



## **Trustee Recruitment Pack**

Do you have the experience and the drive to create change that aims to improve understanding, diagnosis and support for Endometriosis?

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Dear applicant,

## Endometriosis UK Trustee Application

Thank you for your interest in becoming a trustee of Endometriosis UK. Endometriosis impacts on the physical and mental health of 10% of women and those assigned female at birth in the UK, from puberty to menopause - although the impact can be felt for life. Yet it's a disease most people have never heard of, do not understand and the cause is not known. It costs the UK economy around £11 billion every year in healthcare costs, loss of work and treatments and yet it isn't recognised by most employers. As the UK's leading charity for all those affected by endometriosis, we're determined to change this and ensure that everyone gets prompt diagnosis and the best treatment and support.

We've big ambitions in our strategy, focused on supporting those with endometriosis, driving down diagnosis times, campaigning for improved treatments and access to services, raising awareness, and leveraging more money into research. We place people with endometriosis at the heart of all we do, and with an average time to get a diagnosis of over 9 years, the cause of the disease unknown and no cure, there is so much more they need and want. If we get our work right, we really can make a difference to the 1.5 million women and those assigned female at birth with endometriosis in the UK – and all those diagnosed in the future.

The pandemic had a major knock-on effect to the treatment and management of endometriosis. Cancelled surgeries and appointments left those with endometriosis unable to access treatments and support or get a diagnosis. We have a big job to do, increasing the support we provide, reaching everyone affected by endometriosis and ensuring they get the support they need. Despite being small we've achieved a lot. But there is so much more we want to do.

This is an exciting time to join the Endometriosis UK trustee board, as the organisation expands and develops to achieve the changes that are needed to support those affected by the disease and to drive down diagnosis time. With trustees coming to the end of their time on the Board, we are looking for a **Treasurer and two further Trustees** to build on this momentum to strengthen our organisation and bring about change for those with endometriosis. We have a skills-based board, with Trustees having one or more identified skills, with the overall membership of the Board providing the complete set of skills. We are particularly looking for the following skills and experience:

- Qualified accountant with financial management experience to be our Treasurer
- Young trustee with lived experience of endometriosis
- Personal or professional experience of diversity and inclusion issues
- Currently living in Northern Ireland, Scotland or Wales
- Charity Trustee experience
- Charity Senior Management experience
- HR expertise
- NED experience
- Experience of grant making / philanthropy

Please do feel free to contact me for an informal conversation about the role. Informal conversations can be arranged by contacting [assistant@endometriosis-uk.org](mailto:assistant@endometriosis-uk.org).

I very much look forward to receiving your application.

Yours sincerely,

*Elizabeth Campbell*

Liz Campbell, Chair of the Board of Trustees

May 2026

## 2. How to apply for the role:

Please send a CV (maximum 2 sides of A4) and a supporting statement letter (maximum 2 sides of A4) outlining how you meet the requirements of the trustee person specification, including information about your skills and experience, using examples where possible.

### Closing date for applications – 9<sup>th</sup> June 2026

Please send completed applications by email to [assistant@endometriosis-uk.org](mailto:assistant@endometriosis-uk.org) marked for the attention of Liz Campbell, Chair, Endometriosis UK.

**Interviews will be held in June/July**, with initial interviews being held virtually on request, carried out by a small panel of trustees.

**The role will start at a Board meeting on 28<sup>th</sup> November 2026**, when our current trustees reach the end of their 6-year term of office. Prior to the roles starting, incoming Trustees will have the opportunity to observe a Board meeting in September, and induction will be planned in October.

If you have any questions or would like to arrange an informal conversation to discuss the role, please get in touch by emailing [assistant@endometriosis-uk.org](mailto:assistant@endometriosis-uk.org).

For more information about our work, trustees and staff team please visit <https://www.endometriosis-uk.org/>

For information on Endometriosis UK's 2025-2030 Strategy, please see [here](#).

Follow Endometriosis UK on [Instagram](#) [endometriosis.uk](https://www.instagram.com/endometriosis.uk) and [LinkedIn](#) find out more about our work.

## 3. Description of the role and person specification:

At its simplest, the role of the trustee board is to receive assets from donors, safeguard them and apply them to the charitable purposes of Endometriosis UK. The board sets the strategic direction of the charity. The board must always act in the best interests of Endometriosis UK, exercising the same standards of duty of care that a prudent person would apply if looking after the affairs of someone for whom they have responsibility. The trustee board must act as a group and not as individuals.

The duties of a trustee board member are to:

- Ensure that Endometriosis UK complies with its governing document, charity law, Company law and any other relevant legislation or regulation;
- Ensure that the charity pursues its charitable objects as defined in its governing document;
- Ensure that the charity applies its resources exclusively in furtherance of its objects, i.e. the charity must not spend money on activities which are not included in its own objects, no matter how worthwhile or charitable those activities are;
- Contribute actively to the board of trustees' role of giving clear strategic direction to the organisation, setting overall policy, defining goals, setting targets and evaluating performance against agreed targets;
- Safeguard the good name and values of the charity;
- Ensure the effective and efficient administration of the charity;
- Ensure the financial stability of the charity.

In addition to the above statutory duties, each trustee should use any specific skills, knowledge or experience they have to help the board of trustees reach sound decisions.

The trustee board is also responsible for recruiting, managing and supporting the Chief Executive.

### Trustee Person Specification

Each trustee must have:

- Strategic vision
- Commitment to Endometriosis UK, its mission, vision and values
- Willingness to devote the necessary time and effort to be an effective trustee

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- Good, independent judgement
- Willingness to speak their mind and ability to provide effective support and challenge in a board setting
- Ability to think creatively and imaginatively
- Understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship
- An ability to work effectively as a member of a team and to take decisions for the good of Endometriosis UK
- Integrity
- Commitment to diversity and inclusion
- Commitment, enthusiasm and passion for endometriosis and women's health.

Personal experience of living with, or having a close family member with, endometriosis, is vital on our Board. Whilst we look favourably on applications from those in the endometriosis community, we already have Trustees with first hand lived experience and new trustees do not need to have endometriosis.

We particularly welcome applications from trustees from a range of backgrounds and experiences as part of our commitment to diversity.

#### **Details for specific roles:**

### **Endometriosis UK Treasurer**

We are seeking someone who can bring strong financial expertise and strategic insight to the Board to be our new Treasurer.

As Treasurer, you will meet the following requirements:

- Qualified Accountant
- Ability to chair the Finance Committee
- Ability to work alongside the CEO and outsourced accountant/bookkeeping service to ensure effective financial administration and risk management of the charity.
- Experience and understanding of charity accounts is desirable, however training and support will be provided.

Endometriosis UK has grown significantly over the past five years, and we are committed to expanding our work so that everyone affected by endometriosis can access the support they need. Using our knowledge, insight and expertise to influence change at all levels and across all communities remains central to our work. As Treasurer, you will be joining an ambitious Board focused on delivering meaningful impact for everyone affected by endometriosis.

### **Endometriosis UK Trustee**

- Personal or professional experience of diversity and inclusion issues
- Currently living in Northern Ireland, Scotland or Wales
- Charity Trustee experience
- Charity Senior Management experience
- HR expertise
- NED experience
- Experience of grant making / philanthropy

### **Young person with lived experience of endometriosis**

- Recent personal experience of the impact of living with endometriosis whilst at school
- Ability to bring insight and perspective about the experiences of a wide range of younger people living with endometriosis, including diagnosis

- Willingness to take on an advocacy role and to share your story in the media and in other ways to support Endometriosis UK's campaigning and communications work
- Please note that legally trustees must be over the age of 18 in England and that we will provide support to young trustees who are new to trusteeship.

#### **Time commitment:**

- Five Board meetings a year, including preparation for meetings, reading papers etc; and attendance at an annual strategy day and AGM (held on the same days as Board meetings).
- Trustees have the opportunity to take part in Board sub-groups and project groups to develop aspects of the organisations' work. Current sub-groups include the Finance Committee and Diversity & Inclusion Sub-Group.
- In addition, the Treasurer chairs the Finance Committee. There are five meetings per year, including preparation for meetings.

Trustees are also invited to attend Endometriosis UK events, however these are optional.

These are unpaid roles. Reasonable pre-agreed travel expenses will be paid.

#### **Further information about our governance and Board of Trustees:**

##### **Background**

Endometriosis UK is the largest UK charity for those with endometriosis. Endometriosis UK works to:

- Provide support to those with endometriosis and their families and friends
- Provide clear, objective information about the condition and its treatments
- Raise awareness amongst health professionals and the general public about the condition
- Support research into endometriosis.

##### **Skill set required by Endometriosis UK Board of Trustees**

Endometriosis UK has undertaken a skills audit and considered the ideal make-up of the Board of Trustees. Our ideal board would include the following skills and experience – those in bold are areas we are prioritising in this recruitment round:

- Commitment to diversity
- Commitment, enthusiasm and passion for endometriosis and women's health
- **Charity trustee experience**
- **Charity senior management experience**
- **NED experience**
- **Financial management experience (Treasurer)**
- **Financial qualification (Treasurer)**
- Communications expertise
- Ability to provide external scrutiny
- Commercial / Private sector experience
- Experience of risk management
- Experience of volunteering
- Personal experience of endometriosis
- Partner of someone with endometriosis
- Clinical specialism in endometriosis in secondary/tertiary care
- Clinical specialism in endometriosis in primary care
- Governance experience
- Experience in IT / technology / digital
- Experience of setting strategy / oversight
- Experience of setting / managing budgets
- **Experience of grant making / philanthropy**
- Health & Safety legislation in a work environment

- **Equal Opportunities, diversity and inclusion**
- **HR expertise**
- Conflict resolution
- Fundraising / income generation
- Campaigning experience, at a national level
- Policy experience
- Geographical location England / **Scotland / Wales / Northern Ireland**

The ideal board would also be diverse and this diversity will be guided by the definitions of the nine protected characteristics as set out in Equalities Act 2010 (age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation) and also include geographical diversity with representation from around the UK and, in line with the Charity Governance Code, also consider backgrounds, life experiences, career paths and diversity of thought).

One Trustee may have the required skills in more than one area but the overall membership of the Board should provide the necessary skills in all these areas. We particularly welcome applications from trustees from a wide range of backgrounds in line with our commitment to ensuring that our board is diverse.

### **Understanding of endometriosis and membership of Endometriosis UK**

Potential trustees do not have to have personal experience or detailed knowledge of Endometriosis, but Endometriosis UK is committed to ensuring that the board would always contain trustees with lived experience of endometriosis. Our current board includes a number of trustees with lived experience of endometriosis alongside the skills and experience they bring to the board. Trustees are asked to demonstrate their interest in and commitment to improving the lives of those with endometriosis.

All trustees are required to be members of Endometriosis UK, and we would ask new trustees to become a member of the charity before joining the board.

### **Term of Office**

Trustees serve an initial three-year term with an opportunity to serve for a further three years with a maximum term of office of six years.

### **Board meeting schedule**

These are held five times a year, currently a mix of half day meetings on Saturdays in London and virtual meetings in the evening, although trustees are consulted in advance of setting the annual meeting schedule to ensure that it is convenient to the majority. Trustees are able to join some meetings via video conference facilities if they are not able to attend in person. In addition, the Board holds a Strategy Away-Day each year aligned to one of the Saturday Board Meetings. All trustees are also expected to attend the AGM of the charity which is held after one of the Board meetings. Where possible, trustees are encouraged to attend volunteer training or fundraising events held on occasion throughout the year.

You can find out about the Endometriosis UK trustees at <https://www.endometriosis-uk.org/trustees>

### **Useful information for applicants**

Endometriosis UK's recent Annual Reports and Accounts can be found here - <https://www.endometriosis-uk.org/about-us>

All applicants should be aware of the relevant Charity Commission guidance in particular CC3 The Essential Trustee <https://www.gov.uk/government/publications/the-essential-trustee-what-you-need-to-know-cc3>