



# Chairman of the RNLI

## Volunteer Role

<p><b>Why the RNLI needs this role:</b></p>	<p><b>This role will help us save lives at sea by:</b></p> <ul style="list-style-type: none"> <li>• providing effective leadership and direction to the Board and Council, enabling the Trustees and Council to fulfil their responsibilities for the governance and strategic direction of the RNLI</li> <li>• developing the RNLI's aims, objectives and goals in accordance with the RNLI Charter and legal and regulatory guidelines</li> <li>• working closely and effectively with the Chief Executive to ensure that Trustee decisions are acted upon and the RNLI is managed effectively and efficiently</li> </ul>
<p><b>Potential time commitment:</b></p>	<p>Normal term of office to be 3 years, but may be reappointed in accordance with Bye-Law 70. The Chairman will be required to stand down immediately notwithstanding that he has not served a full term of 3 years if a vote of no confidence has been passed by all the other Trustees.</p>
<p><b>Role specific requirements:</b></p>	<p>Volunteers must be over 18 years of age</p>
<p><b>This role involves:</b></p>	<p><b>Scope of responsibility</b></p> <ul style="list-style-type: none"> <li>• Ensure, together with the Trustees, that the Chief Executive and their Executive Team develop appropriate long-term strategic plans for the RNLI.</li> <li>• Lead the Trustees in:             <ul style="list-style-type: none"> <li>○ Considering and approving the Chief Executive's annual budget plan</li> <li>○ Evaluation and approval of the Chief Executive's strategic proposals and KPIs set out in the business plan and the subsequent review/monitoring of progress</li> <li>○ Supporting and appraising the work of the Chief Executive including an annual review of the Chief Executive's performance</li> </ul> </li> <li>• Bring, with the engagement of the Trustees, impartiality and objectivity to decision-making</li> <li>• Provide support and leadership to the Chief Executive, including constructive criticism.</li> </ul> <p><b>Specific duties</b></p> <ul style="list-style-type: none"> <li>• Act as an ambassador and advocate for the RNLI and its aims, presenting and representing its interests, building strong partnerships with stakeholders nationally, across communities and internationally where appropriate. Represent the RNLI at functions, in broadcasting and social media.</li> <li>• Be visible and show leadership to all stakeholders including volunteers, supports and employees</li> <li>• Lead the Trustees, facilitating and using their skills and contribution effectively. Work to ensure that there are constructive Trustee relationships with RNLI executives, staff and volunteers and address and resolve conflicts where they occur</li> <li>• Take a lead in determining the composition of the Board, implementing recruitment and development processes to monitor and enhance performance. Chair the Membership Nomination Committee and appoint the best people for the roles</li> <li>• Ensure the proper running of Trustee and governance meetings, consulting with the Chief Executive on the agenda. Ensure that appropriate information is made available in a timely fashion, that contributions are encouraged from all participants and that clear decisions and actions arise from these meetings</li> <li>• Ensure the creation and continuation of appropriate RNLI Advisory Committees. Influence to gain involvement and participation of people with key skills</li> <li>• Provide advice to Trustees, assessing their performance and making recommendations for improvements where appropriate</li> <li>• Oversee the development of an appropriate strategy for the RNLI with the Chief Executive, testing proposals with the Trustees to ensure they will deliver tangible improvement and align with the Objects of the charity</li> <li>• Provide support and challenge to the Chief Executive and Executive Team, working as an effective sounding board. Hold the Chief Executive and Executive Team to account for the delivery of agreed strategies and tangible improvement</li> <li>• Assess the performance of the Chief Executive, hold regular interim performance review and recommend revisions for remuneration</li> <li>• Lead the process to identify and recruit the Chief Executive</li> <li>• Ensure that proper governance processes are in place to enable the RNLI to meet its objectives and statutory requirements</li> <li>• Work closely with the Vice-Chairman to ensure they have the capabilities to take over as Chairman</li> </ul>

	<ul style="list-style-type: none"> <li>Maintain a deep interest in maritime, lifesaving and not-for-profit sector issues, to inform proposals that enhance the effectiveness and innovative culture of the RNLI</li> </ul>
<b>Training and support:</b>	<ul style="list-style-type: none"> <li>The RNLI will provide a comprehensive, formal and tailored three day induction to be completed during your first year of appointment, plus a tailored induction programme to ensure a broad and relevant understanding of the work of the RNLI</li> <li>The RNLI will make arrangements for you to develop and refresh your skills and knowledge in areas agreed to be of mutual benefit</li> </ul>
<b>What you will get from this role:</b>	<ul style="list-style-type: none"> <li>Develop your skills and experience within a leading national charity</li> <li>A sense of personal satisfaction, by sharing your experience and skills</li> <li>Gain charity sector contacts within a supportive environment</li> <li>Reasonable travel and lunch expenses covered</li> </ul>

<b>What you need for this role:</b>	<b>The Membership Nomination Committee shall consider the desired balance of experience, skills and knowledge required by the Chairman. This includes individuals who:</b>	
	Have experience at board level as a director or equivalent, of an organisation similar to, or larger than, the RNLI	Have experience of volunteering, either within the RNLI or in another charity
	Collectively represent all the regions in which the RNLI primarily operates, with particular consideration to those regions within which the RNLI is required to be separately registered	Have knowledge of and accept the legal and fiscal responsibilities and liabilities of charity trusteeship and modern corporate governance standards
	Have, at a level which would enable them to function effectively as a chairman of any committee of the Board or supporting group, technical expertise in one of the strategic specialist areas relevant to the RNLI - namely maritime operations; medical and welfare activities; financial accounting; investments and pensions; environmental issues; income generation; change management and organisational design; international operations; safety management; marine engineering; government relations; digital growth/technology applications and cyber security; supply chain/logistics; risk management and compliance; strategic reward design	Are 'fit and proper persons' in accordance with the test set out in detailed guidance published by HMRC, and fall within the eligibility criteria set out in Bye-Laws 37 and 38
	<b>The Chairman must:</b>	
	Be familiar with, and committed, to the aims, values and ethos of the RNLI	Be willing to devote the necessary time and effort to the role of Trustee of the RNLI
	Be able to think creatively, and with real strategic vision	Be willing to contribute to discussions at both operational and strategic levels
	Be able to demonstrate independent judgement and common sense coupled with impartiality and fairness	Be used to working in confidential, commercial and 'people-centric' environments
Be able to work effectively as a member of a team, possessing good communication and interpersonal skills and, in particular, the ability to communicate with tact and diplomacy and to speak their mind	Accept and apply the Nolan Principles of public life, namely selflessness, integrity, objectivity, accountability, openness, honesty and leadership	
	Have experience of budget and financial control at board level	

<b>RNLI Values:</b> The RNLI has set values as an organisation that we ask all our staff and volunteers to uphold:	<p>Selfless: Willing to put the requirements of others before our own and the needs of the team before the individual, able to see the bigger picture and act in the best interests of the RNLI. Inclusive and respectful of others. Prepared to share our expertise with organisations that share our aims.</p> <p>Dependable: Always available, committed to doing our part in saving lives with professionalism and expertise, continuously developing and improving. Working in and for the community and delivering on our promises.</p> <p>Trustworthy: Responsible, accountable and efficient in the use of the donations entrusted to us, managing our affairs with transparency, integrity and impartiality.</p> <p>Courageous: Prepared to achieve our aims in changing and challenging environments. We are innovative, adaptable and determined in our mission to save more lives at sea</p>
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<b>Health and safety responsibilities:</b>	To be responsible for your own health and safety and that of others with whom you volunteer, by reporting all potential and actual health and safety matters including accidents using the correct procedures. Induction training will be provided at site.
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<b>Safeguarding:</b>	The RNLI is committed to safeguarding and promoting the welfare of young people and vulnerable adults and, expects all staff and volunteers to share this commitment and comply with the RNLI Safeguarding Policy and Procedures. Level1 requirements: Awareness and understanding of safeguarding policy required upon commencement of role.
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