

Inayado, 70, helps her community adapt to climate change through traditional rainwater harvesting in India.

© Rajat Agarwal / Age International

A close-up portrait of an elderly woman with a warm, joyful expression. She has orange hair and is wearing black-rimmed glasses. A colorful shawl with yellow, pink, and purple patterns is draped over her head and shoulders. The background is softly blurred.

CEO Recruitment
September 2026

Introduction

Thank you for your interest in the work of Age International, and for considering the role of CEO.

This is an exceptional opportunity to lead Age International at a pivotal moment for the rights and wellbeing of older people globally. As CEO you will provide inspirational leadership to an organisation with a strong reputation, deep expertise and a clear purpose: to ensure that people everywhere can live with dignity, security and choice. Whilst the current strategy is defined, you will deliver this and then shape a new ambitious strategy in years to come, working across borders and sectors to influence policy, mobilise resources and nurture powerful partnerships that bring about lasting change. With credibility, compassion and determination, you will champion the voices of older people internationally and lead Age International into its next chapter of impact and influence.

We are looking for someone who is an experienced CEO of the third sector with international exposure who can build on the strong foundations already established. The successful candidate will provide confident and purposeful leadership, ensuring continuity of our strategic direction while bringing energy, insight and ambition to the organisation.

Age International is part of the Age UK Group and benefits from Age UK's support. We are proud to be the UK member of the HelpAge global network which supports older people across 100 countries. Age International is also a member of the Disasters Emergency Committee (DEC) - we are the only DEC member which specifically delivers older age focused humanitarian response.

The world's population is ageing. By 2050, 1 in 5 people globally will be 60 years or older and

80% of these older people will be living in low- or middle-income countries. There are already more people over 65 than children under five.

Older people contribute so much to their local and national economies and communities, and have a human right to be as healthy as possible and to lead a dignified life. Age International is proud to support older people, their families and intergenerational collaboration across the world, both in emergency and long-term development contexts.

We live and work in challenging times, but we have a bold vision for a future, where every older person feels included and valued and where older people's rights are recognised in international law.

The CEO of Age International will work with our Board of Trustees to chart our strategic direction and deliver on our mandate at an exciting time in our organisation's development. I hope you will consider joining us.



Alison Davies
Chair, Age International

We're looking for...

Age International seeks a dynamic new CEO who is passionate about older people and who brings experience of organisational leadership in the international development / humanitarian or a related sector.

In this candidate pack you'll find the following information:

- About us, the work of Age International and our ambitions for the future
- Requirements of the role
- How to apply

If you have any questions about any aspect of the organisation or the role, please do not hesitate to get in touch with the Recruitment Team:

PandPRecruitment@ageuk.org.uk

About Age International

Age International is a charity which responds to the needs and promotes the rights of older people, focused on those facing challenging situations around the world.

Age International's vision is a world where every older person is included and valued. Its mission is to inspire and channel UK and international support so older people in challenging situations across the world can improve their lives.

Age International has a Board of Trustees and a staff team based in the UK. Age International is the UK member of the HelpAge global network and the international arm of Age UK.

Age International was established in 2012 as a subsidiary within the Age UK Group and the CEO is a member of the Age UK Group Senior Leadership Team.

Age International is proud to be a member of the Disasters Emergency Committee.

Age International's core functions are income generation from European and UK institutions and UK public fundraising, to support programmes across low- and middle-income countries.

- grant management and donor stewardship
- influencing and change campaigning focused on the UK decision-makers, including the UK Government
- UK-facing communications.

Age International is non-religious and nonpolitical, enabling us to support humanitarian response and long-term development assistance to older people in need regardless of their real or perceived characteristics. You can find out more about us here: **www.ageinternational.org.uk**

How we support older people

We support older people in low and middle-income countries facing challenging situations.

We raise funds from the UK public and institutional donors which support HelpAge International and local / national partners across the HelpAge global network to implement programmes with older people.

We drive change in UK policy through influencing, campaigning and communications that focus on humanitarian response, health, and rights.

During emergencies

Older people are among those most in need of support during conflicts, crises and natural disasters. However, in the scramble to deliver emergency support, older people's specific needs are often overlooked. We support humanitarian responses designed to meet their particular needs.

Older people's incomes

Every older person deserves to live in dignity and even a small pension scheme can be a lifeline. We support our partners to advocate for pensions, and where governments do provide benefits, we support our partners to help older people to claim them and press governments to do more. We also support older people to generate income e.g. through running a small business.

Healthy Ageing

Older people deserve equitable access to high-quality healthcare. We support our partners to strengthen health-systems, particularly focused on non-communicable diseases. We support work on older people's long-term health and wellbeing, from providing glasses and walking sticks, to mental health provision, in emergencies, as well initiatives to empower older people to access and advocate for healthcare.

Championing older people's rights

We want every older person to be included, valued and heard. Everyone has the right, not just to survive, but to thrive as they grow older. We champion the rights of older people, amplify their voices and highlight the value they contribute to society. We are leading advocacy to the UK Government for a new United Nations Convention on the Rights of Older Persons.

To read more about our work, and hear stories from the older people we support go to:
www.ageinternational.org.uk/what-we-do/

The role of the CEO

Age International seeks a dynamic new CEO who is passionate about older people and who brings experience of organisational leadership in the international development / humanitarian sector.

Summary role description

Job title: CEO Age International

Budget: Age International's annual turnover 2024/25 £21 million; 2023/24 £18 million; 2022/23 £22 million.

Reports to: Chair of the Age International Board of Trustees, with a functional line to the CEO of Age UK for Age UK related and operational matters.

Line reports: five - Head of Programme Development and Funding (Institutional income generation, programme development and grant management); Head of Individual Giving (Public Fundraising); Head of Communications, Influencing and Campaigns; and Policy Lead; who together form the Age International Senior Leadership Team, plus the Programme and Finance Manager.

Staff team: 23 in the UK, plus functional relationships with Age UK staff including Age UK Senior Leadership peers; Finance Business Partner; People Business Partner; Governance and EA Officer; Age UK Head of Legal and Governance.

Location: hybrid working home / London office (E1 / EC3 area), with ability to travel internationally.

Job purpose

The CEO of Age International provides leadership to a committed and dynamic charity which champions the rights, and improves the lives, of older people in low- and middle-income countries.

The CEO champions the vision and mission, maximises the impact and income of Age International and the profile of our cause. This includes overseeing restricted and unrestricted income generation; programme development, grant-making and grant-management across humanitarian and development contexts; policy and influencing; communications and campaigning; alongside supporting the Age International Board of Trustees, governance and organisational strengthening.

The postholder is a member of the Age UK Senior Leadership Team, sharing in the leadership and management of the Age UK Group and contributing to Age UK Board meetings.

Age International is the UK member of the HelpAge

global network and the CEO is responsible for maintaining a vital and close working relationship with the CEO of HelpAge International, contributing to HelpAge International's global priorities, risk management and ways of working. The CEO leads negotiations on the crucial multi-year partnership and funding agreement between Age International, HelpAge International and Age UK and its delivery.

The CEO is a Trustee on the Board of the Disasters Emergency Committee, including roles on various sub-committees.

The Chief Executive provides leadership across:

1. Strategic vision, governance and core partnerships
2. Implementation, operational oversight and management
3. Income generation and financial oversight
4. Impact for older people, programme development and grant management
5. External representation and policy, advocacy and influencing
6. Communications and public campaigning
7. People, organisational oversight, culture, performance management and monitoring, technology, learning and safeguarding, including championing our values and Diversity, Equity and Inclusion

What you will inherit

- An established strategy and clear organisational purpose
- Strong relationships with Age UK, HelpAge International and other partners/networks
- An experienced leadership team and committed staff
- An established reputation in older people's rights and international development/humanitarian work
- Strong relationships with funders, donors, government and other stakeholders
- A functioning governance framework and engaged Board
- Existing programmes and partnerships that need continuity and stewardship.

Details of CEO role description

1/. Strategic vision, governance and core partnerships

Strategy: serve the Age International Board by developing an ambitious strategy to achieve demonstrable and lasting improvements in the lives and rights of older people in low and middle income countries. Ensure Trustees, the staff team, and key partners are involved in the process.

Horizon-scan: keep abreast of trends, look ahead and ensure the organisation is 'fit for the future'.

Governance: work in a trust-based partnership with the Chair and Trustees of Age International, supporting Trustees, and Board meetings, with strategic information sharing, good governance counsel, external environment updates, strategic risk management, and improvement initiatives.

Compliance: steward Age International's work and reputation by ensuring all operations remain within appropriate frameworks and delegated authority, including Charity Commission and Fundraising Regulator compliance; risk appetite; ethical donation acceptance policy; and other relevant policies and procedures.

Core partnerships: Age International, Age UK and HelpAge International signed a strategic, high-level, four year agreement in February 2026. Ensure that the agreement is being implemented. Review and report on progress quarterly. Ensure a new agreement is negotiated in a timely way, involving Trustees from all three organisations.

Age UK Group: as an active member of the Age UK Directors team (Age UK Senior Leadership Team) contribute to Age UK Board meetings, strategy and direction setting, and overall management of the Age UK Group.

HelpAge International: contribute to the development of HelpAge's global strategy and ways of working, including attending Board meetings and sharing learning as the largest 'supporting member' in the global network.

Disasters Emergency Committee: act as a Trustee on the Board of the Disasters Emergency Committee and ensure that older people are included in humanitarian response.

2/. Implementation, operational oversight and management

Leadership: as the figurehead for the organisation, inspire colleagues, partners and volunteers with our vision and mission, and lead the Age International Senior Leadership Team.

Implementation: deliver the Board-agreed strategy through driving implementation of annual plans and strong management of financial and human resources. Support Heads of Department to achieve agreed objectives and deliver their plans and budgets.

Management: ensure appropriate team structures, resourcing, skills and capabilities, annual reviews and other good management practices are followed. Make sure that Age UK policies are adopted and followed. Contribute to Age UK Heads of Department fora.

Line-management: manage five direct reports.

Authorisation: sign-off external contracts e.g. with suppliers, consultants and agencies.

3/. Income generation and financial oversight

Diversify income: lead strategies to maximise and diversify both unrestricted and restricted income, including plans for institutional income generation, trusts and foundations, corporates and philanthropy (in collaboration with Age UK), individual giving, legacies and major donors.

Profile: raise the profile of Age International with potential donors including the public, major supporters, philanthropists, corporates, trusts and foundations, other institutions, including the UK Government.

Engage: represent Age International at meetings with donors / potential donors and nurture strategic partnerships.

Collaboration: ensure strong co-ordination and transparency across the Age International, Age UK and HelpAge International fundraising teams.

4/. Impact for older people, programme development and grant management

Impact: shape delivery of impact for older people in line with strategy and priorities and ensure strong communication of the difference Age International makes.

Monitoring: oversee a schedule of visits to programmes funded through Age International to monitor impact, including making occasional visits to partners in low- and middle-income countries.

Grant oversight: oversee a substantial annual grant to HelpAge International, to support the 'delivery platform' for programmes funded through Age International. Ensure Board sign-off of the annual plan for the grant and associated progress reports. Review HelpAge International internal audit and learning reports, and relevant risks.

Authorisation: sign-off grants, donor contracts, legal agreements with partners, due-diligence, financial draw-down requests and other official financial and contractual documents.

5/. External representation and policy, advocacy and influencing

Representative: represent Age International at CEO level in coalitions such as the Start Network and Bond, and in key meetings, events relating to ageing and development / humanitarian response including with the UK Government Foreign, Commonwealth and Development Office; the International Federation on Ageing; the International Longevity Centre; Chatham House; ODI; and at international conferences.

Influencing: meet Ministers and other senior decision-makers to deliver key messages.

Spokesperson: act as the 'front face' of the organisation, including with Parliamentarians, civil servants, influencers, at the United Nations, with the charity sector and at a range of events.

Advocacy: shape the organisation's advocacy agenda to maximise impact and align with priorities. Advise on priorities and the balance of 'insider' influencing, parliamentary engagement and public change campaigning.

Policy: review and sign off policy reports and briefings e.g. for Parliamentarians.

6/. Communications and public campaigning

Media: act as the lead organisational spokesperson for both traditional and online / social media and the actively promote the cause as an expert, advocate and amplifier.

Communications: lead the organisation's communications agenda. Review and sign off media and social media key messages on key / sensitive issues. Author profile-raising blogs, posts and articles.

Campaigns: oversight of plans and sign-off on public campaign messaging.

Reputation: oversee reputational risk management and handling of 'crisis-communications'.

Brand: oversee brand-building activity and sign off key messages.

7/. People, organisational oversight, culture, performance management and monitoring, technology, learning and safeguarding, including championing our values and Diversity, Equity and Inclusion

Culture: model and foster a values-based and effective working culture for the Age International team and the Age UK Group more widely. Ensure organisational values of collaboration, inclusion, ambition and impact are woven through ways of working.

Collaboration: ensure collaboration between Age International, Age UK and HelpAge International, and with external partners such as the Disasters Emergency Committee.

Inclusive: champion diversity, equity and inclusion (DEI). Support the Age International DEI lead Trustee. Oversee Age International's DEI strategy and action plan, contributing to the DEI working group and the Gender working group. Champion the inclusion of older people, in all their diversity, ensuring their contributions are seen and their voices are heard.

Ambition: inspire staff colleagues, partners, volunteers and supporters to achieve more with / for older people locally, nationally and internationally, through a bold, 'can-do' attitude and creativity.

Impact: keep the organisation focussed on creating change with / for older people, using evidence and data to underpin decisions, and modelling integrity and accountability.

Performance management: objective setting, feedback and regular reviews.

Safeguarding: ensure policies are followed, including reporting to the Charity Commission, donors and the Disasters Emergency Committee as needed. Oversee delivery of annual refresher training for Trustees and staff. Support the Age International Safeguarding lead Trustee. Oversee Age International's Safeguarding action plan and contribute to the Safeguarding Working Group. Co-ordinate with HelpAge International and Age UK on their respective safeguarding policies and incidents relevant to Age International.

Learning: foster a learning culture and oversee the professional development of the staff team. Commission external evaluations and follow through on recommendations.

Technology / digital: position Age International to benefit from advances in technology, ensuring safe and appropriate use of artificial intelligence, compliance with organisational policies, including data protection and cyber security, and learning which enhances efficiency and effectiveness.

We're an
**Age-friendly
Employer**

Daw Hnin Ku, 75, from Myanmar, supports her grandchildren full-time while managing mobility challenges and limited financial resources.

Person specification

Essential:

- Strategic vision, forward-looking, clear-thinking strategist able to read the environment and lead strategy processes.
- Passionate, values-based leader, committed to advancing the rights of older people.
- Senior leadership and governance experience in a complex organisation, preferably in the charitable / NGO sector.
- Strong experience of international development and humanitarian programme development and management, and related policy issues.
- Experienced income generator with financial acumen.
- Collaborative, relational team builder and manager committed to diversity equality and inclusion, able to use soft-power to build support.
- Partnership-builder creating impact greater than the sum of the parts.
- Confident external affairs representative, manager of stakeholder engagement and spokesperson, including for the media.
- Advocate and confident influencer able to drive policy change.

- Engaging and effective communicator and campaigner, able to explain impact, inspire support and grow profile.
- Calm manager of change who is both agile and pragmatic.
- Thrives working in a small team on a big mission.
- Willing to travel internationally on programme monitoring visits and for conferences.

Desirable:

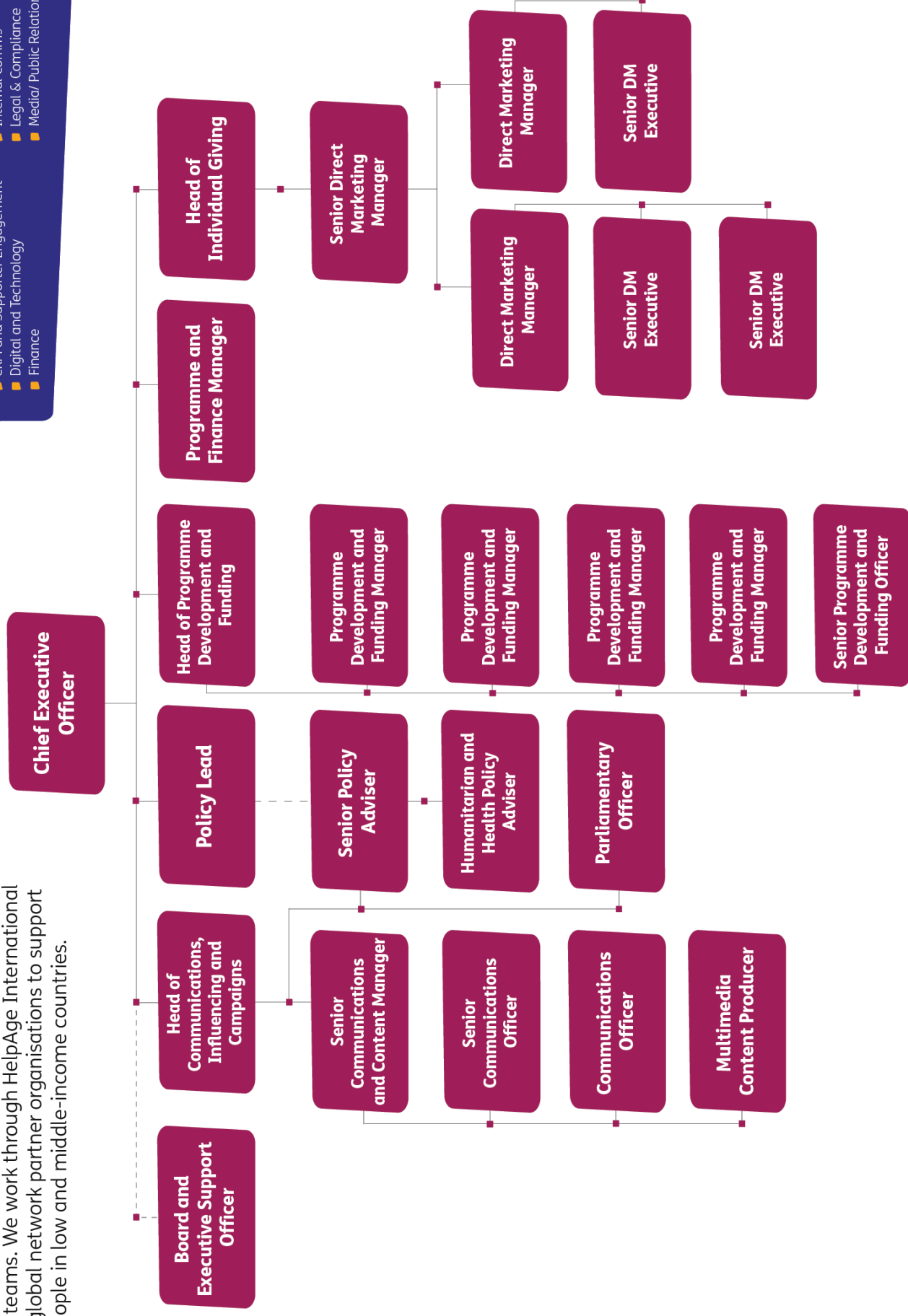
- Understanding of UN processes, health system strengthening, income security and social pensions, able to articulate the impact of gender discrimination and climate change on older people internationally.
- Experience as a CEO or of overseeing organisational management, policies and compliance.
- Technology and digital skills.
- Experience of leading public change campaigning.
- Experience as a Trustee.

Who we are

Age International is a small organisation in headcount however we are lucky to be part of Age UK and can share support teams. We work through HelpAge International and its global network partner organisations to support older people in low and middle-income countries.

Age UK Shared Services

- Brand Services
- CRM and Supporter Engagement
- Digital and Technology
- Finance
- Governance
- Internal Comms
- Legal & Compliance
- Media/ Public Relations
- People
- Policy
- Public Affairs
- Research



Practical information

How to apply

To apply, please complete the online application via our website:

www.ageinternational.org.uk/who-we-are/jobs

Please include a short supporting statement detailing:

- Why you want to be CEO of Age International.
- How you meet the role requirements as outlined on page nine. Please provide evidence to support your answers. You may wish to include details of experience, skills and knowledge you have acquired inside and outside of formal employment including through education, volunteering and life experience.

If you have any questions about any aspect of the organisation or the role, please do not hesitate to get in touch with the Recruitment Team: **PandPRecruitment@ageuk.org.uk**.

Assessment Process

Step 1: Applications will be read by recruitment panellists and assessed against the criteria set out in the role requirements.

Step 2: First round interviews will be held on 29 September. Candidates will be invited to an interview with three panelists where they will make a short presentation and be asked competency-based questions about their experience, skills, and why they want the role.

Step 3: Second round: short-listed candidates may be asked to a second interview and offered the opportunity of an informal call with key stakeholders.

Step 4: If successful, two references will be requested and followed up.

Timeline

Deadline for applications: 14 September

First stage interview: 29 September

Final interviews with panel: 12 October

Diversity and Safeguarding

Diversity, equity and inclusion are deeply important to Age International. We champion equality and fairness for older people and in turn we're committed to being inclusive and value the diversity of our people.

We welcome applications from people of all backgrounds and experience, particularly those who are not afraid to challenge the status quo and who can provide new perspectives on our work.

Age International is committed to safeguarding everyone we work with and expects all Trustees to share this commitment. We take safeguarding very seriously and where appropriate candidates may be asked to undergo checks.

As a UK organisation we welcome applications from candidates based in the UK and with a right to work in the UK.

Candidates with a disability can access reasonable adjustments at any stage of the recruitment process. Reasonable adjustments are changes made to remove or reduce a disadvantage related to a person's disability. During recruitment, this might mean accessing the job pack in large print, changing the time, location or format of an interview etc. All requests for reasonable adjustments are considered on a case-by-case basis, in collaboration with the candidate with disabilities to best meet their needs.

If you require reasonable adjustments, at any stage of the recruitment process, please contact the Recruitment Team: **PandPRecruitment@ageuk.org.uk**. Disability disclosures will be kept confidential and only shared on a need-to-know basis to support the implementation of adjustments. Disclosures will not be used to inform hiring decisions.

Ahmed, 64, unites older people through football in a Tanzanian refugee camp.

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