



Global
Disability
Inclusion

A photograph of a woman and a young girl. The woman, on the left, is wearing a pink and black striped sari with a yellow border and has a red bindi on her forehead. She is smiling and clapping her hands. The young girl, on the right, is wearing a white school uniform with a pink shirt underneath and is also smiling and clapping her hands. The background is slightly blurred, showing a red chair and a green wall.

**CBM UK
CHAIR OF TRUSTEES
CANDIDATE INFORMATION
PACK 2026**

Welcome Message

Thank you for your interest in the Chair of Trustees role of CBM UK.

CBM UK works alongside people with disabilities in some of the world's poorest places, partnering with civil society to catalyse change where it is needed most. As part of a Global Disability Inclusion Federation, CBM works together with fantastic local partners and Organisations of People with Disabilities to deliver programmes, advise development actors on inclusive approaches and advocate for change in 12 countries to break the cycle of poverty and disability. We're seeking to change systems that keep people with disabilities marginalised.

This is a pivotal time to join our team, as CBM UK approaches the start of a new strategic period where we will boldly aim to shift power, scale impact, sustain growth and inspire others to support and champion disability inclusion for all.

In recent years, we have helped deliver real and lasting change for people with disabilities who continue to be disproportionately affected by cuts to international aid, climate-related disasters and widening global inequalities.

By joining us as Chair of Trustees, you will play a key role in guiding CBM UK through its next chapter, joining an outstanding Board of dedicated Trustees and ultimately helping us to achieve our vision of an inclusive world in which all people with disabilities enjoy their human rights and achieve their full potential.

Kirsty Smith OBE, CEO



About CBM UK

Our vision is an inclusive world in which all people with disabilities enjoy their human rights and achieve their full potential.

We are fighting to end the cycle of poverty and disability. Will you join us?

Disability inclusion: we're changing the game

As a leader in inclusive enterprise, CBM's portfolio spans health, climate, humanitarian action, education and livelihoods. We seek to collaborate with partners, funders and impact investors to scale up disability inclusion as infrastructure – so that every development pound delivers for everyone.

Inclusion as infrastructure

One in six people live with a disability – that's 1.3 billion people worldwide – and more than 80% live in low- or middle-income countries. As the largest marginalised group in the world, they are also the ones most left behind. That's why disability inclusion must be an operating system that upgrades whole sectors. It's this approach that will increase reach, resilience and value for money. And it must be a priority for all of us.

Innovation that shifts power

At CBM we know how to do this. Together with our local partners, and with the vital support of funders, we design tech-enabled, evidence-based and scalable programmes for disability inclusion. These innovative models allow men, women, girls and boys to access education, healthcare and the opportunity to earn a living. And they work because we invest in activists and advisors with disabilities to lead the change.

We don't want to live in a world of retrofit. Instead we co-design and co-create for inclusion. This approach future-proofs investments from the outset – by linking movement leadership to real delivery mechanisms, across health, mental health, NTDs and education.



Our Impact

In 2025, alongside our local partners, CBM UK programmes reached **1,383,163** people.

- **829,605** people were treated for blinding diseases.
- **922,826** people were screened or examined for eye disease to prevent blindness or low vision.
- **32,105** people were supported to earn a living or improve their livelihood.
- **34,443** people were screened for mental health conditions or supported to access mental health services.
- **3,905** children with disabilities were supported to access education.

Our Values

Champion Inclusion

We challenge discrimination and embrace diversity. We work with people of all faiths and none and we strive to build a just and equitable world in which all people are included, loved, valued and respected.

Strive for Justice

We challenge injustice and equip others to exercise their rights. We serve with compassion those in greatest need, regardless of race, gender, age or religious belief.

Pursue Excellence

We creatively innovate and pursue continual improvement so that we can maximise our impact and bring about tangible change in the lives of those others leave behind.

Embrace Partnership

We can achieve more when we work with others. We learn together with our partners, communicate respectfully and honestly, and we value everyone's unique contribution.

Live with Integrity

We live responsibly and with honesty.



Our Commitment to Equality, Diversity, and Inclusion

Everyone has the right to be treated with consideration and respect. CBM UK is committed to achieving a truly inclusive environment for all, by developing better working relationships that release the full potential, creativity and productivity of each individual.

CBM UK aims to ensure that all staff, volunteers, Trustees, supporters, partners, contractors, and the general public are treated fairly. This will be regardless of sex, sexual orientation, gender re-assignment, marital or civil partnership status, race, including colour, nationality, ethnicity, or national origin, disability, medical status, age, religion or belief, political opinion, social or economic status, or ex-offender status.

We are an organisation based on Christian values welcoming staff of all faiths and none. It's the basis of why we do what we do, striving to build a just and equitable world in which all people are included, loved, valued and respected. We do not proselytise and we work with partners of all faiths and none according to the greatest need.

We are deeply committed to inclusive working practices, so during the application process we commit to:

- Paying for your travel costs to the office and back for interviews held in person.
- Making any reasonable adjustments – for example ensuring we have a sign language interpreter organised in advance if you'd like them.
- Providing this document in a Word document format readily available to download.
- Offering a guaranteed first stage interview with Inclusive Boards for disabled candidates who meet the minimum requirements for the role.

If there is anything else you're concerned about or think we could provide, please let us know.

Role Responsibilities

The Board of Trustees is responsible for overall governance and strategic direction of CBM UK, developing CBM UK's aims, objectives and goals in accordance with its governing documents, and legal regulatory requirements.

Governance:

The Board is accountable to a variety of stakeholders including funders and the Charity Commission; and is responsible for considering the needs and rights of beneficiaries. The Board is comprised of 10-12 Trustees and there are 3 Committees: Governance, Finance & Audit, and Programmes.

The Chair will:

- Provide leadership to the Board of Trustees, enabling them to fulfil their responsibilities for the overall governance and strategic direction of CBM UK and working to bring out the best in all members, including those situated outside of the UK;
- Chair and facilitate Board meetings, ensuring the range of members is heard, consensus is reached or appropriate decision-making process is undertaken;
- Bring impartiality, accountability, transparency and objectivity to decision making;
- Together with the CEO, plan the annual cycle and agendas of Board meetings;
- Make decisions on behalf of the Board in matters of urgency between meetings.

Performance:

- Liaise with the CEO to develop the skills of the Board of Trustees;
- Facilitate change and address any conflict that may arise within the Board, liaising with the CEO as necessary;
- Take lead responsibility on behalf of the Board for the relationship with the CEO, supporting and challenging them to achieve, and holding them to account for the implementation of plans and adherence to policy;
- Engage in Committee meetings when required, as well as any working groups to which they may be appointed;
- Ensure the Board sets and approves relevant policies.

Organisational representation:

- Represent the organisation externally and act as a spokesperson with strategic partners, donors and key supporters as appropriate, creating new opportunities for CBM UK to collaborate, influence and drive change;
- Act as a key point of contact with CBM Global and the Boards of other Member Teams, including the quarterly meeting of Federation Chairs.

Person Specification

Our Board is engaged, inclusive, and globally representative, and supports a high-performing senior leadership team. We are seeking a Chair to build-on our strengths and facilitate our teams to forge connections and expand opportunities for CBM UK. This is an exciting opportunity to transform lives and build a more inclusive world for everyone, everywhere.

We are seeking a new Chair of Trustees who can bring the following experience and capabilities to the role:

Experience

- Ability and willingness to open doors and maximise networking opportunities with strategic and funding partners, with a focus on innovating for a more inclusive world now and in the future;
- Experience raising significant funds from private sector sources; for example institutional funds, impact investment, corporate trusts, private trusts.
- Experience of successfully using influence to bring about a result for an organisation or cause;
- An understanding of the type of work undertaken by CBM UK, which could include business, government, international development, human rights, civil society or other not for profit sectors;
- Experience as a Trustee or Chair of a Board is desirable.

Integrity

- Commitment to the organisation and its core values and a willingness to devote the necessary time;
- Passion for the international development sector and the role of international non-governmental organisations;
- Impartiality, with independent judgement and the ability to respect confidences;
- Sympathetic to Christian values;
- Understanding and acceptance of the legal duties, responsibilities and liabilities of being a Chair of Trustees.

Leadership and teamwork

- Strategic vision and ability to inspire others;
- Highly consultative with the ability to work effectively as a member of a team and to draw effectively on the skills of others, empowering all to contribute to discussions;
- Excellent interpersonal skills, including the ability to engage and influence with a range of senior stakeholders diverse in sector and profession;
- Ability to build a positive working relationship with the CEO, providing appropriate challenge and support to help them effectively lead the charity.

Additional Information

Time commitment:

The time commitment of this role is estimated to be at minimum 12 days per annum.

The Board meets 4 times a year. Typically 1 Board meeting is held in-person (usually in September) and 3 are held online each year. As four members of our Board are based in the global south, an ability to effectively chair hybrid meetings is required.

The Chair of Trustees is invited but not obliged to attend committee meetings, which are held 4 times a year online.

Location:

This role is based in the UK. CBM UK's office is based in Cambridge.

Remuneration:

The role of Chair does not attract any financial remuneration, though all reasonable expenses will be reimbursed.

Term of Appointment:

Initial 3 year term, with option to apply for further 3 year term.

Conflicts of Interest:

All candidates will be asked to declare any conflicts of interest. This will be examined to see if an actual conflict exists.

Additional checks

All Trustees are required to complete a DBS check as part of the induction process.



How to Apply

The recruitment process is being undertaken by Inclusive Boards on behalf of CBM UK. If you wish to apply for this position, please supply the following by **11.59pm on 27/07/2026**:

- A detailed CV, setting out your career history, with responsibilities and achievements;
- A cover letter (maximum two sides of A4) highlighting your suitability for the role for which you're applying and how you meet the person specification. Please note that the cover letter is an important part of your application and will be assessed;
- Details of two professional referees together with a brief statement of their relationship to you and over what period of time they have known you. Referees will not be contacted without your prior consent

Please consider filling out our diversity monitoring form. The information provided to us is confidential, stored securely and separately from your application, and is only used to ensure we are meeting our obligations for equal opportunities under the Equality Act 2010.

If you have further questions after reading this pack, please email CBM@inclusiveboards.co.uk or call 0207 267 8369.

Please visit www.inclusiveboards.co.uk/opportunities to apply online or send your CV and cover letter to CBM@inclusiveboards.co.uk.



INCLUSIVE BOARDS

About Us

Inclusive Boards is the UK's leading board diversity practice. We have worked alongside over 300 organisations to provide support with Board recruitment, development and governance reviews. We strive to be at the forefront of equity and diversity, and believe that everyone should be represented at Board level. Additionally, we also provide bespoke training sessions on a variety of subjects including personal branding, inclusive recruitment practices and board structures and governance as well as delivering leadership development programmes for underrepresented leaders across a range of sectors.

Contact us today

Improve diversity on your Board, please don't hesitate to contact us via hello@inclusiveboards.co.uk.

To join a Board, sign up to become a candidate via our website and be notified of the latest opportunities as and when they become available.



www.inclusiveboards.co.uk



[@InclusiveBoards](https://twitter.com/InclusiveBoards)



<https://linkedin.com/company/inclusive-boards>

