raise awareness of both problems and solutions, as well as promoting Scope as an expert in disability equality.

## Role profile

### Primary Objectives:

- **Provide leadership to the Board of Trustees.** So the Board steers the charity for its future. Guide the Board in setting the charity's direction and strategy. So strategy achievement is in line with Charity Commission guidelines.
- **Work closely with the Chief Executive (CEO).** Make sure the Board and the executive team work together to deliver disability equality with the 16 million disabled people in the UK.
- **Uphold Scope's mission and values.** Develop and carry out Scope's aims in line with our mission, vision, values, and legal responsibilities. Promote a "One Scope" culture of teamwork, where the Board and executive team work in a collaborative way that reflects Scope's values.
- **Support and oversee the CEO's performance.** On behalf of the Board, support the CEO to lead effectively. This includes setting clear objectives and running annual performance reviews.
- **Empower every Trustee.** Help get the best from every Trustee by encouraging everyone to bring their unique talents and skills. Encourage Trustees to support relevant executive team members.

### Specific Responsibilities

1. **Ensure the Board functions effectively:**
  - Chair Board meetings fairly, and encourage everyone to contribute, finding agreement where possible and keeping discussions on track so that clear decisions are made.
  - Work with the CEO and the Head of Governance to enable the Board to focus on the most important issues and goals.
  - With the Governance, Nominations and Remuneration Committee, help recruit new Trustees and focus on retaining a diverse Board in succession planning.
  - Ensure Trustees receive a thorough induction and have ongoing training, development and regular appraisals.
2. **Guide Scope's strategic direction:**
  - Ensuring Scope continues to prioritise listening to disabled people.
  - Make sure the Board supports the Executive to deliver the agreed strategy.

- o Support and enable Scope through your connections to build partnerships that amplify Scope's impact. Encourage fellow Trustees to use their networks as well.
- o Promote a commercial mindset to help raise funds and to make good investment decisions. Agree risk appetite for these decisions and be prepared to seek return on investment opportunities to grow impact over time.
- o Keep up to date with changes in the disability and charity sector.
- o Manage the relationship with the CEO on behalf of the Board.

### **3. Ensure governance oversight:**

- o Work with the Board so that the charity is managed responsibly and in line with regulatory requirements.
- o To ensure an effective governance framework for sub-committees.
- o Assure the charity's funds are being used effectively.
- o Ensure that the right systems and culture are in place for effective risk management and safeguarding.
- o Make sure the Board engages with and is accountable to the people we serve and those who support us.

### **4. Represent Scope externally:**

- o Recognise your role in opening doors with others to build awareness of Scope's mission.
- o Act as an ambassador for Scope.
- o Work in partnership with the CEO to raise Scope's profile and make more people aware of our work.

### **5. Evaluate and support the Chief Executive:**

- o Form a strong, effective relationship with the CEO to enable the Board and executive to function well within their stated roles.
- o Be available to the CEO to discuss emerging issues and successes. Offering advice, support and leadership, working together to resolve and challenge issues.
- o Provide leadership, guidance and support to the CEO.

### **6. Champion the leadership of Committees:**

- o Ensure Committees are well chaired, and key issues are discussed at the Board.

## Person Specification

### Experience and Qualifications (Essential):

- **Leadership experience.** Experience of leading at a senior or Board level in a high-profile organisation.
- **Commercial awareness.** Experience of taking a commercial perspective. Willingness for a considered risk appetite.
- **Understanding of governance.** A clear understanding of being a Trustee. This includes the duties and responsibilities that come with the role.
- **Ability to lead meetings.** Skilled in chairing meetings and encouraging participation. Clear communication and working well with people skills. Able to represent Scope externally with high profile individuals.
- **Strategic vision and engagement.** Able to guide others to focus on big picture strategy and lead decisions on it.
- **Building consensus.** Skilled at finding consensus with others.
- **Network and influence.** A network of contacts that can support Scope's work.
- **Supporting executive performance.** Ability to work with and support the Chief Executive.

### Desirable (Bonus) Experience:

- **Understanding of the disability and charity sectors.** Knowledge of issues affecting disabled people and the voluntary sector.
- Personal or lived experience of disability is considered a strong advantage.

### Personal Qualities (Essential):

- **Commitment to Scope's values and mission.** Including a belief in the social model of disability.
- **Drive to lead change.** Ability and willingness to guide changes to strategy or operations.
- **Advocacy for disability equality.** Passion and confidence to champion disabled people's rights and to influence others (partners, funders, decision-makers) to do the same.
- **Dedication and enthusiasm.** Willingness to devote energy and enthusiasm to Scope.
- **Good judgment and fairness.** The ability to make sound, fair decisions and to approach issues in an unbiased, fair way.
- **Strong communication skills.** The capability to communicate clearly and to listen to others.

- **Teamwork and leadership.** A collaborative working style. Being a team player who can provide clear direction when needed.
- **Respect for collective decisions.** An open-minded attitude and a willingness to support collective decisions made by the Board.
- **Confidence with accountability.** The confidence to both support and provide constructive challenge to the CEO.
- **Supportive to colleagues.** The ability to support individual Board members. As well as support performance improvement.
- **Integrity in managing conflicts of interest.** A commitment to handling conflicts of interest in a transparent and fair manner.

This is a pivotal moment for Scope. The organisation is strong, ambitious, and ready to accelerate its impact. As Chair, you will have the opportunity to shape the next phase of Scope's journey ensuring we remain bold, focused, and driven by the belief that equality is both necessary and achievable.

If you share our commitment to creating An Equal Future with disabled people, and you believe in the power of leadership to drive real change, we would be delighted to hear from you.

## Equality and Diversity

Equality, diversity and inclusion are at the heart of our [Mission](#), and everything we do at Scope. The Board has recently approved Scope's new Equality, Diversity and Inclusion strategy.

We recognise that diverse Boards make better decisions, so it's important to us that we have a variety of perspectives and experiences on our Board.

We warmly welcome all applicants who meet the criteria for the role. We particularly welcome applications from disabled people, and those who bring lived experience to the role. We also encourage applications from individuals of all socio-economic backgrounds, genders, ethnicities, and abilities, including those from Black, Asian, and minority ethnic communities. If you're passionate about making a difference for disabled people as a Trustee for Scope, we'd love to hear from you.

## Terms and other matters

### Time Commitment

The term of office is 3 years with the possibility of a further 3-year term.

The Chair plays a central leadership role and should anticipate dedicating around 2 to 3 days per month. This covers formal governance duties, 4 Board meetings, 4 Committee meetings, an annual away day, Trustee appraisals, and regular planning sessions as well as ongoing support and constructive challenge to the CEO. The Chair also acts as an ambassador for the charity, representing us externally with funders, partners, and stakeholders. Additional time may be required for development sessions to support you in fulfilling your Trustee responsibilities, and during key moments in our strategic cycle.

### Induction

We want every new Trustee to feel welcomed, informed, and confident in their role. To support this, we provide a full and comprehensive induction programme. This includes opportunities to meet fellow Trustees, and senior leaders; understand our services and strategic priorities; and become familiar with our governance framework and regulatory responsibilities. Where possible, the incoming Chair will also shadow the outgoing Chair to ensure a smooth and confident transition into the role. During the first few months, the Chair should expect to commit some additional time to these induction activities before settling into the usual rhythm of around 2 to 3 days per month.

### Meetings and Expenses

Meetings are a blend of virtual, hybrid and face-to-face. In-person meetings are usually, but not always, held at our offices at the London Olympic Park at Here East.

This is a voluntary role, but all reasonable expenses will be reimbursed, including to satisfy any accessibility needs.

### Recruitment and selection process:

- Applications will be reviewed to determine that candidates meet the person criteria and essential qualities and experience for the role before any invite to interview.
- Agency Interviews.
- Stakeholder meetings with the outgoing Chair and interim Chief Executive.

- Formal Scope interview.
- Appointments will be subject to the receipt of satisfactory References and completion of an enhanced disclosure check by the Disclosure and Barring Service.

## How to Apply

To apply for this role, please provide the following 2 documents in Word format (not a PDF):

1. An up-to-date CV
2. A supporting statement that outlines your interest in this particular organisation and role, and your fit against the essential experience criteria set out in the person specification and role description.
3. [A completed diversity monitoring form accessible here.](#)

If you would like to know more about the role or the selection process or would like to submit your application materials in a different format, please contact: [scope@inclusiveboards.co.uk](mailto:scope@inclusiveboards.co.uk) or call 0207 267 8369

## Proposed timeframe for recruitment

**Application closing date:** Monday 25 May 2026 by 11.59pm

**Interviews will be held:** week commencing 15 June (provisional).

## Further Reading

Annual Report and Accounts – 2024- 2025

<https://www.scope.org.uk/about-us/annual-report-2024-to-2025>

Impact Report – 2024 – 2025

<https://www.scope.org.uk/about-us/our-impact-2024-to-2025>