



RNLI **Trustee**

Recruitment information

Introduction



Janet Legrand OBE KC (Hon), RNLI Chair

What makes a true lifesaver? You.

Our charity is looking for a person like you to join our Trustee Board.

It's a unique opportunity for you to contribute to a major lifesaving organisation in the UK and Ireland, and internationally.

You probably know that we're a registered charity, independent from government. Governance is important to us and we are looking for people with experience of providing commercial, finance and people leadership in large and complex organisations to join our Trustee Board.

Join us and you'll be helping our skilled and brave lifeboat volunteers sustain a world-class search and rescue service around the coast of the UK and Ireland. You'll also be supporting our seasonal lifeguards and preventing drowning by helping our Water Safety and International teams.

If you are willing to contribute to our charity, the rewards are huge. By making the most of your own skills and working with others who share your commitment, you will make a real difference to a charity that has saved over 146,000 lives at sea over the past 2 centuries.

As we launch into our third century of lifesaving and adapt to the challenges ahead, it's an exciting time to join the RNLI.

I very much welcome your interest and look forward to discussing the opportunity of joining the RNLI with you.

Janet Legrand OBE KC (Hon)
Chair
RNLI



RNLI lifeguards pictured next to the Tenby lifeboat and slipway



Claire Deuchar, Chief Information Officer, visits project Bhasa, Bangladesh

About us

**WE ARE THE RNLI:
THE CHARITY THAT
SAVES LIVES AT SEA**

Every day of the year, people of all backgrounds get into danger in the water. It's a problem we're here to tackle.

We are more than a rescue service. The RNLI also works with communities to prevent drowning by influencing, supervising and educating people. We share our expertise internationally too. We give support to countries where drowning rates are significant, and work with like-minded organisations to save lives. We build our own state-of-the-art rescue craft.

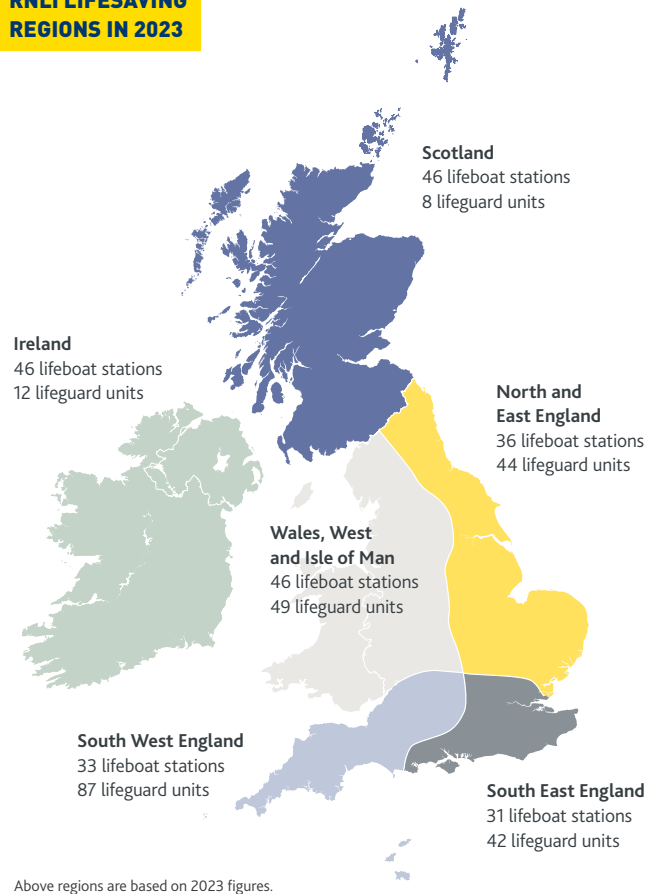
We're here to explain the risks, share safety knowledge and rescue those people whose lives are in danger.

We're here to work with others to make the water a safer place for everyone.

We're here to prevent tragedies inshore and offshore.

And with your help, we always will be.

RNLI LIFESAVING REGIONS IN 2023



With more than 200 lifeboat stations across the UK and Ireland, our strength lies in operating through local teams, centrally supported and resourced. But the RNLI's work is broad and varied – we're more than a rescue service. We influence, supervise and educate people too. Our vision is to save every one.

SEARCH AND RESCUE

RNLI lifeboat crews protect hundreds of communities around the UK and Ireland through our **24-hour search and rescue** service. We have an active fleet of **more than 400 lifeboats**, and our crews are called out an average of 24 times per day. There's most likely a lifeboat crew out right now, saving lives. In order to maintain this service, we build and repair our lifeboats to the highest standards.

Our lifeguards patrol well over 230 beaches around the UK and Channel Islands in the summer season. They aim to reach anyone up to 300m from shore, within the red and yellow flags on RNLI-patrolled beaches, within 3½ minutes.

'It is a privilege to be an RNLI Trustee and to be able to play my part in supporting our dedicated volunteers in saving lives at sea'

Philip Goodwin, Trustee



Baltimore Tamar class lifeboat *Alan Massey* and Atlantic 85 inshore lifeboat *Rita Daphne* Smyth on a search and rescue training exercise

WATER SAFETY

Making people safer is core to the RNLI's operations. We use research, targeted campaigns and lifesaving plans to encourage changes in people's behaviour, in and around the water. We work alongside partners to maximise our reach and influence.



Cork's famous Annie Moore statue gets a 2021 makeover as part of a joint RNLI and Helly Hansen safety campaign to encourage people to wear a lifejacket when out on the water

EDUCATION

Educating young people about water safety is fundamental to saving lives at sea and a core part of our prevention work. The more young people we can reach with our water safety messages, the more lives we can save now and in the future.

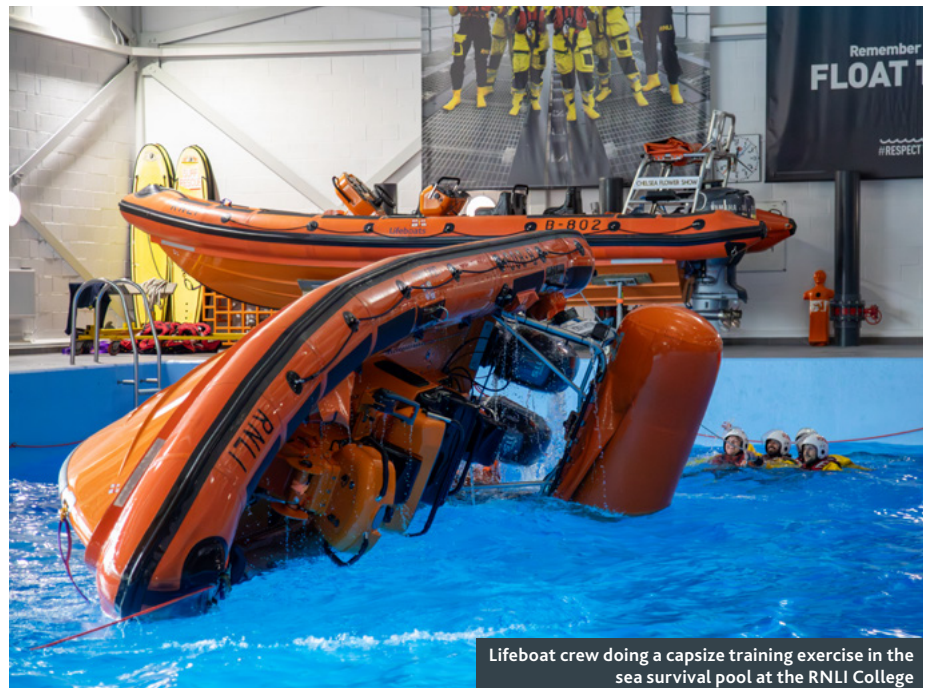
We also support young people as they think about their career paths. **Engineering** is at the very heart of what we do at the RNLI. That's why it's crucial we inspire the next generation, particularly young women, to consider roles within engineering. We hold a yearly event for local schoolgirls to celebrate **International Women in Engineering Day**.



RNLI Education volunteer teaching primary school children important water safety skills

RNLI COLLEGE

The RNLI College in Poole is where our extraordinary volunteer crew – and lifeguards – from around the UK and Ireland are trained. The site also offers an award-winning hotel and conference venue, so everyone can come and experience the home of RNLI training.



Lifeboat crew doing a capsize training exercise in the sea survival pool at the RNLI College

INTERNATIONAL

Every other minute, someone in the world drowns. Drowning claims an estimated **235,000 lives every year**, many of them children. The RNLI is working with global leaders, public health organisations and at-risk communities to change this by raising awareness, conducting research and testing interventions. We want to make drowning prevention a priority worldwide and reduce this staggering loss of life.



The RNLI supports SeaSafe, a project in Cox's Bazaar, Bangladesh, where children are at high risk of drowning. As part of the project, children receive swimming lessons that could save their lives

Our impact

Every year, our volunteer lifeboat crews and lifeguards help and rescue thousands of people, and have saved over 146,000 lives since 1824. Countless more lives are saved through our youth education, water safety and international work.

The RNLI celebrated its 200th anniversary in 2024. We are proud of our history, the affection in which people hold our traditions, and the RNLI's achievement of saving lives over more than 2 centuries.

As we look ahead, we will ensure that volunteering is central to all we do, recognising the changing nature in volunteering as we adapt for the future.

We will continue to work with partners such as the Black Swimming Association (BSA). Through the partnership, the RNLI will fulfil its commitment to saving every one. And the BSA will fulfil its commitment to ensuring **vital water safety education** and drowning prevention is accessible and equitable for ethnically diverse communities in the UK and Ireland.

This partnership will ultimately deliver on a joint ambition to significantly **reduce accidental drowning fatalities** in these communities.



RNLI Senior Seasonal Lifeguard Maisie Rafferty monitoring the beach at Southsea, Portsmouth

A photograph of an orange RNLI lifeboat, labeled 'B-877' and 'LEWISCO', navigating through rough, white-capped waves. Three crew members in yellow gear and white helmets are visible on board. The boat is moving towards the right of the frame.

Whitstable Atlantic 85 inshore lifeboat Lewisco B-877 during a training exercise

IN 2023

355	30,713	29
LIVES SAVED BY RNLI CREWS AND LIFEGUARDS	PEOPLE AIDED BY RNLI CREWS AND LIFEGUARDS	PEOPLE AIDED EACH DAY ON AVERAGE BY LIFEBOAT VOLUNTEERS

Our values

We are a charity founded upon and driven by our values:

- **Selflessness**
- **Courage**
- **Dependability**
- **Trustworthiness**

Volunteers are at the heart of our charity, supported by expert staff to enable communities to save lives. More than 10,000 of our operational crew members, and around 100 of our lifeguards, are volunteers. More than 14,000 dedicated volunteers also raise funds and awareness, give water safety advice and help in our shops, museums and offices.

Values shared by generations of supporters have powered our lifesaving work through kindness and generosity for over 200 years.



Living the RNLi's values: volunteer Paul Weston qualified as a helm at Portishead in 2021. Being in charge of a lifeboat and crew is a huge responsibility



St Davids crew launch their Tamar class lifeboat *Norah Wortle* down the slipway on a training exercise. RNLi volunteers have been launching lifeboats here since 1867 and have saved hundreds of lives



'I feel privileged to be part of the RNLi, an institution that reflects the best values of our communities, with courageous and inspiring people achieving marvellous feats.'

Jim Islam
RNLi Treasurer and Trustee

Looking to the future

In 2024, we celebrated our 200th anniversary. It's important that the RNLI is prepared for future challenges, and ready to sustain the charity for the next 2 centuries. Our Trustee Board will need to help us look to the future and ensure we adapt and remain relevant in a rapidly changing environment.

One of our major focuses will be securing a **future volunteer workforce**. Engaging **young people**, and utilising **digital** tools, **technology** and new forms of communication will be key to this. We also need to ensure that we are inclusively connecting with **diverse audiences**, conscious of the hugely diverse communities we work with and support every day.

Our work has never been more important, whether we are keeping people safe in the UK and Ireland, or using our experience and expertise to help tackle the global drowning problem. Since 1824, we've pioneered developments in lifesaving at sea, and there is a hugely exciting period ahead as we continue to innovate, develop our services and engage new communities and lifesavers of the future.



RNLI senior lifeguard Nick Ellison at La Braye beach, Jersey



Torbay volunteer crew member James Hoare using a searchlight onboard the Severn class lifeboat *Alec and Christina Dykes* 17-28 ON 1255

The role of the Trustee Board

The Trustees are responsible for ensuring the RNLI stays true to its mission, ethos and values.

Being a Trustee of a dynamic, complex, international charity means making decisions that will impact on people's lives, on the communities we serve across the UK, Ireland and Crown Dependencies (and internationally) and on wider society.

The Trustee Board has ultimate responsibility for all the activities of the RNLI in pursuit of its objectives. Trustees, led by the Chair, have independent control over, and legal responsibility for, the RNLI's management. They act as the ultimate decision-makers, protecting the interests of volunteers, beneficiaries, colleagues, and the public. They agree the strategy and work closely with the Chief Executive and Executive Team to ensure they are in a position to deliver effectively.

RNLI Trustees come from a wide range of backgrounds and bring a range of specialist skills to support and challenge the organisation. What they have in common is a passion for the organisation and a belief in its objectives to reduce deaths from drowning.

Trustees need to:

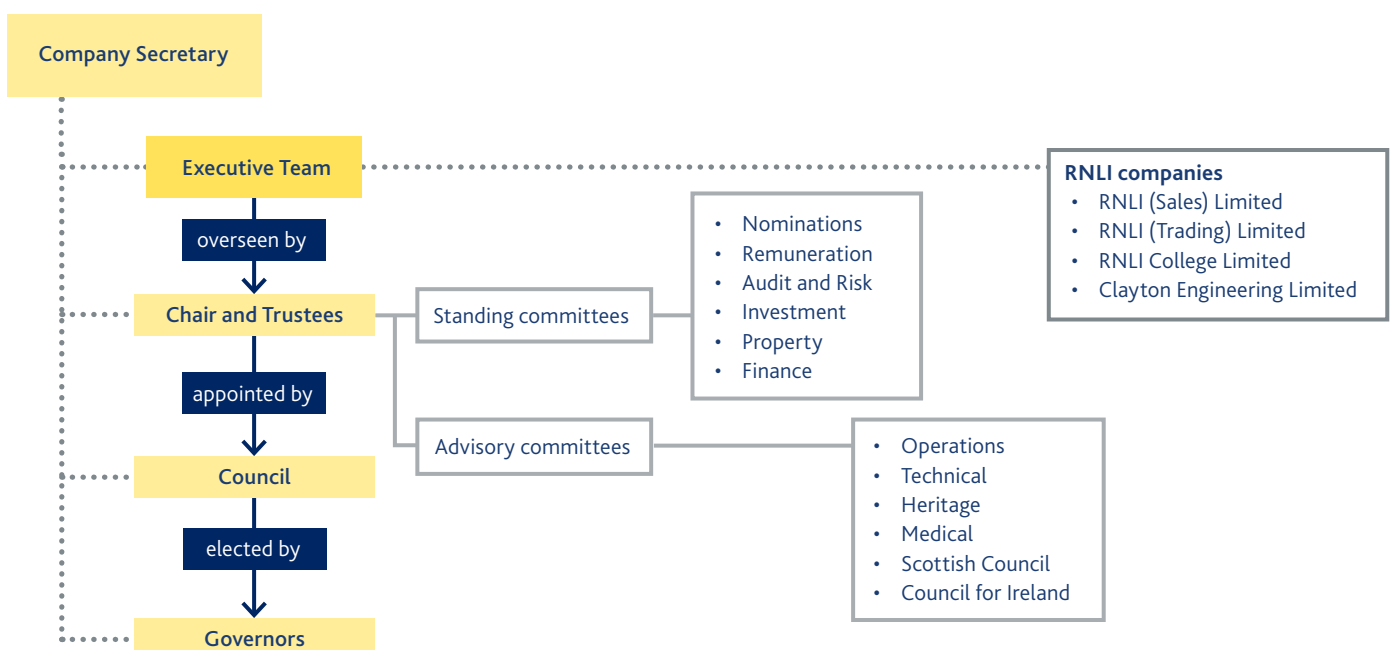
- demonstrate inclusive leadership traits, for example, being an active listener, aware of your own bias and comfortable in challenging your own thinking and that of others
- demonstrate an inclusive, respectful, non-judgemental approach to others
- show emotional intelligence and independence of thought
- actively promote diversity within both the Trustee Board and the RNLI as a whole.

The Trustee term of office is 3 years and Trustees may serve up to a maximum of 3 consecutive terms.

A Trustee must be an active governor member and remain so for the entirety of their tenure – more information about Governor Membership can be found here:

[RNLI.org/become-a-governor](https://www.rnli.org/become-a-governor)

This is how the Trustee Board and committees fit into our governance structure:



Volunteer role description:

Trustee

Essential:

- Non-Executive Director or Trustee experience.
- Experience providing commercial and financial leadership in a large complex organisation.

or

- People management experience at a senior level, in a large complex organisation.

or

- Experience of audit, risk management and/or assurance in a large complex organisation.

WHAT YOU WILL BE DOING

- Make a time commitment of approximately 20+ days a year. You will meet with the Trustee Board 6 times a year. This requirement may increase if you are appointed to a committee.
- Ensure that the Chief Executive and their Executive Team develop appropriate long term strategic plans aligned with the mission and public benefit, and monitor their implementation.
- Agree and monitor key RNLI policies with clear ownership of each policy.
- Ensure effective and efficient management and administration is in place, so resources are used responsibly and with good judgement.
- Provide support and leadership to the Chief Executive, including providing constructive feedback.
- Ensure the reputation of the RNLI and its values are kept intact.
- Use any specific skills, knowledge or experience to help the Board, or any committees, reach sound decisions.
- Act as an RNLI ambassador at events such as lifeboat naming ceremonies, Council and Committee meetings and the Annual General Meeting.

Desirable:

- Experience in property management, disposal, development and acquisition.
- An understanding or experience of volunteering.

WHAT DO YOU NEED FOR THIS ROLE?

- The ability to work with a range of stakeholders, and to act with integrity and confidentially.
- An ability to ask open questions and to listen.
- An ability to remain strategic while assimilating a large amount of operational detail.
- A proven ability to work with people at all levels within an organisation or community.
- To be able to demonstrate an existing or future commitment to the RNLI.
- To be willing to devote the necessary time and effort to the work of the Board.

The RNLI believes that the organisation is best served by a Trustee Board, Council and committees that have a balance of skills, and are diverse and representative of the many communities we seek to serve. We have taken important steps on this journey but have further to go. We actively encourage, therefore, applications from individuals who can help us further these objectives.

What's in it for you?

- Use your talents and expertise to save lives at sea and be a part of the RNLI family.
- Work with other committed experts who are passionate about influencing and challenging key decisions for the charity and our supporters.
- Meet with others in your local community and nationally to support our volunteers.

Safeguarding

The RNLI is committed to safeguarding and promoting the welfare of young people and vulnerable adults. We expect all volunteers to share this commitment and comply with the RNLI Safeguarding Policy and procedures.

Safeguarding level 1:

Awareness and understanding of safeguarding policy required upon commencement of role. If you don't have this, training will be provided.

How to apply

Please follow the instructions provided in the advert for this role to complete an online application form and attach a copy of your CV.

For further information, please email gov_recruitment@rnli.org.uk.



'I feel it is a privilege to serve such an important and cherished national institution and really enjoy working with so many dedicated and inspirational people.'

Sandra Morson
Vice President and Membership
Nomination Committee Member



Clifden crew members walking on the beach



Tel: **0300 300 9990** from the UK, **01 511 9836** from Ireland,
or **+44 1202 663234** from any other country

Email: gov_recruitment@rnli.org.uk

Web: RNLI.org

Photos: Stephen Duncombe, Andrew Parish, Dean Wright, RNLI/International,
RNLI/(Harrison Bates, International, Nigel Millard, Nihab Rahman, Derek O'Rourke,
Charis Walker, Nathan Williams)

The RNLI is the charity that saves lives at sea

The Royal National Lifeboat Institution, a charity registered in England and Wales (209603), Scotland (SC037736),
the Republic of Ireland (CHY 2678 and 20003326), the Bailiwick of Jersey (14), the Isle of Man (1308 and 006329F),
the Bailiwick of Guernsey and Alderney, of West Quay Road, Poole, Dorset, BH15 1HZ



Lifeboats