



**NATIONAL
AIDS
TRUST**

Securing rights
Stopping HIV



Chair of Trustees

Application Pack
February 2025

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Introduction

Dear Candidate,

Thank you for your interest in succeeding me as Chair of the National AIDS Trust.

NAT is a relatively small organisation with a very big impact. Through our specialist expertise, research and advocacy, NAT delivers work that stops HIV standing in the way of health, dignity and equality as well ending new HIV transmissions.

Since its establishment in 1987 NAT has been at the forefront of the UK's HIV response, ensuring that advances in HIV diagnosis, treatment and prevention are equitably available for everyone in the UK, irrespective of who they are, what they do or where they live. Through our work we provide timely, accurate information, we confront stigma and discrimination, we contest national and local policies that undermine best practice and use our expertise and advocacy to drive change.

As a candidate for the Chair, I hope that you will appreciate and nurture NAT's unique role in driving policy to secure best outcomes and be a powerful advocate for people and communities living with and affected by HIV across the UK and beyond.

You'll be joining a resilient and successful organisation that has a proud reputation for taking brave action and for collaborative leadership. You will join a strong and very engaged Board which works effectively to provide strategic leadership for the organisation. Our CEO Robbie Currie has many years of senior experience across the HIV and sexual health field and leads a passionate, dedicated and talented staff team.

You will become Chair as the UK government's latest HIV action plan lands, with the 2030 goals coming rapidly towards us and an uncertain international landscape. NAT has a major role to play and as Chair you, together with the board of Trustees, will be instrumental in taking the organisation forward, maximising momentum and driving the actions that are needed at this pivotal moment.

Being Chair of the National AIDS Trust is a role that I have hugely enjoyed. It has been a privilege to have been a part of such a dedicated, impactful and well-respected charity. It's a role that takes up a fair amount of time however the impact and quality of NAT's work and the good that it does makes it deeply rewarding.



A handwritten signature in black ink that reads "Jane Anderson". The signature is written in a cursive style and is followed by a horizontal line.

Professor Jane Anderson

Who we are and what we do

We are National AIDS Trust

We're the UK's HIV rights charity. We work to stop HIV from standing in the way of health, dignity and equality, and to end new HIV transmissions. Our expertise, research and advocacy secure lasting change to the lives of people living with and at risk of HIV.

Our vision is a world where HIV does not stand in the way of health, dignity and equality.

Our purpose is to stand alongside and defend the rights of everyone living with, affected by or at risk of HIV.

Our expertise, research and advocacy secure lasting change to the lives of people living with and affected by HIV.

And we won't stop until everyone affected by HIV can live their fullest life possible.

The road to 2030

We have a real opportunity to be the end new HIV transmissions by 2030 - but we will only be able to do that with the right support, funding and interventions by decision-makers.

We're here to ensure the rights and health of everyone living with or affected by HIV remains a priority, and to champion the needs of people whose voice are too often ignored. Today, tomorrow and beyond 2030.

Our values

We seek to embody our values in everything we do - including how we approach our work, how we treat our staff, and how we work with others:

- We believe that people living with and affected by HIV are at the core of everything we do. We seek opportunities for greater and more meaningful involvement of people living with HIV in all our work.
- We believe passionately in equality and human rights, so this is at the center of everything we do.
- We are brave. We speak out and are never afraid to challenge the status quo.
- We are persistent. We persevere until we create change, however long it takes.
- We are collaborative. We work to build relationships of mutual trust and respect because we know we can't do this alone.
- We are honest. Our integrity and credibility are crucial, so we protect them by being independent, transparent and accountable.
- We are thrifty. We make every penny count to ensure that we can make the maximum impact.

More about our work

For more information about our work, visit our websites:

- www.nat.org.uk
- www.worldaidsday.org
- www.loopedin.nat.org.uk



Read our [Strategic Plan 2020 - 2025](#)



Read our [Impact Report](#) for more on our recent work



Read our [Annual Report](#) for more on our plans

Our new Chair

As Professor Jane Anderson steps down in 2025, National AIDS Trust (NAT) is seeking a new Chair to guide us into our next chapter.

This is a pivotal moment for NAT as we develop our next five-year strategy, shaping our efforts to achieve the government's goal of eliminating all new HIV transmissions by 2030. At the same time, we will continue our vital work to reduce and eliminate HIV-related stigma. Collaboration remains at the heart of our approach as we work alongside the government, partners, and stakeholders to drive meaningful change for people living with and at risk of HIV.

Our next Chair will play a crucial role in achieving these goals, providing strategic leadership and supporting both the Chief Executive and the Board as we navigate key challenges and opportunities in the years ahead.

We are seeking an individual who embodies NAT's values and brings a deep commitment to equality and human rights.

Main responsibilities

Providing Strategic Leadership: Collaborating with the Chief Executive Officer (CEO) and the Board of Trustees to guide the direction of National AIDS Trust.

Inspiring the Board and Stakeholders: Promoting the organisation's vision and mission, motivating both internal and external stakeholders.

Leading Strategic Reviews: Working with the Board, CEO, and senior staff to regularly assess and refine National AIDS Trust's strategic aims and objectives.

Strong Chairing: Demonstrating excellent chairing skills to ensure the Board operates cohesively, with effective agenda-setting and diligent follow-up on decisions made.

Fostering Board Culture: Cultivating a positive, collaborative culture within the Board, subcommittees, and other working groups, ensuring that they function efficiently.

Oversight of Financial Health: Ensuring the Board is assured of the robustness of National AIDS Trust's finances, overseeing annual business planning, and approving the budget.

Financial Stewardship: Ensuring the financial stability of the organisation and that funds are used in accordance with its objectives and relevant regulations.

Collaborating Across the Organisation: Building effective working relationships with Trustees, the CEO, staff, and volunteers to achieve National AIDS Trust's goals.

Appointing and Developing Trustees: Leading the recruitment, appraisal, and development of a diverse group of high-calibre Trustees, ensuring a range of skills, expertise, and perspectives to support the organisation's aims.

Ensuring Governance Compliance: Overseeing governance practices and ensuring the charity complies with the law and Charity Commission guidelines.

Ambassadorship: Representing National AIDS Trust as an ambassador, utilising your networks to further the organisation's interests and raise its profile.

Commitment and Terms

The role requires a full and active commitment to the charity's work, with the following expected involvement:

- Chairing quarterly Board meetings.
- Attending and sometimes chairing subcommittee meetings, including ad hoc Nominations and Appointments Committee meetings, as well as biannual Advisory Committee meetings.
- Regular (currently monthly) phone or video calls with the CEO.
- Representing the charity at additional engagements, as necessary.

Person specification

The appointment will be for an initial term of three years. The role is voluntary, but reasonable expenses can be claimed.

National AIDS Trust encourages applications from senior leaders with experience in the HIV sector, ideally with diverse backgrounds. We are looking for individuals who share our commitment to social justice, human rights, and disability issues.

We are seeking a forward-thinking, emotionally intelligent leader who is approachable and adaptable. Candidates should demonstrate strength and achievement in the following areas:

- **Proven Leadership Experience:** A track record of leadership in the voluntary, public, or commercial sectors, including roles such as Chair, CEO, or Director.
- **Experienced Non-Executive Director or Trustee:** Previous experience as a Non-Executive Director or Trustee is desirable, particularly within the charitable sector, though not essential.
- **Strong Facilitation and Support Skills:** The ability to support Trustees, evaluate Board performance, and foster cohesion through listening, questioning, and effective facilitation.

- **Impartiality and Confidentiality:** Demonstrating fairness, impartiality, and the ability to respect confidentiality.
- **Networking and Relationship Building:** Strong skills in building positive, constructive relationships with a wide range of stakeholders.
- **Collaboration with the CEO:** Ability to provide support and guidance to the CEO, working together to develop and implement the organisation's strategy and monitor performance.
- **Governance and Compliance Knowledge:** An understanding of good governance practices in a UK charity context, ensuring compliance with the charity's constitution and legal regulations.
- **Excellent Communication and Advocacy:** Highly effective communication and representation skills, with the ability to influence both traditional and non-traditional media.
- **Fundraising and Advocacy:** A willingness to actively engage in fundraising and serve as an advocate for National AIDS Trust.
- **Time and Commitment:** The time, energy, and enthusiasm to fulfil the Chair role effectively.

How to apply

Please apply by email to recruitment@nat.org.uk by the deadline of 11.59pm Monday 24 March 2025.

Your application should include:

- CV
- letter of application addressing the person specification

Interviews will be held on the afternoon of April 9 2025 at National AIDS Trust's offices in London (Unit 3.9 The Green House, 244-254 Cambridge Heath Rd, E2 9DA).

If you cannot make this date, or would like for the interview to be held online, please let us know when you submit your application.



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