

# TRUSTEE RECRUITMENT 2026

Ending an epidemic  
together



# At A Glance

**At Terrence Higgins Trust we want to ensure that our charity truly reflects the diversity of the communities we serve.**

## Organisation

Terrence Higgins Trust – the UK's leading HIV charity.

## Purpose of the role

Trustees play a key role in setting the strategic direction of the charity, ensuring strong governance, and supporting the organisation to deliver high quality services that meet the needs of people living with or affected by HIV.

## Term of office

Three years, with the option to serve up to two further terms (maximum nine years).

## Time commitment

Approximately 12 days per year, including:

- 4 formal board meetings (quarterly)
- 2 annual planning sessions (1 day each)
- Committee meetings (trustees sit on at least one committee)
- Preparation, reading, and occasional events.

## Meetings

Board meetings are held online or in person in London. Reasonable expenses are reimbursed.

## Committees

Each trustee serves on at least one committee:

- Finance, People, Audit & Risk.
- Clinical Governance Oversight.
- Development.

## Payment

The role is voluntary and unpaid. Reasonable expenses can be claimed.

## Support and induction

All new trustees receive a formal induction and ongoing support from the Chair, existing trustees, and the senior leadership team.



## Who we're keen to hear from

We particularly welcome applications from people who:

- Bring lived experience of HIV or working with affected communities
- Have experience in fundraising, income generation, or clinical HIV/sexual health
- Are from Black African communities, particularly women
- Are based outside London, especially with connections to Scotland or Wales.



## How to apply / enquiries

For questions about the process, contact the Company Secretary: Nicola Dodero – [nicola.dodero@ttht.org.uk](mailto:nicola.dodero@ttht.org.uk)

## Key dates

Application deadline

Monday

13

July

Interviews in person in London



## Can you help us?

By joining our board as trustee you can help make lasting change for the people we're here to support.

# Introduction from the Chair

Dear applicant,

As the Chair of Terrence Higgins Trust, I'm very excited that you're interested in joining our Board. We're at a historic moment in the fight against HIV. Since the start of the epidemic so much has changed but the job is not yet done. We won't stop until everyone living with HIV is diagnosed, in care and living free from stigma.

We want to end new cases of HIV in the UK by 2030 and bring an end to prejudice and discrimination against people living with HIV. We want to ensure everyone living with HIV is supported and empowered to live long, healthy and happy lives.

We want to tackle health inequalities wherever we see them. We'll do this by stepping up to address the needs of key communities disproportionately impacted by HIV.

**We've got a lot still to do and by joining the Board of Trustees you can help us get there.**

We're working hard to build a Terrence Higgins Trust team that better reflects the communities we serve – our diversity is our strength and makes us more effective and reflective of the very people we work to help every day.

We are proud of our staff inclusion groups who lead change across the charity: Race, Ethnicity and Cultural Heritage, women, trans and non-binary, disability and neurodiversity, and parent & carers groups.

We particularly welcome applications from people from Black African communities, especially women; people with lived experience of HIV; younger people; and those based outside London, especially with a connection to Scotland or Wales.

We're keen to find trustees with key skills and experience in:

- fundraising and business development
- clinical settings in HIV and/or sexual health
- lived experience in the HIV sector (such as living with HIV or providing support to those who are).

As a national charity, we are also looking for trustees with a connection to either Scotland or Wales and who represent the people we support. However, please don't be deterred from applying if you don't have exactly these skills as we're keen to strengthen our board with people who bring fresh perspectives and a strong commitment to our mission.

By becoming part of the Board, you will be joining a committed and dynamic community who have a keen personal investment in the work that they do. As well as providing your voice, you'll make friends and learn a lot – and have a lot of fun along the way.

This is an exciting time for all of us who work in HIV. It's also a pivotal moment in the history of the epidemic. We're committed to seeing it through to the end: no new cases of HIV in the country by 2030, a key UNAIDS target. We believe we can make it a global first in the UK but there is still a long way to go.

If this sounds like a challenge you would like to take on and help improve the lives of those affected by HIV, please join us. We would love to hear from you.

**Jonathan McShane**  
Chair of Trustees  
Terrence Higgins Trust



## Trustee role at Terrence Higgins Trust in 2026

As a Trustee, you'll play a key role at Terrence Higgins Trust. You'll help the charity to achieve its aims by creating real, lasting change. You'll help us make balanced and informed decisions about our way forward, making sure that the needs of those who use our services are put first. You'll have a key role in managing the charity, ensuring we comply with our governance and legal requirements and avoid personal conflicts of interest when making decisions. Trustees are relied on to act responsibly, reasonably and honestly.

A trustee position at Terrence Higgins Trust is a volunteer role. It is unpaid but reasonable expenses can be claimed where appropriate.

### Who are we?

Terrence Higgins Trust is the UK's leading HIV charity.

We're proud activists and strongly believe in our values of equity, diversity and inclusion.

Meeting the needs of our service users, supporters and members will always be at the heart of what we do. Every day, we work for a world where people with HIV live healthy lives free from prejudice and discrimination, and to bring an end to new cases of HIV in the UK by 2030.

### We work passionately to:

- End new HIV cases by 2030
- support people living with HIV to live well
- eradicate HIV-related stigma

Read about our strategy at: [tth.org.uk/strategy](https://tth.org.uk/strategy)



## We're looking for people who will help us achieve our ambitions

Our vision is a future where HIV does not hold anyone back, where all people living with HIV are diagnosed, in treatment, supported, and free from stigma.

We want to end new cases of HIV in the UK by 2030. However, the UK is currently not on track to meet this goal. To get there we need to increase access to HIV tests and HIV prevention pill PrEP and ensure that people living with HIV are in care and on treatment. We need to support people to live well with HIV and ensure that HIV is not forgotten by key decision makers.

Challenging stigma associated with HIV is key. Much of our campaigning and lobbying work is focused on helping to end the discrimination experienced by people living with HIV.



## What we've achieved in partnership with people

Whether it is changing laws, supporting people to live with the virus, or getting the UK Prime Minister to test for HIV in front of the world's media, our track record through five decades of the epidemic is second to none.

Our recent achievements include:

- Sir Keir Starmer became the first UK Prime Minister to publicly test for HIV during National HIV Testing Week.
- At the Terrence Higgins Trust's World AIDS Day reception, £170m was committed to support HIV through the new HIV Action Plan for 2025-2030. This includes £108m to extend opt-out testing in A&Es and £9m to support those disengaged in care.
- UK became the first country to roll out the gonorrhoea vaccine for gay and bisexual men and trans women.
- We've changed the Armed Forces' outdated policies by campaigning and lobbying to remove the ban on people living with HIV joining and serving fully in our military.



**We're looking for diverse voices to make sure people who use our services are at the heart of what we do.**

Our service users are at the core of what we do. They're a very diverse group including men who have sex with men, women, people of Black African heritage, trans and non-binary people, sex workers and men involved in chemsex.

We listen to the voices of our service users when developing services to meet their needs. Their knowledge and needs drive us.

Applications from people who have lived experience and/or have worked with these communities would be very welcome.

Services delivered digitally will be a key part of achieving our aims, so we're especially interested in hearing from people who come from digitally aware backgrounds.



# Becoming a Terrence Higgins Trust Trustee

## Purpose of role

We're looking for trustees who are dedicated to helping the charity make a positive impact on the lives of its service users. You'll help challenge stigma and discrimination and be a key part of taking forward our new strategy, with equity, diversity and innovation at its heart.

We're especially looking for trustees who are:

- of Black African heritage and women who are currently underrepresented on the board and who we believe will provide greater insight and understanding into communities that are underserved;
- young people so we can better reflect the younger beneficiaries we provide services to;
- living outside of London especially with a connection to either Scotland or Wales.

The key skills focus we're looking for in the new trustees are:

- fundraising and business development.
- clinical background in HIV and/or sexual health.
- lived experience in the HIV sector (such as living with HIV or providing support to those who are).

However, please don't be deterred from applying if you don't have exactly these skills as we're keen to strengthen our board with people who bring fresh perspectives and a strong commitment to our mission. All new trustees will receive an induction and support from existing trustees and the senior management team.

## Time commitment

It's expected that an average of 12 days per year will be needed for trustees to carry out their role. This includes attending board and committee meetings, participating in key charity events and strategy discussions, and being a visible face for the charity to both service users and donors.

## Trustee responsibilities

- Ensure Terrence Higgins Trust complies with its governing document, charity law, company law and any other relevant legislation or regulations.
- To develop strategy, setting overall policy, defining goals, setting targets, and evaluating performance against agreed targets.

## Specific responsibilities

### Governance

- To attend board meetings, committees, and participate in decision making of the Board.
- To ensure that the organisation's policies are in line with current legislation and good practice.
- To ensure that the organisation is financially structured for optimum strength and approve the organisation's budget.
- To comply with the organisation's conflict of interest policy.
- To appoint independent auditors and approve audited accounts.

### Leadership

- To develop and approve the organisation's vision and values.
- To promote the reputation of the organisation.
- To provide the strategic leadership necessary for all staff to deliver high quality services at all times.
- To represent the organisation at public events.

Click on the button below to hear why Melanie joined our board:



### Strategy

- To regularly assess the environment and develop the organisation's corporate objectives. To agree the annual business plan implementing the corporate objectives.

### Performance management

- To monitor and assess the organisation's results in relation to the agreed corporate objectives, budget and business plan.

### Risk management

- To maintain a robust overview of the principal risks facing the charity. To exercise scrutiny over the charity's risk management systems.

### Executive performance monitoring and remuneration

- To recruit and support the Chief Executive.
- To monitor performance of the Chief Executive and maintain an overview of Executive & Director Team performance.
- To establish remuneration policy for the Chief Executive and Directors Team.

# Person Specification

- We're looking to recruit new trustees from diverse backgrounds and ages, especially people from Black African communities, particularly women. Applicants living outside of London, and individuals living with HIV are also encouraged to apply.
- Able to demonstrate knowledge, skills and experience of at least one of the following: fundraising and income generation, clinical experience in HIV and/or sexual health, or lived experience in the HIV sector.
- Able to demonstrate a commitment to the aims and objectives of Terrence Higgins Trust, including equal opportunities and diversity.
- Skills and experience in setting targets, monitoring and evaluating performance and projects.
- Ability to contribute approximately six hours per month. Board and strategy meetings are held six times a year at our offices in London.
- Candidates should be team players and have the time to commit to attend meetings.
- Candidates must have the ability to hold a Trustee role. The list of exclusions can be found at the end of this document.

## Equality of opportunity

We are committed to equal opportunities, and we particularly welcome applications from people living with, or directly affected by, HIV. We are also want our board to reflect the key populations most affected by HIV in the UK: racially minoritised communities and gay and bisexual men. We currently have good representation from gay and bisexual men, but people of colour are under-represented.



# About the Board

Terrence Higgins Trust is a registered charity and company limited by guarantee which is governed by a board comprised of up to 15 Trustees. The board has overall responsibility for the work of the organisation, and has the following role:

- To oversee the charity's governance.
- To establish strategy.
- To performance manage the achievement of the strategy.
- To contribute to the leadership of the charity.

Our current trustees are:

- **Dr Carla Barrett**
- **Asher Craig**
- **Luke Genevri-Mallett**
- **Melanie Knight**
- **Charles Kwaku-Odoi**
- **Jonathan McShane (Chair)**
- **Ben Roberts**
- **Dr Thomas Waite**

The board delegates to the Chief Executive who is supported by a team of directors. This enables the charity to draw on both trustee and officer skills and knowledge to maximise the quality of governance and leadership provided to the organisation.

Trustees will serve a term of three years and may be re-elected for two further terms (of three years each).

The board meets formally 4 times a year (quarterly) and holds 2 planning sessions – a 1-day event usually in January/February and another in July.

## Time commitment

Approximately 12 days per year, including:

- 4 formal board meetings (quarterly)
- 2 annual planning sessions (1 day each)
- Committee meetings (trustees sit on at least one committee)
- Preparation, reading, and occasional events.

The board has a Chair and is supported in its work by three board committees:

- Finance, People, Audit and Risk Committee.
- Clinical Governance Oversight Committee.
- Development Committee.

These committees provide an opportunity to engage in more detailed scrutiny and discussion of the charity's work than would otherwise be possible in an ordinary board meeting. Each trustee will serve in at least one committee.

The role of the Finance, People, Audit and Risk Committee is to maintain an overview of the financial health and corporate performance of the organisation, its controls assurance mechanisms, and of its compliance with statutory requirements.

The role of the Clinical Governance Oversight Committee is to support the board to discharge its organisational and front-line service governance responsibilities and delivery of quality services.

The role of the Development Committee is to provide expert guidance on fundraising and new service development, with a focus on unrestricted funding and in-budget fundraising products.

Each committee is chaired by a trustee and comprises a small number of trustees and external advisors.

The board each year reviews and adopts a Code of Corporate Governance Action Plan, which sets out the ways in which the board intends to work.

The board leads on development of the charity strategy and ensures that it fulfils its governance duties by producing an annual trustee report



Read our  
Annual Report:

[tth.org.uk/how-we-are-managed](https://tth.org.uk/how-we-are-managed)



Read our  
Corporate Strategy:

[tth.org.uk/strategy](https://tth.org.uk/strategy)

While it is important that trustees understand and meet their fiduciary duty, we also want trustees to enjoy their experience, to feel they are making a positive difference to the charities' key service users and staff, and by the end of their period as a trustee feel that the whole experience has been worth it.

# Recruitment Process

## Application process

- i Candidates need to complete an application form, setting out details about themselves and their suitability for trusteeship. It helps us contact applicants promptly if a number of contact details can be included within the completed application form (e.g. home and mobile telephone numbers, email address, and postal address). [Click here](#). The deadline for applications is **Monday 13 July**.
- ii Candidates who, on the basis of their application, meet the criteria will be invited to attend an interview with the shortlisting committee. Interviews will be held in Terrence Higgins Trust's office in London.

## Administration of recruitment process

Following the submission of application forms, all communication should be with the Company Secretary, Nicola Dodero. Nicola can be contacted on [nicola.dodero@tht.org.uk](mailto:nicola.dodero@tht.org.uk).



## Exclusions from holding Trustee positions

You are automatically disqualified from acting as a trustee if:

- 1** You have an unspent conviction for any of the following:
  - a) an offence involving deception or dishonesty
  - b) a terrorism offence:
    - (i) to which Part 4 of the Counter-Terrorism Act 2008 applies
    - (ii) under sections 13 or 19 of the Terrorism Act 2000
  - c) a money laundering offence within the meaning of section 415 of the Proceeds of Crime Act 2002
  - d) a bribery offence under sections 1, 2, 6 or 7 of the Bribery Act 2010
  - e) an offence of contravening a Commission Order or Direction under section 77 of the Charities Act 2011
  - f) an offence of misconduct in public office, perjury or perverting the course of justice
  - g) In relation to the above offences, an offence of: attempt, conspiracy, or incitement to commit the offence; aiding, or abetting, counselling or procuring the commission of the offence; or, under Part 2 of the Serious Crime Act 2007 (encouraging or assisting) in relation to the offence.
- 2** You are on the sex offenders register (ie. subject to notification requirements of Part 2 of the Sexual Offences Act 2003).
- 3** You have an unspent sanction for contempt of court for making, or causing to be made, a false statement or for making, or causing to be made, a false statement in a document verified by a statement of truth.
- 4** You have been found guilty of disobedience to an order or direction of the Commission under section 336(1) of the Charities Act 2011.
- 5** You are a designated person for the purposes of Part 1 of the Terrorist Asset-Freezing etc. Act 2010, or the Al Qaida (Asset Freezing) Regulations 2011.
- 6** You have previously been removed as an officer, agent or employee of a charity by the Charity Commission, the Scottish charity regulator, or the High Court due to misconduct or mismanagement.
- 7** You have previously been removed as a trustee of a charity by the Charity Commission, the Scottish charity regulator, or the High Court due to misconduct or mismanagement.
- 8** You have been removed from management or control of anybody under section s34(5)(e) of the Charities and Trustee Investment (Scotland) Act 2005 (or earlier legislation).
- 9** You are disqualified from being a company director, or have given a disqualification undertaking, and leave has not been granted (as described in section 180 of the Charities Act) for you to act as director of the charity.
- 10** You are currently declared bankrupt (or subject to bankruptcy restrictions or an interim order).
- 11** You have an individual voluntary arrangement (IVA) to pay off debts with creditors.
- 12** You are subject to a moratorium period under a debt relief order, or a debt relief restrictions order, or an interim order.
- 13** You are subject to an order made under s.429(2) of the Insolvency Act 1986. (Failure to pay under a County Court Administration Order.) section's 178 and 180 of the Charities Act 2011 disqualifies anyone who:
  - Has been convicted of an offence involving deception or dishonesty, unless the conviction is spent.
  - Is an undischarged bankrupt.
  - Has previously been removed from Trusteeship of a charity by the court or the Charity Commissioners.
  - Is under a disqualification order under the Company Directors Disqualification Act 1986.
- 14** Anyone who has entered into a composition or arrangement with their creditors which includes an individual voluntary arrangement (IVA), and is currently on the Insolvency Service Register.
- 15** It is an offence to act as a charity Trustee while disqualified unless the Charity Commission has given a waiver under Section 181 of the Charities Act 2011.

Thank you for considering a trustee role at Terrence Higgins Trust,  
we look forward to hearing from you soon.

# We've been supporting people living with HIV since 1982



If you can't talk to your best friend about having HIV who can you talk to?

