About Charity Bank

Charity Bank is a dedicated lending and savings bank with a core strategy aimed at supporting positive social change.

Our vision is for a society that fosters vibrant communities and a healthy planet, giving every individual the opportunity to thrive. The bank ‘of the sector and for the sector’, Charity Bank is 100% owned by charities and social purpose investors and is dedicated to supporting, mainly through the provision of finance, UK charities and social enterprises.

A well-established ethical banking brand targeting a UK customer base that shares our mission and values, Charity Bank facilitates positive social change across a range of critical issues through the financial and other support we provide to our charity and social enterprise borrowers. We also aim to change the way that people think about their money and how it is used; savers are increasingly attracted by the idea of their deposits being used to support positive social change.

Since our establishment in 2002, we have leveraged the funds entrusted to us to provide over £450 million in loan finance to a diverse range of organisations across the UK. These organisations encompass the arts, community development, education, environmental conservation, faith-based initiatives, healthcare, housing, regeneration projects, social care, and sports sectors.

Our Impact Strategy Our strategy for 2023-2027 is sharply focused on achieving targeted impact. Developed in consultation with our shareholders and informed by the Adebowale Commission on Social Investment, you can find a summary of the strategy in our 2023 Impact Report.

We aspire to be the lender of choice for UK impact-driven organisations, uniquely positioned to support entities with a recognised social model and purpose. Our goal is to prioritise organisations addressing the most urgent societal and environmental needs. Specifically, we will proactively seek out underserved and underfunded organisations, with a particular emphasis on those serving the most vulnerable.

In pursuit of this vision, what more can we do for our client base? In an ever-changing landscape, which services will our clients require? How can we maximize our social impact while remaining financially responsible? We are actively seeking an individual with significant knowledge and experience in the social sector to join our Board and assist us in addressing these critical questions.
Why join our Board?

Joining our Board presents an opportunity to help shape our strategic direction and support the management team in addressing the challenges ahead. By becoming a Board member, you’ll play a pivotal role in fulfilling the future financing needs of the social sector and championing our belief that banking can serve as a tool for good.

Your career expertise, that may include significant exposure to social sector policy and practice issues, charity and social enterprise management and ideally social investment experience, will bring invaluable insight to Charity Bank.

This is an exciting and pivotal time to join a unique organisation which blends commercial drive and experience with ethical values to address real social needs. Charity Bank has a diverse stakeholder group which covers a range of social purpose investors, regulators, the social investment community and the broader charity and social sectors. You would join a community of socially motivated individuals all working to bring about social change at a national and system-wide level.

Board’s Commitment to Diversity & Inclusion

Charity Bank’s Board places a strong emphasis on diversity within our leadership team. We believe that a diverse board, with a rich mix of skills, experiences, perspectives, and characteristics, is vital for effective leadership and decision-making. We are dedicated to fostering a culture that embraces diverse viewpoints, encourages respectful dialogue, and recognises that diversity is a strategic asset.

For us diversity is about social justice; it’s also a key driver of Charity Bank’s success. Diverse teams bring innovation, problem-solving skills, and adaptability needed in today’s complex world. Learn more about Charity Bank’s commitment to Equity, Diversity, and Inclusion (EDI) here.

As an equal opportunities employer, we warmly welcome applications from all backgrounds. Our appointments are solely based on merit, ensuring we bring in individuals with unique perspectives and skills to our Board. Our commitment is to create an inclusive and equitable environment where every voice is valued, and all contributions are respected.
Meet the Team

We benefit from a strong staff, executive team and non-executive board of directors. You can find bios for each of them here.

Alan Hodson  
Chair

Caspar Mackay  
Executive Director

Paul Berry  
Non-Executive Director

Caroline Price  
Non-Executive Director

Jonathan Britton  
Non-Executive Director

Charlotte Ravenscroft  
Non-Executive Director

Mike Crabb  
Non-Executive Director

Ambreen Shah  
Non-Executive Director

Neil Heslop  
Non-Executive Director

Edward Siegel  
Chief Executive

Rebecca MacDonald  
Non-Executive Director

Toby Walter  
Non-Executive Director
## Job Description

**Role title:** Non-Executive Director

**Remuneration:** At Charity Bank, while we greatly value the considerable contribution from those who volunteer their time and expertise, we are also aiming to remove any barriers to full participation at all levels of the bank. For this reason, we have chosen to offer all our Non-Executive Directors (NEDs) a fee of £250 per meeting.

**Location:** We hold 3-4 in-person meetings in year which are usually in London (but with video conferencing available if needed) and 2-3 online meetings.

**Time commitment:** Approximately 12 days per year, plus additional days for any committee membership.

- There are normally 6 Board meetings per year, including one Strategy meeting. Other ad-hoc meetings or conference calls may be arranged, as required.
- The individual may also be asked to sit on a board sub-committee, typically meeting 2-4 times/year.

**Reporting to:** The Board.

- The individual will be required to participate in an annual board evaluation process.

**Tenure:** Maximum tenure of nine years, subject to annual retirement and, reappointment by shareholders.

**Regulatory:** The Non-Executive Director will not require approval by the FCA and PRA as a Senior Management Function.
Purpose & Main Dimensions of the Role

The role of a non-executive Director at Charity Bank is to support and challenge the CEO and executive management and to drive strategy by assisting and guiding them in achieving the aims of Charity Bank. The leadership of the board is critical to the long-term success of Charity Bank.

In particular, the candidate will bring a knowledge and understanding of the charity and social enterprise sector and ideally have experience with social investment. The candidate will be expected to participate fully in Board meetings, ensuring the interests of the social sector are well understood and balanced with the needs of a regulated bank. The candidate will be expected to act as an ambassador for Charity Bank, representing and promoting it to external stakeholders and other contacts as appropriate.

Directors are individually and collectively responsible for ensuring that Charity Bank complies with its governing documents, company law, shareholder and other relevant agreements, and all relevant legislation, regulation and policy. Thorough training on these issues will be provided.

The candidate will be expected to perform all such additional duties as are reasonably commensurate with the role, as agreed from time to time with the Chair of the Board.
The candidate is expected to demonstrate the following:

**Personal Qualities**
- A strong and visible passion and commitment to Charity Bank, its strategic objectives and mission.
- Good independent judgement, impartiality and the ability to think creatively in the context of Charity Bank and the external environment.
- Tact and diplomacy, with the ability and willingness to listen but also to challenge and criticise constructively.
- Ability and willingness to commit time to conduct the role well.
- Ability to foster and promote a collaborative team environment and respect the confidences of colleagues.

**Experience**

**Essential**
- Experience of working with the charity/social sector, and the ability to set this in the context of Charity Bank.
- Experience of strategic analysis and planning.
- Commitment to furthering equity, diversity and inclusion.
- Strong communication skills, ability to work with others and contribute as a team player.

**Desirable**
- Understanding of the social investment marketplace.
- Understanding of funding and financing options for charities and social enterprises.
- Understanding of public sector policy and/or commissioning.
- Knowledge of environmental sustainability issues.
Registered Office:
The Charity Bank Limited, Fosse House, 182 High Street, Tonbridge, TN9 1BE. Company registered in England and Wales No. 4350018. Authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority. Financial Services Register No.207701. Member of the Financial Services Compensation Scheme (FSCS).