

Trustee Candidate information pack (finance and audit expertise)



Help strengthen the financial sustainability, governance and accountability of Blue Cross.

Blue Cross has been helping sick, injured and homeless pets since 1897. Today, we are seeking an experienced finance and audit professional to join our Board of Trustees and support the effective stewardship of one of the UK's leading animal welfare charities.





Welcome from our Chair and CEO

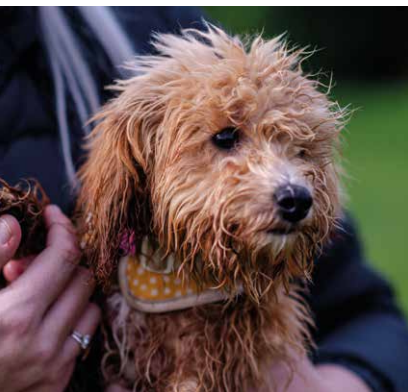
Thank you for your interest in becoming a Trustee of Blue Cross.

Blue Cross exists to help pets and the people who love them. Every month we support thousands of pets and their owners through veterinary care, rehoming, behaviour support, pet food banks, education, campaigning and pet bereavement services. Our vision is simple: every pet will enjoy a healthy life in a happy home.

Strong financial oversight, effective governance and robust risk management are fundamental to achieving that vision. As a charity, we must ensure that our resources are managed responsibly, our finances remain sustainable and our governance arrangements continue to support the delivery of our strategic goals.

The Board's future needs have been considered in light of Blue Cross' strategic priorities and organisational ambitions. We are therefore seeking a Trustee with significant finance and audit expertise who can bring strategic insight, financial acumen and constructive challenge to Board discussions. This is an exciting opportunity to help shape the future direction of Blue Cross, supporting the charity's long-term sustainability and our mission to improve the lives of pets and their people.

If you share our passion for animal welfare and would like to contribute your expertise to our Board, we would be delighted to hear from you.



A stylized, handwritten signature in black ink, appearing to read 'Beth Brook'.

Beth Brook
Chair

A handwritten signature in black ink, clearly legible as 'Chris Burghes'.

Chris Burghes
Chief Executive



Who we are

Blue Cross has been changing the lives of sick, injured and homeless pets since 1897. We believe that pets and their people should be able to enjoy lifelong care and support, and we will not rest until that becomes reality.

Our vision

Every pet will enjoy a healthy life in a happy home.

Our values

Compassionate

We listen, we are non-judgemental, and we support pets and people through difficult times.

Courageous

We make brave decisions, embrace change and always act with integrity.

Inclusive

We value diversity, celebrate difference and empower people to be themselves.

Our work

Our work is broad and varied, reflecting the complex needs of pets and their owners. We provide:

Rehoming

Finding loving homes for cats, dogs, horses and small pets.

Veterinary care

Supporting sick and injured pets when families cannot afford treatment.

Behaviour support

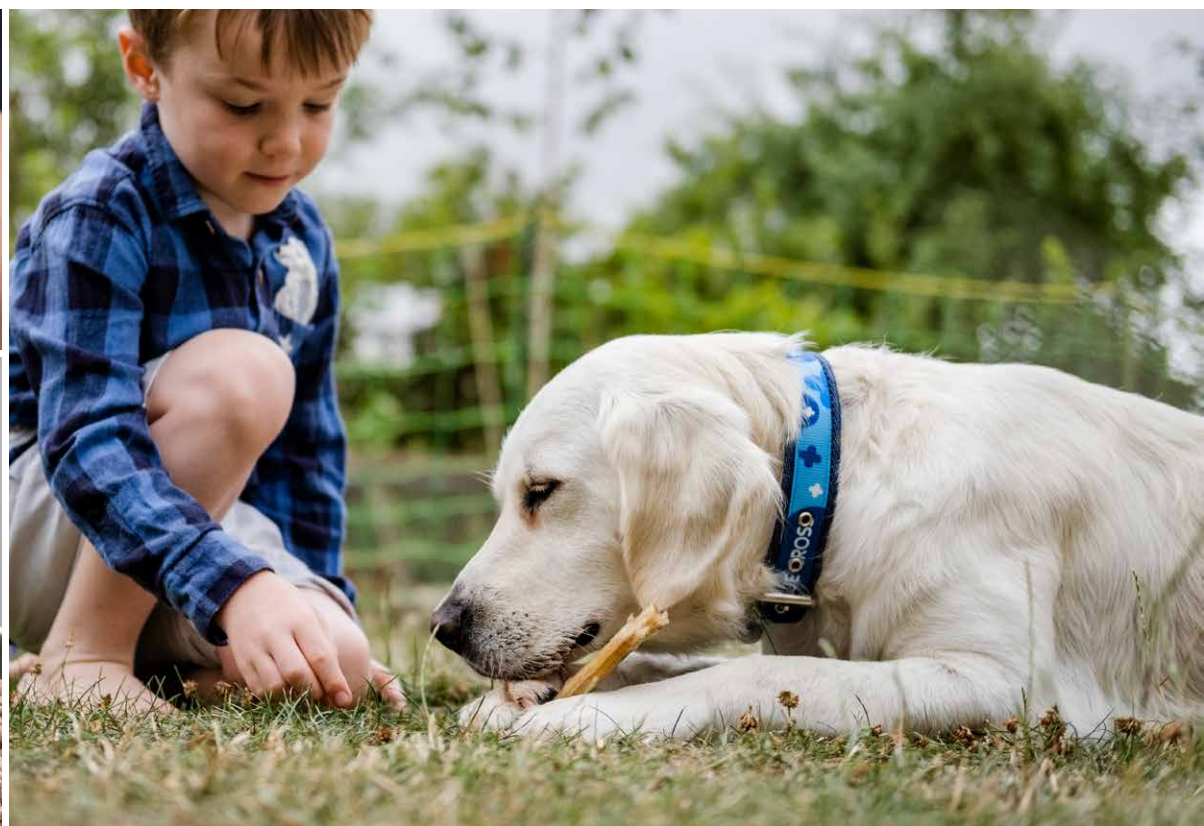
Helping pets and people live healthy and happy lives together.

Education

Providing advice, guidance and learning opportunities for pet owners and communities.

Pet bereavement support

Supporting people after the loss of a beloved companion.



The opportunity

We are looking for an experienced finance and audit professional to join our Board of Trustees. This role will provide valuable expertise to support sound financial governance, effective risk management and organisational sustainability.

The successful candidate will contribute to the strategic direction of the charity while helping to ensure that Blue Cross continues to maintain the highest standards of financial stewardship and accountability.

The Trustee will work collaboratively with fellow Board members and the Executive Team, providing support and constructive challenge on financial, audit, risk and governance matters.

The role

Purpose

As a Trustee, you will contribute to the effective governance and strategic direction of Blue Cross, ensuring the charity delivers against its vision, purpose and values.

In addition, as a member of the Board with finance and audit expertise, you will provide insight and constructively challenge on matters relating to:

- Financial strategy and sustainability
- Audit and assurance
- Financial controls and governance
- Risk management
- Internal control frameworks
- Budgeting and financial performance
- Investment and reserves management
- Regulatory and statutory compliance

Key responsibilities

As a Trustee you will:

Governance and strategy

- Contribute actively to the strategic leadership of Blue Cross.
- Ensure the charity operates within its charitable objectives and regulatory responsibilities.
- Support sound governance and effective decision making.
- Help monitor organisational performance against strategic priorities.
- Ensure risks and opportunities are appropriately identified and managed.
- Support the long-term sustainability and resilience of the charity.

Finance and audit expertise

- Provide independent financial and audit insight to Board discussions.
- Support oversight of financial planning, budgeting and long-term sustainability.
- Contribute expertise on financial governance and control frameworks.
- Provide advice on risk management, assurance and compliance matters.
- Support effective oversight of external and internal audit arrangements.
- Help ensure that financial information supports informed decision making.
- Provide constructive challenge on financial performance, investment and resource allocation.
- Contribute to the Board's understanding of key financial risks and emerging issues.

Ambassadorial role

- Act as an advocate for Blue Cross and its mission.
- Promote high standards of governance and accountability.
- Build positive relationships with stakeholders and partners where appropriate.
- Support the charity's reputation through professional expertise and external credibility.

Person specification

Essential experience

- Significant senior-level experience in finance, audit, accounting, risk or a related field.
- A recognised accountancy qualification or equivalent professional financial expertise.
- Experience of financial planning, budgeting and performance management.
- Experience of audit, assurance, internal controls or risk management frameworks.
- Experience influencing decision making at Board, executive or senior leadership level.
- Strong understanding of financial governance and organisational accountability.

Desirable experience

- Previous trustee, non-executive director or board-level experience.
- Experience serving on an Audit and Risk Committee.
- Experience within the charity or not-for-profit sector.
- Experience overseeing complex organisations, substantial budgets or multi-site operations.
- Knowledge of charity finance, reserves management and charity accounting requirements.
- Experience of organisational transformation, growth or change programmes.

Knowledge and skills

We are seeking someone with:

- Strong financial and analytical skills.
- Excellent understanding of audit, risk and assurance principles.
- Knowledge of governance and regulatory requirements.
- The ability to interpret and constructively challenge financial information effectively.

- Sound judgement and strategic thinking.
- Strong communication and influencing skills.
- The ability to contribute to complex Board discussions with confidence and clarity.
- Good understanding of the distinct responsibilities of trustees and executives, including how effective governance, oversight, support and challenge enable both to work together in achieving the charity's objects and long-term strategy.

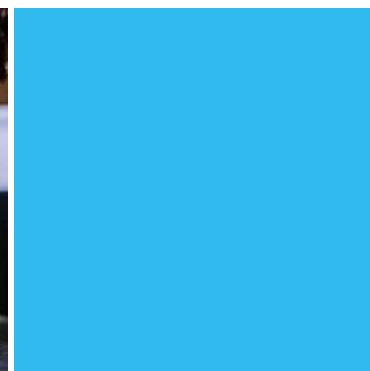
Personal qualities

You will demonstrate:

- A genuine commitment to the mission and values of Blue Cross.
- A commitment to equity, diversity and inclusion.
- High levels of integrity and personal credibility.
- Independence of thought and sound judgement.
- Strong interpersonal and relationship-building skills.
- A willingness to challenge constructively while maintaining positive relationships.
- Good listening skills and a collaborative approach.
- Commitment to the highest standards of governance and accountability.

Diversity and inclusion

- Blue Cross is committed to creating a Board that reflects the communities we serve.
- We welcome applications from candidates from all backgrounds and particularly encourage applications from groups currently underrepresented on charity boards.
- We value the different perspectives, experiences and ideas that diversity brings and are committed to creating an inclusive environment where everyone can contribute and thrive.



Terms and commitment

Term of office

Three years, with the possibility of reappointment for a further term, subject to Board approval.

Time commitment

Trustees should be able to commit approximately 1 to 2 days per month to the role. This includes:

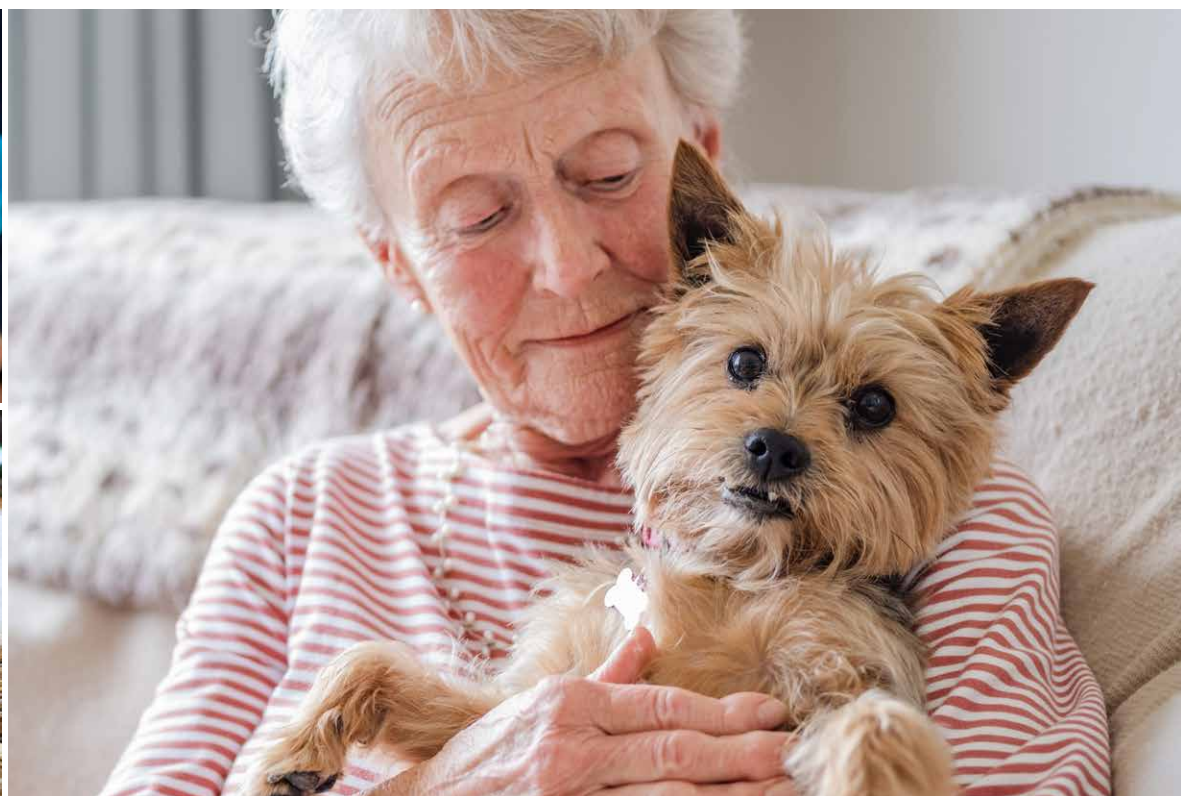
- Attendance at quarterly Board meetings
- Participation in Board development sessions and strategic discussions
- Membership of two Board committees, each meeting four times per year for approximately 2.5 hours, plus preparation and reading time

- Preparation for Board and committee meetings, including reviewing papers and supporting materials
- Occasional attendance at events and stakeholder engagement activities
- Opportunities to contribute to short term task and finish groups in areas aligned to individual skills, expertise or interests

Remuneration

This is a voluntary role and is not remunerated.

Reasonable expenses will be reimbursed in accordance with Blue Cross policy.



How to apply:

To apply, please submit:

- An up-to-date CV
- A supporting statement outlining:
 - Your motivation for joining Blue Cross
 - How you meet the person specification
 - The finance and audit expertise you would bring to the Board

Closing date:

Tuesday 25 August 2026

First interviews:

Week commencing 14 September 2026

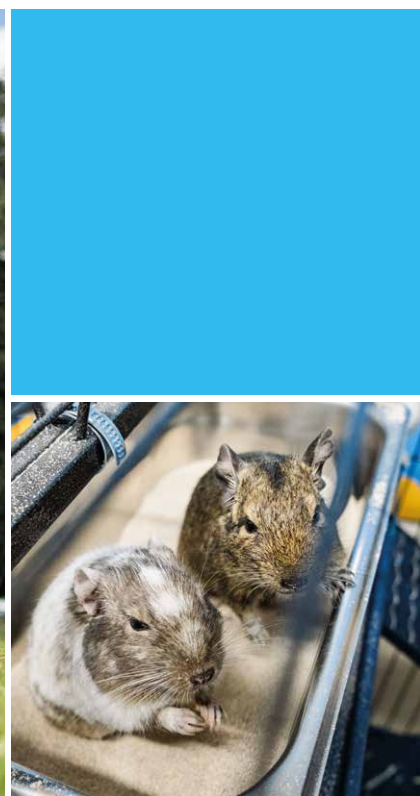
Second interviews:

Week commencing 21 September 2026

Join us

This is an opportunity to use your fundraising expertise to help shape the future of animal welfare across the UK.

Together we can help ensure that every pet enjoys a healthy life in a happy home.





If you would like further information about our work,
please call our supporter care team on:

0300 790 9903
info@bluecross.org.uk
bluecross.org.uk

Registered charity number: 224392 (England and Wales), SC040154 (Scotland).



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We change theirs

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