

Person Specification – Trustee with Research Expertise

In addition to the core skills and qualities expected of all Trustees, we are seeking one Trustee who brings enhanced research expertise to strengthen the Board's oversight of research strategy, quality, ethics and impact. This Trustee will not be expected to undertake operational research activities, which remain the responsibility of the Senior Leadership Team and research leads.

Essential Experience

- Significant experience in designing, conducting or overseeing research within academia, industry, healthcare, policy, or the voluntary sector.
- Strong understanding of research methodologies, evidence standards, and ethical considerations.
- Experience of reviewing research proposals, evaluating research quality, or assessing impact at a strategic level.
- Familiarity with research governance, data management, ethical approval processes, and risk management (or willingness to develop this knowledge).
- Experience of working with or on a Board, research committee, ethics panel, advisory group or other senior governance body.
- Experience developing and leading research funding proposals to national or international academic research funding bodies and/or trusts, foundations and government funders.

Key Responsibilities (Research-Skilled Trustee)

- Provide additional insight and constructive challenge to the Board on research matters, ensuring high-quality, ethical and impactful research activity.
- Support the Board in interpreting research evidence, assessing risks, and identifying opportunities for innovation or collaboration.
- Work collaboratively with the Chair, CEO and relevant research leads to strengthen research oversight, governance and assurance processes.
- Act as a member of a Research, Ethics and Impact subcommittee 4 or 5 times a year.
- Champion strong research governance, transparency and accountability while recognising the Executive's operational responsibilities.

Desirable Skills & Qualities

- Ability to explain research concepts clearly and accessibly to Trustees with differing levels of research literacy, ensuring that safeguarding implications are communicated in an understandable and responsible way.
- A strategic mindset, able to balance rigour, ethics, safeguarding duties, and survivor - centred practice with organisational ambition and innovation.
- Experience and responsibilities in areas such as research ethics, impact evaluation, data governance, safeguarding in research contexts, knowledge exchange, or research funding.
- Understanding of regulatory, safeguarding, and compliance requirements relevant to research (e.g., data protection, ethical frameworks, safer recruitment, funder expectations), or willingness to develop this.
- Knowledge of the sexual abuse sector, including safeguarding principles, trauma - informed approaches, and the risks and responsibilities associated with conducting research in this field.

Time Commitment Clarification

This role does not involve conducting research, writing proposals, or managing research projects. The role is focused on strategic oversight, quality assurance and good governance, supported by the Senior Leadership Team and research leads.