

Gendered Intelligence

Chief Executive Officer

Candidate Information Pack

Salary £71,069 pa · 35 hours per week · Bethnal Green, London office (hybrid)

Closing date: Monday 28th September 2026 · Interviews: Thursday 15th October 2026

Contents

1. Letter from the Chair of the Board	2
2. About Gendered Intelligence	3
3. About the Opportunity	4
4. The Role: Job Description.....	5
5. Who We Are Looking For: Person Specification	7
6. Working at GI: Terms and Conditions	9
7. How to Apply.....	10

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1. Letter from the Chair of the Board

Dear Candidate,

Thank you for your interest in leading Gendered Intelligence (GI).

GI exists because trans, non-binary and gender-exploring people deserve to thrive. We exist to expand understandings of gender and to improve trans lives. We are proudly trans-led and trans-involving, and we intimately understand the needs of our community. At our best, what we help to create is joy. It is the joy of helping young people discover their community, of seeing institutions re-work their services for the betterment of our people, and of knowing we are working toward creating brighter trans futures.

Having said that, the current context is difficult, and I will not pretend otherwise. Trans people in the UK face sustained hostility in public discourse and ongoing erosion of protections, and GI operates at the centre of that pressure. Our response has been to protect the well-being of our community when things get hard by strengthening our services and expanding our reach. We are an organisation that routinely needs to make difficult decisions and carry the conviction to stand firmly behind them.

In our next leader, we are looking for someone who can hold all of this together without flattening what makes GI so distinctive. At GI, we look out for one another, communicate with care, make room for disagreement and difference, and work in a reflective and anti-oppressive way. We are looking for someone who can think strategically while staying close to delivery; bring clarity of vision and professional maturity to an organisation rooted in community and lived experience; and care genuinely about the wellbeing of staff and volunteers, many of whom share the identities of the people we serve.

It is a great privilege to be a part of this organisation, and I hope that shines through as you read this pack.

If you would like to informally discuss the role before deciding whether to apply, you can talk to Skip Koehler, the Vice-Chair, who has been involved with GI for almost a decade, and can help with any questions you may have. Please reach out using the Contact details in Section 7 below.

Thanks,

Charlie
(she/her)

Chair of the Board of Trustees, Gendered Intelligence

September 2026

2. About Gendered Intelligence

Gendered Intelligence (GI), established in 2008, is a registered charity that works to expand understandings of gender and to improve the lives of trans, non-binary and gender exploring people. We are a trans-led and trans-majority organisation with a wealth of lived experience, community connection and professional expertise.

We imagine a world where many different gender identities and expressions are visible and valued, and where trans, non-binary and gender exploring people live healthy, safe and fulfilled lives.

Our story

GI began as a community-interest company. In our first seven years a committed team of volunteers and freelance workers delivered a wide range of community and youth projects, as well as developing a training team. The next seven years saw steep growth as we registered as a charity and our income passed £1m. Our income has been stable at around £1.5–2m for the last four years, and we currently have 37 staff, the majority of whom work part-time and mostly remotely, although we have a London office.

Our work

Our activities are structured into four departments:

- **Youth and Community Services (YCS)** — services and projects working with young trans people and trans communities. YCS is the heart of GI.
- **Professional and Educational Services (PES)** — working with professionals and organisations to develop trans-inclusive practice.
- **Public Engagement (PEng)** — work with public policy and decision makers, the media, researchers and academics.
- **Operations (OPS)** — all internal support functions such as finance, HR, office management and IT.

GI's uniqueness is our wide-ranging and inter-related work across the whole community, with the aim of improving all aspects of life for trans people. We directly support young people aged 8–25, centring their care in all our work. We support those surrounding our young people: their families, carers, teachers and other educational staff. We provide support to trans adults via phone lines, in-person and online groups. We deliver training and consultancy to employers and service providers so that when trans people head out into the world, they encounter workplaces and services who welcome them. And we work at a policy level, campaigning for changes to the law that would empower businesses and other organisations to be trans-inclusive.

It's a big task, and needs a strong and strategic leader to ensure that all elements link up and work together to meet our objectives. We know we can't achieve these in isolation, so we work closely with partners across the LGBTQ+ sector.

3. About the Opportunity

Gendered Intelligence is seeking an exceptional leader to serve as its next Chief Executive. This is a rare opportunity to lead a nationally respected, trans-led organisation with real influence on policy, professional practice and the lives of trans, non-binary and gender exploring people across the UK.

The next Chief Executive will inherit strong foundations: an experienced and committed team of just under 40 people, a distinctive and trusted public profile, and a range of services that reach communities, professionals and institutions across the country. With income of around £1.5–2m, the next Chief Executive will lead the organisation through its next phase of development at a time when that leadership matters enormously.

The role offers the chance to shape strategic direction, open new partnerships and income streams, and contribute to national conversations on trans equality and human rights, while working alongside people who are deeply committed to the mission and to each other.

We are looking for someone who combines strategic clarity with operational grounding, who leads with calm and consistency, and who understands both the privilege and the responsibility of this role. We will be honest with candidates about what the role involves, and we expect the same in return.

4. The Role: Job Description

- **Post:** Chief Executive Officer
- **Reports to:** Chair of the Board of Trustees
- **Direct reports:** Director of Services, Director of Operations
- **Salary:** £71,069 pa (NJC-based scale)
- **Hours:** 35 hours per week
- **Location:** London office (near Bethnal Green); mostly home-based, with regular office presence
- **Contract:** Permanent

About this role

The Chief Executive is accountable to the Chair and Board of Trustees and holds overall responsibility for the strategic leadership, operational management and external representation of Gendered Intelligence. The role carries board-level accountability for organisational performance, financial sustainability, risk and statutory compliance, and line management of the Director of Services and Director of Operations.

Duties and responsibilities will include:

Strategic and organisational leadership

- Lead the development and delivery of organisational strategy in partnership with the Board and Senior Leadership Team, ensuring GI responds effectively to a changing external environment.
- Provide leadership across the organisation, championing lived-experience leadership and co-production, and ensuring the different strands of GI's work connect and reinforce one another.
- Set clear boundaries between strategic and operational work, strengthening the autonomy of Directors and developing distributed leadership across the organisation.

Governance, safeguarding and risk

- Work with the Board to ensure high standards of governance, accountability and compliance, and that GI meets all statutory obligations as a charity and employer.
- Oversee robust systems for risk management, safeguarding, information governance and organisational resilience, exercising sound judgement about risk appetite in a volatile external environment.
- Provide senior accountability and oversight for GI's safeguarding framework, supporting the Designated Safeguarding Leads.

Financial sustainability

- Ensure financial sustainability through diversified income streams, including trusts and foundations, statutory funding, consultancy and training income, individual giving and partnerships.

- Develop and steward relationships with major donors, funders and strategic partners.
- Oversee financial planning, budgeting and resource allocation.

People, culture and wellbeing

- Lead and support the Senior Leadership Team, creating conditions for collaborative, reflective and values-driven leadership.
- Support the wellbeing of staff, many of whom share the identities of the communities GI serves, in an environment of sustained external pressure, and model relational leadership grounded in trust and shared responsibility.
- Maintain a genuine understanding of GI's culture and communities, including attending relevant trans community and youth spaces, some of which are trans-only, for quality assurance and oversight.

Public profile, partnerships and influence

- Act as primary spokesperson and ambassador, developing strategic relationships across government, health, funders, academia and civil society.
- Hold GI's narrative proactively, including in adversarial or high-profile contexts, with a tone that is measured and trans-centred, and provide thought leadership through writing, speaking and media.
- Contribute to policy development and support GI's role within national and international networks advancing equality and human rights.

Any other duties as reasonably allocated by the Chair of the Board.

5. Who We Are Looking For: Person Specification

We recognise that societal structures adversely affect people with marginalised identities and experiences, and we are committed to building and supporting a diverse team. If you feel you have the qualities to fulfil this specification but do not have formal qualifications, or feel less confident about your experience, we are keen for you to apply. You are welcome to evidence the qualities below through a variety of means outside paid work, including organised volunteering, caring roles, informal community activity or any other route.

Essential — Sector Experience

- Strong understanding of issues affecting trans, non-binary and gender exploring communities, grounded in lived or sustained practice-based experience.

Essential — Abilities

- Significant senior leadership experience. This could be as a director or senior manager with substantive budget and people responsibility in a comparable context or as a Chief Executive of a smaller organisation for whom this is a step up in scale.
- Substantive people management experience. A genuine track record of line managing managers and of supporting the wellbeing of staff who share protected characteristics with the communities served, in environments of sustained external pressure or hostility.
- Strong strategic thinking, translating mission into clear priorities and deliverable plans.
- Ability to build partnerships across diverse sectors, and to influence and engage stakeholders at senior levels.
- Financial leadership experience, including income generation, budgeting and resource allocation.
- Ability to lead a reflective, values-based culture, modelling trauma-informed and anti-oppressive practice.
- Ability to manage risk in complex, politically sensitive environments, with sound judgement about risk appetite.
- Demonstrable personal resilience and the capacity to maintain grounded leadership under sustained external pressure and public scrutiny.
- Ability to receive feedback and to model accountability openly and without defensiveness.

Essential — Skills

- Tenacity to deliver despite challenging circumstances, with the agility to re-prioritise as needs change.
- Strong interpersonal skills, with the ability to inspire, motivate and manage teams under pressure and stress, including in the face of sustained external hostility.
- Critical thinking and analytical skills, making robust and timely decisions.
- Confident and compelling public speaker, including in high-profile and adversarial settings.

Essential — Knowledge

- Knowledge of the voluntary sector landscape, including relevant services and government bodies.
- Awareness of the changing policy landscape and public discourse pertaining to trans equality and human rights.
- Commitment to equality, diversity and inclusion, with a demonstrable understanding of intersectional approaches.
- Understanding of grant fundraising, funder relationships and income diversification.

Desirable

- Experience of leading or supporting organisational change.
- Experience of working within or alongside trans-led, LGBTQ+, or other lived-experience organisations, or organisations serving communities facing sustained discrimination.
- Experience of managing or contributing to research partnerships.
- Experience of high-net-worth individual fundraising and donor stewardship.

6. Working at GI: Terms and Conditions

Salary. £71,069 pa. GI uses a salary scale and bands based on the NJC scale used by a range of employers across the UK. Annual inflationary increases are based on NJC-negotiated increases with effect from April each year. There is no automatic annual increase of spinal point.

Annual leave. 28 days per annum (pro rata for part-time workers) plus 8 Bank Holidays. In addition, GI offers Winter Leave to all staff (3 days pro rata) to be taken between Boxing Day and New Year's Day (exclusive).

Hours of work. GI's working week is 35 hours; our offices are open 9am – 6pm. The exact working pattern will be negotiated with the successful postholder, but the expectation is that normal office hours will be covered.

Location. The GI office is in east London. Most staff are home-based but come into the office or other shared working spaces on a regular basis. We are open to discussions about flexible working, but the expectation is that this role will be mostly home-based, with regular in-person presence.

Pension. GI is part of the NEST pension scheme and contributes 4% of salary. You will be automatically enrolled once you start, and may opt out. If you remain enrolled you must contribute a minimum of 4%, and may contribute more. GI offers a Salary Exchange scheme, with details shared after appointment.

Settling-in period. The first five months of your contract will be used for induction and settling-in. Objectives will be set by the Chair for this period.

Support for staff

At GI we pride ourselves on the support staff receive. We understand that our work can carry a strong emotional and personal element. Each staff member receives consistent time with line managers, and front-line delivery staff also have dedicated planning, preparation and wind-down time. We understand the various demands on trans workers and offer flexibility to accommodate disadvantages experienced due to transphobia as well as external supervision for specific roles. We also run caucuses for staff who experience multiple forms of marginalisation — transfeminine, disability, and race & ethnicity — offering peer solidarity and a direct route into our EDI Action Plan.

Diversity and inclusion

Gendered Intelligence aims to create a positive working environment for all staff and is working towards a more diverse workforce, supported effectively to deliver their roles. We are actively seeking to bring people with different lived experiences, diverse backgrounds, abilities and gender identities into the organisation.

Please note we are unable to sponsor visas, and ask that candidates ensure they have the legal right to work in the UK for the duration of their employment with us.

7. How to Apply

We are committed to making this process as accessible as possible. If you have any requirements, or would like to discuss the role informally before applying, please email:

recruitment@genderedintelligence.co.uk. We can arrange for a call with one of our Trustees or senior leaders who is not involved in the selection process.

To apply, please send us:

- your CV (no more than 2-3 pages); and
- a personal statement setting out how you meet the requirements in the person specification. As a guide, this should be between two to four pages.

Please can you send these documents as Word documents. This will allow us to anonymise the applications before shortlisting

We understand that AI is used by many people in productive ways. However we are keen to hear your authentic voice in this process, and learn if **you** are the right candidate for this position. Therefore we would strongly encourage you to limit your use of AI during this application process.

The closing date for applications is **Monday 28th September 2026 at 9am**. Interviews are scheduled for **Thursday 15th October 2026**, and will be in-person in London. The process will include a panel interview with representation from Trustees, senior managers and stakeholders, and a separate staff panel and service users panel. We will confirm the full timetable and any further details with shortlisted candidates.

Please send your application to recruitment@genderedintelligence.co.uk