

**CROHN'S &  
COLITIS UK**

# TRUSTEE CANDIDATE

INFORMATION PACK 2025



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# WELCOME FROM OUR CHAIR

Thank you so much for your interest in joining our charity Crohn's & Colitis UK as a Trustee.

We're the UK's leading charity for Crohn's and Colitis. Right now, over 500,000 people in the UK are living with a lifelong condition that can profoundly affect their quality of life. And because of the stigma surrounding their conditions, thousands are suffering in silence. But we are here to support and champion a better future. Our vision is for improved lives for people with Crohn's and Colitis today, and in the long term, a world free from Crohn's and Colitis altogether.

Our community look to the charity to help them navigate their way through complex health issues and support their needs wherever they live, whatever their background and whoever they are. This is our job - whether it's lobbying for health leaders, providing vital information, or reducing the stigma around the conditions, we're here for them.

As we look forward, the charity is in great shape to do even more for our community. Our income has been steadily rising since 2021, with an income of over £8M in 2024. Our income has provided us with the financial headroom to invest in a new ambitious strategy, which we are developing now for launch in summer 2025. We have grown our amazing team to over 100 staff, to deliver our exciting agenda. But there is still much to shape and develop. We need new skills and new ways of thinking if we are to grow our impact. We are just at the beginning of change in some areas - we have a great social media following but we want to maximise our digital platforms with a new website launched this year, in line with a brand refresh due this summer. We want to be the centre of expertise on the lived experience of Crohn's and Colitis and will need to build an evidence base that meets that ambition and turbo charges our aspiration to grow public awareness and deliver system change.

You couldn't be joining us at a more exciting time, a time when you will be able to make a real difference.

*Jackie Craissati*

**DR JACKIE CRAISSATI MBE**  
**CHAIR OF THE BOARD**



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# ABOUT US

Right now, over 500,000 people in the UK are living with a lifelong disease that many people have never heard of. Because of the stigma and misunderstanding surrounding these diseases, thousands of people are suffering in silence. But they're not alone. We're here for them. We're working to give people the hope and confidence to live their lives as they would wish to. We want:

- Everyone to understand Crohn's and Colitis
- To support and empower everyone to manage their conditions To drive high-quality and sustainable clinical care
- Early and accurate diagnosis for all
- To drive world-class research that improves lives today and brings us closer to a world free from Crohn's and Colitis tomorrow

Like many charities the pandemic profoundly affected the way we worked. But it also provided the opportunity to think again about how we work and where we can achieve the greatest impact. We've innovated and

restructured and we are in great shape for the future. We have over 60,000 committed and engaged members, and are closely connected to the wider Crohn's and Colitis community. We put the understanding the lived experience of people with Crohn's and Colitis at the heart of what we do. In 2024 we commissioned a study to understand of how Crohn's and Colitis currently affect the lives of people living with the conditions. The study identified ten priority areas most impacted by living with Crohn's and Colitis in the UK. [Click here for more information.](#)

We're here for everyone affected by Crohn's and Colitis, and are working to reach diverse communities and people of all ages experiencing IBD. When people are represented in our work, they feel included and reassured that our support, information, advocacy, and resources are for them. Accessing the information that they need and are entitled to gives people the skills and knowledge to manage their condition, in partnership with healthcare professionals. It also provides the sense of community, which we know so many of our supporters benefit from. This feeling of solidarity is invaluable, and even more so when a community may be already marginalised elsewhere in society. Find out more about our inclusive work [here.](#)

**We are really ambitious for change.** A great strength of the charity is our amazing supporter base who are powerful advocates for change. They get involved through our membership, fundraising, campaigning or following our social media channels. Building the evidence base to advocate and influence change will require new skills and added capacity in the charity. We have made a start but there is much more to do and the opportunity to shape our delivery plan.



[#thatibdcouple](#)



# What are Crohn's and Colitis?

**Crohn's Disease, Ulcerative Colitis and Microscopic Colitis** are all types of Inflammatory Bowel Disease, or IBD. The main symptoms include tummy pain, diarrhoea, fatigue, and weight loss. Not everyone has all of these symptoms, and they might be worse in some people than others. Crohn's and Colitis can also affect parts of the body outside the gut, causing mouth ulcers, joint pain, and problems with the eyes, skin, bones or liver. Treatment for Crohn's and Colitis varies from person-to-person. It may include tablets, injections, drips (intravenous infusions), enemas, specialist liquid foods, or surgery.

Crohn's and Colitis are lifelong conditions, with no known cure. They affect everyone differently but can be unpredictable and severely debilitating, having a real impact on someone's ability to lead their life the way they want.

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My symptoms are so unpredictable that I feel anxious about leaving the house – I'll be fine one minute, and the next I'm in so much pain I can't do anything! It's distressing and debilitating. ”

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Never knowing when the next flare is coming makes it really hard to trust the breaks in my symptoms, or make long term plans for the future. How can I think about my life plans if I don't know how I'll feel tomorrow? ”



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# OUR VISION, MISSION AND VALUES

## OUR VISION

We want to see improved lives today, and a world free from Crohn's and Colitis tomorrow.

## OUR MISSION

We  
break  
taboos.

We drive  
pioneering  
research.

We bring  
people  
together.

We  
campaign  
to improve  
lives.

We are  
leading the  
fight against  
Crohn's  
and Colitis.

## OUR VALUES

- **Ambitious** – We are relentless in striving for improvement. Every day, we aim to make the greatest impact possible on the lives of people with Crohn's and Colitis. We're experts in our field and work hard to make a difference.
  - **Compassionate** – We are rooted in empathy and kindness. We're there for everyone living with Crohn's or Colitis and when people turn to us for information and support, we listen.
  - **Stronger Together** – We are always looking for new ways to collaborate and develop together. We're a community, we work together to help people support themselves, and we learn from everyone we work with.
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# THE TRUSTEE ROLES

Crohn's & Colitis UK is constituted as a charitable company limited by guarantee, so the Trustees have the same responsibilities and liabilities as a Board of Directors of any Limited Company. This year we are looking for three Trustees to join our board, and have identified the following three skill areas of interest to us at this time:

## **1. HR experience**

Interested applicants should have recent or on-going experience in Human Resources at Executive level. You'll have experience of leading HR strategy, ensuring legal compliance, delivering learning and development strategy, pay and reward frameworks and fostering a positive working culture within a commercial, or not for profit organisation. The individual will join our People, Organisation and Development committee.

## **2. Policy, Influencing & Public Affairs experience**

Interested applicants will have worked, or be working in policy, influencing and/or public affairs with demonstrable experience of shaping healthcare policy, leading strategic policy development and influencing government decision-making at a high level. We would also welcome applicants with experience in managing media partnerships and delivering high profile media campaigns at a senior level.

## **3. Fundraising strategy and implementation experience**

Interested applicants should have worked at least at Fundraising Director level or have undertaken this role prior to moving to a broader role. We are particularly interested in applicants who have an understanding of a broad range of income generation, in a medium sized charity with multi million pound budgets, with experience of leading supporter engagement strategies and successfully increasing reach.

We are also looking to improve the diversity on our Board, including ethnicity, socio-economic and applicants who have connections to underserved communities. We would also welcome applicants from Scotland, Wales, Northern Ireland, or the north of England. Most Trustees on our Board already have first-hand lived experience of Crohn's and Colitis so new applicants for the role will not be required to have this experience.

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## Trustees are responsible for:

- Ensuring that the charity complies with its constitution, charity law and any other relevant legislation or regulations, works to fulfill its charitable objects and applies its resources exclusively in pursuance of its objects.
- Contributing actively to the Board of Trustees' role in giving firm strategic direction to the organisation, setting overall policy, defining goals and evaluating performance.
- Safeguarding the good name and values of the charity.
- Ensuring the effective and efficient management and administration of the charity.
- Ensuring the financial stability of the charity.
- Ensuring the proper investment of the charity's funds.
- Employing and being responsible for the organisation's staff.
- Using any specific knowledge or experience they have to help the Board of Trustees reach sound decisions.
- Promoting the charity among their own contacts.



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# PERSON SPECIFICATION

## PERSONAL QUALITIES

- An empathetic interest in the work of the charity, its strategic objectives and the cause.
- Strong networking capabilities that can be utilised for the benefit of the charity, and the ability to attend relevant events when helpful or necessary.
- Good inter-personal and relationship building abilities, working collaboratively both internally with colleagues and ensuring contribution from colleagues into discussions, and externally with a range of stakeholders.
- Diplomatic, with the ability to negotiate, influence and convince through personal credibility.
- Values diversity and difference and operates with integrity and openness.

## EXPERIENCE

- Experience of operating at a senior strategic leadership level.
- Experience of external representation, building new connections and managing a range of senior stakeholders across different sectors, including service users.
- Successful track record of leading the formulation and delivery of an organisational strategy.

## KNOWLEDGE & SKILLS

- The ability to provide leadership to and motivate staff and volunteers, bringing people together.
  - Good understanding of governance issues.
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# ADDITIONAL INFORMATION

## **Term of Office**

Three years. Renewable twice, for up to a maximum of nine years, subject to the Chair's recommendation.

## **Time Commitment**

We estimate that the time commitment for this role will be approximately 1 day per month, although some flexibility is required.

## **Conflict of Interest**

All candidates will be asked to disclose any actual, potential or perceived conflict of interest, and these will be discussed with the candidate to establish whether and what action is needed to avoid a conflict or the perception of a conflict.

## **Terms of Appointment**

An offer of appointment will be made once all candidates have been interviewed, and will be subject to satisfactory completion of eligibility checks, including reference checks. If you are offered an appointment you will receive a detailed summary of your main terms and conditions.

## **Location**

Meetings will generally be held virtually with face to face meetings around twice a year.

## **Remuneration**

This is an unremunerated Trustee role.

## **Membership**

We ask all of our Trustees to be members of the Charity, if they are not so already.

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# HOW TO APPLY

Valued Recruitment is working exclusively with Crohn's & Colitis UK to recruit for their Trustee Board. We are an ethical recruitment company, intent on hiring inclusively and transparently.

To apply, we welcome a CV and a 2 page (maximum) covering letter addressing your motivation for applying and your experience that is relevant to the role.

Please send this to [anna@youarevalued.co.uk](mailto:anna@youarevalued.co.uk)

Accessibility is incredibly important to us at Valued Recruitment and at Crohn's & Colitis UK. If you would like any accessibility amendments or support throughout the application and interview stage, please don't hesitate to let us know. No question or request is too big or too small. We want this process to be comfortable and enjoyable and a chance for you to bring your best self to the process.

## Schedule

**Closing date for applications:** 5pm, Monday 31<sup>st</sup> March

**Meeting with Chief Executive:** Wednesday 30<sup>th</sup> April

**Interview with Board Chair and Trustee panel:** Wednesday 7<sup>th</sup> May

Thank you for your interest.

