

CHAIR OF TRUSTEES

RISE.



RECRUITMENT PACK

RISE.

**WE TRANSFORM
LIVES, COMMUNITIES AND
PLACES THROUGH THE
POWER OF MOVEMENT.**

WELCOME

Dear Potential Chair of the Board,

Rise is a leading North East health and wellbeing charity. We exist to transform lives, communities and places through the power of movement. This drives everything that we do and motivates everyone involved with our organisation.

I have thoroughly enjoyed the privileged position of being the Chair of the charity since 2020, but it is now the right time for me to step down. We are therefore now looking for a dynamic, well-connected individual to lead the Board in its exciting new era.

As a strategic agency that espouses the importance of physical activity and movement, our people are our strength, from the Board through to the staff, and a new Chair will be central to this.

We recognise and embrace the benefits of having an inclusive and diverse Board and see increasing diversity and inclusion at Board level as an essential element to achieve our Rise Together 2021-2031 strategy. If you have the skills and experiences outlined in this pack, please don't be put off if you have never been a Chair before. We are actively seeking new voices and will provide training and support as necessary to help you to excel as a Chair.



SIMON GORDON
Rise Chair of Trustees

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ABOUT US

Rise North East (Rise) is a charity working across Northumberland, Tyne & Wear and County Durham with the primary purpose of improving the quality of life of communities that need it the most through the power of movement.

We're one of a network of active partnerships across England who provide systems leadership and operational support to partners and stakeholders to support them to use physical activity, sport and movement in their work to improve physical and mental wellbeing, educational attainment and community cohesion, amongst other things.

Much of this work is connected to tackling the stubborn, and growing, health, economic and social inequalities that we see in our region. We create the conditions for success, participating in, and encouraging, collaboration and co-production, brokering relationships and sharing insight of people and place.

Achieving these aims involves working with a broad range of local, regional and national partners including seven local authorities, NHS institutions, Sport England, national governing bodies of sport, the Northumbria Police & Crime Commissioner's Office, businesses, schools and further and higher education providers.

The majority of our core funding is currently provided by Sport England, although we are working to augment this resource with alternative funding options. With an annual turnover of around £1.8m and with a current team of 45 people, the charity has grown rapidly in recent years and is excited to be moving forward under our ten-year strategy, Rise Together, which launched in April 2021 and was refreshed in 2025. Our latest impact report gives a great flavour of the range of work that we undertake.



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OUR MISSION, VISION AND VALUES

MISSION

To transform lives, communities and places through the power of movement.

VALUES

CATALYSE CHANGE.

We believe that change is possible and we're ready to lead the exploration.

POSITIVELY DISRUPT.

To challenge the norm and cause radical change through innovation and learning.

COLLABORATE.

Together we are greater than the sum of our parts. People make the change.

VISION

Our communities enjoy a better quality of life through active wellbeing.

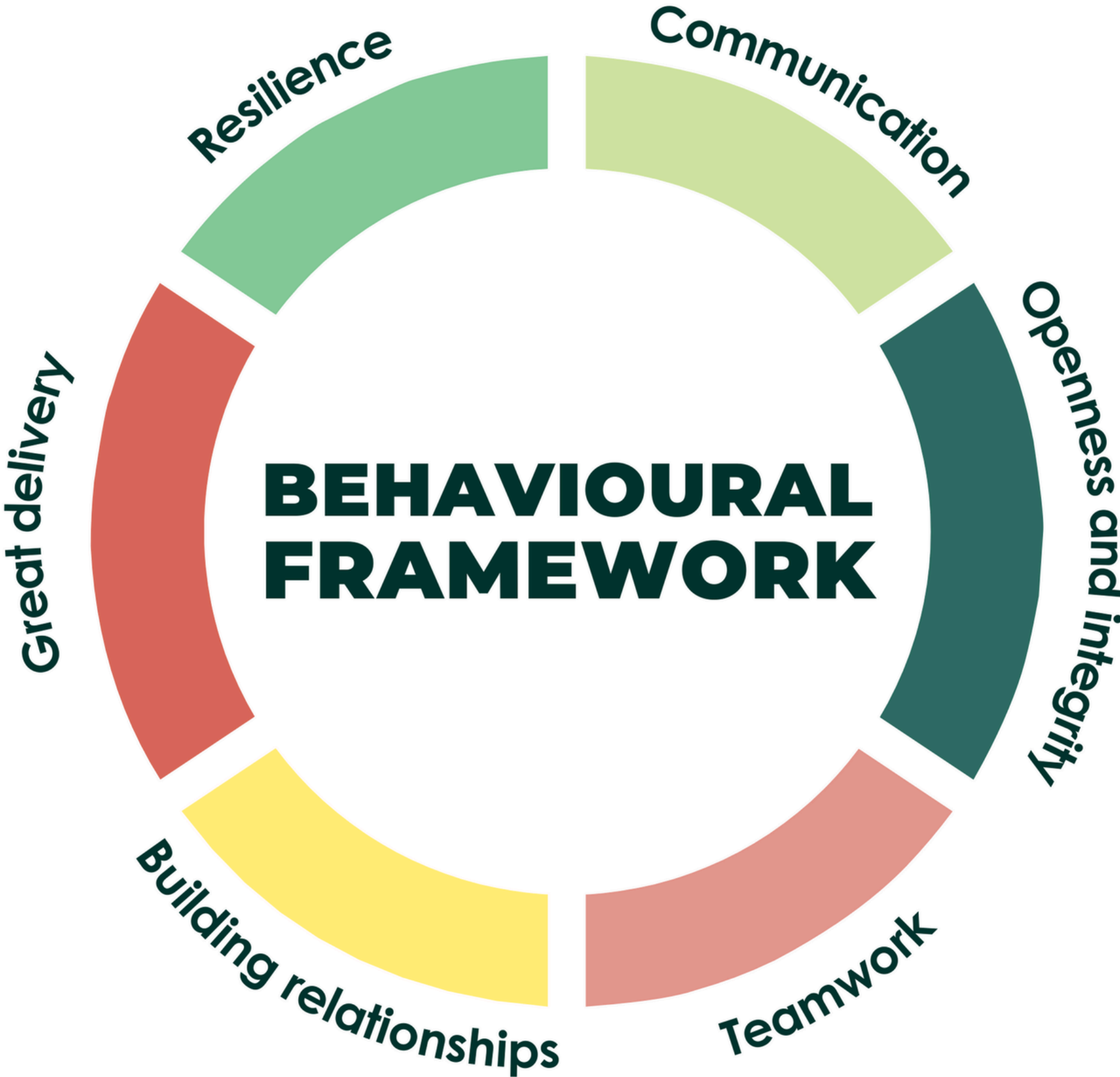
We will endeavour to understand and proactively tackle any forms of prejudice. We, along with colleagues across the Active Partnership network, are striving to be anti-racist, not just 'not-racist'. We will demonstrate a clear stance against all forms of inequality.

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OUR BEHAVIOURS

Our core values support our vision, shape our culture and reflect how we work and behave.

What that means to us as individuals, and how we demonstrate these, is outlined in our Behavioural Framework.



PURPOSE AND KEY FUNCTIONS OF ALL RISE TRUSTEES

The overall purpose of the role of all Trustees of Rise is to contribute to:

- carrying out the oversight responsibilities of the Rise Board of Trustees; and
- supporting the Rise CEO and the wider team.

As a company director and charity trustee, including the Chair, the role of a Trustee has the following key functions.

- To actively contribute to the Board of Trustees, giving firm strategic direction to the organisation, approving policy, defining goals, setting targets and evaluating performance.
- To ensure Rise meets its objectives and complies with its governing documents, and all relevant legislation or regulations.
- To act as an ambassador for Rise.
- To act collectively and to take decisions objectively, acting in the best interests of the charity and its beneficiaries, stakeholders and the wider public.

- To oversee financial plans and budgets, ensuring that Rise remains solvent and has robust financial controls and systems of risk management in place.
- To ensure that key risks are being identified, monitored and controlled effectively and that appropriate governance and assurance processes are in place.
- To support and, as appropriate, participate in committees of the charity, operating under agreed Terms of Reference.
- To provide oversight, input and constructive challenge in Board and committee meetings.
- To contribute knowledge, skills and experience in their specialist area to the deliberations of Board and committee meetings.
- To contribute to the provision of an appropriate balance of motivation and challenge to the Senior Management Team and staff across Rise.
- To meet with the Senior Management Team and/or other staff, as required, to discuss significant issues and plans.
- To collaborate with the Chair and CEO to ensure that Rise meets the criteria set out in Tier 3 of the December 2021 [Sport England/UK Sport Code for Sports Governance](#).

- To operate in accordance with the relevant codes of conduct for sports organisations and charities in the United Kingdom and to exhibit actions and behaviours that align to the Board Terms of Reference, Conflicts of Interest policy and the [Charity Commission guidance for trustees](#).
- To participate in regular reviews of the Board's own effectiveness in carrying out its responsibilities and functions.



PURPOSE AND KEY FUNCTIONS OF THE CHAIR

The Chair of Rise will be appointed by the Board based on skills and experience.

The role of the Chair is not remunerated, but is critical to the overall operation of the Board and its interface with the Executive. The Chair needs to have the gravitas and experience to lead the Board and, when appropriate, to represent Rise with external partners, stakeholders and funders, opening the door to new opportunities to cement physical activity into the DNA of our region.

In addition to the general Board duties referenced above, the Chair will have the following responsibilities.

- Support the Board in strategic sense making, helping trustees and executives to interpret external change, system dynamics and emerging opportunities and risks, and to adapt strategy accordingly.
- Take a lead, with the Board, on oversight of strategic, reputational and system level risks, ensuring these are actively discussed and reflected in decision-making.

- Provide leadership and continuity through periods of organisational change, growth or uncertainty, supporting both Board and Executive to remain effective, resilient and focused on purpose.
- Ensure the effectiveness of the Board, including how individual trustees perform and interact at meetings (this includes conducting annual reviews of each trustee's performance), trustee skill development and trustee induction processes, ensuring the Board remains effective and future-ready.
- Foster an inclusive Board culture and promote a diverse Board.
- Ensure trustees receive accurate, timely and clear information.
- Ensure adequate time is available for discussion of all agenda items, in particular strategic issues, and that this time is used productively.
- Ensure Board decisions are executed and actions implemented.
- Promote a culture of openness, debate and constructive challenge among the Board by facilitating the effective contribution of all trustees and ensuring constructive relations between executives and trustees.

- Act as a link between the Board and the Executive, particularly the CEO.
- Act as a sounding board and critical friend to the CEO, whilst maintaining appropriate distance from operational decision-making.
- Manage conflicts of interest.
- Take a lead on governance matters.
- Set the Board's agenda together with the CEO, chairing the quarterly Board meetings, the AGM and any other Board meetings or Sub-Committee meetings as required.
- Work closely with the senior independent director as a confidant to the Chair, offering support and advice when needed.
- Where practical, attend national events organised by the Active Partnership Network and Sport England that are designed for Active Partnership Chairs. (Approximate total time commitment 1-2 days per year).
- Set an example in the values and behaviour they adopt, acting at all times in line with the mandatory Code of Conduct that has been agreed by the Board and in the best interests of Rise.

PERSON SPECIFICATION

We are looking for a strategic and influential leader who has the calm ambition to help grow Rise's impact and sustainability, including supporting income generation and diversification through their networks, advocacy and leadership.

Being passionate about sport and physical activity is important, but it isn't enough. The Rise Chair will provide strategic leadership and management accountability for the charity and will, along with board members, act as a champion within their various spheres of influence, opening doors and creating links across Northumberland, Tyne & Wear and County Durham.

Our Board is comprised of a number of experienced Independent Non-Executive Directors, covering core competencies around legal, HR, finance, commercial, education, health, communications and sport.

We're open minded as to the background and experience the right person would bring; we have built strong and trusted relationships with partners across all sectors of society including sport, health, education, local government and the VCSE sector to name a few, and would welcome applications from within and beyond the sectors we work within.

We know we need someone who:

- Shares our deep passion and energy for the role of physical activity, movement and sport in helping to transform lives, communities and places.
- Understands how charities work, and blends this with proven commercial nous.
- Has an ego-less approach and the desire and ability to build a culture of trust, collaboration, openness and bringing people together.
- Can inspire and play an influential role on the North East regional stage in advocating for and championing the work and impact of Rise.
- Has significant experience in providing strategic direction, governance, financial management and executive leadership.
- Can be innovative, resilient, curious and prepared to challenge others and ourselves about our work and progress.
- Will help us to horizon-scan for opportunities and risk.
- Can develop an excellent working relationship with our CEO to ensure a strong Board-Executive link.
- Is not just a meeting facilitator but a strategic leader of the Board.



PERSON SPECIFICATION

STAKEHOLDER INFLUENCE AND SYSTEMS LEADERSHIP

- Well-connected in the North East, with a strong, high level personal professional network across numerous sectors in the region.
- Ability to spot opportunities for systems leadership in complex, place-based systems, building strong relationships and influencing key stakeholders in support of Rise's mission.

BOARD LEADERSHIP AND GOVERNANCE

- Experience in helping boards to navigate ambiguity, uncertainty and system complexity.
- Proven understanding and experience of Board responsibilities, fiduciary duties and governance best practices; proven ability to lead an effective, compliant board.
- Experience of providing leadership to develop Boards and executive leadership teams.
- Knowledge and experience around change leadership and organisational transition.
- Experience of what it takes to build and maintain a high-performing board.

FINANCIAL, RISK AND COMMERCIAL ACUMEN

- Strong understanding of financial planning and strategy, financial management, budgets, controls and effective oversight and assurance, with particular reference to charities in a shifting funding environment.
- Experience of steering organisations through income diversification strategies, towards long-term financial sustainability.
- Strong understanding of strategic, reputational and systems risk identification and mitigation.

STRATEGIC OVERSIGHT

- Experience of shaping, challenging, learning from and adapting long-term, mission-led strategies.
- Proven ability to support strategic adaptation, not just delivery of agreed plans.

CULTURE AND VALUES

- High emotional intelligence, with the ability to foster a values-driven, inclusive and high performing Board and team.
- Excited by the opportunity to positively disrupt, collaborate and catalyse change.
- Demonstrated skill in supporting CEOs and executive leaders in a high-trust, high-performance relationship.
- High ethical standards with a commitment to acting in the best interests of Rise.



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COMMITMENT AND TIME EXPECTATIONS

- 4 Board meetings per annum (c.2 hours each in person in North Tyneside 10am-12pm).
- 1 Strategy Away Day per annum, focussed on long-term planning, organisational development and other key priorities (usually Newcastle City Centre in March).
- 1 Strategy Afternoon/Evening per annum, focussed on long-term planning, organisational development and other key priorities (usually in Newcastle City Centre in December).
- 1 AGM per annum (c.15 mins each and usually combined with the November Board Meeting).
- Monthly meetings (face to face/phone/video conference) with the CEO (c.1 hour).
- Stakeholder engagement and representation as required.
- Induction meetings for new trustees as/when appointed (c.1-2 hours per meeting).
- Conduct an annual review with the CEO and lead Board-level performance reviews annually.
- Attendance when available at national Active Partnership events (up to 2 days per year).
- Occasional sub-committees, which typically meet 2-3 times annually for c.1 hour meeting.
- Support for the CEO on an ad hoc basis, and ad hoc strategic input.
- Preparation time for all of the above.

TERM OF APPOINTMENT

The term of appointment is for an initial term of four years. A trustee who has served their term must retire at the next AGM following the expiry of their term of office. A retiring trustee may be reappointed for one further four-year term. A trustee shall not serve more than two consecutive terms of four years (eight years in total).

REMUNERATION

Trustees, including the Chair, give their services on a voluntary basis and are not remunerated. While the role is unpaid, reasonable travel expenses and other direct costs incurred will be reimbursed.



GENERAL INFORMATION

ELIGIBILITY

Under our Articles of Association and/or under the Charities Act 2011, you are unable to serve as one of our Trustees if you:

- are under the age of 18;
- are disqualified as a company director;
- have an unspent conviction for an offence involving dishonesty or deception (such as fraud);
- are an undischarged bankrupt (or subject to sequestration in Scotland), or have a current composition or arrangement including an individual voluntary arrangement (IVA) with your creditors;
- have been removed as a trustee of any charity by the Commission (or the court) because of misconduct or mismanagement;
- are on the sex offenders register; or
- are otherwise disqualified by law from serving as a charity trustee.

INDUCTION AND TRAINING

An induction programme will be offered to new Trustees and relevant training provided during the term of your appointment.

PRIVACY NOTICE

The information that you provide as part of your application will be used in the selection process only.

All information about you will be securely held and access restricted to colleagues directly involved in dealing with the selection process. Rise is committed to being transparent about how it collects and uses data and to meeting its data protection obligations.

Our full privacy notice is available via our [website](#). By submitting your application, you are giving your consent to your personal data being stored and processed for the purposes of this Trustee selection process.



EQUALITY, EQUITY, DIVERSITY AND INCLUSION

OUR COMMITMENT

We recognise that we live in a diverse society and that some groups of people do not have equal access to sport and physical activity, and this is something we are committed to challenging and addressing. We want to tackle the inequalities that exist, promoting and enabling equal access to sport and physical activity and supporting under-represented individuals, groups and communities to be able to take part, and to feel comfortable doing so in whatever activity they choose.

We will focus on encouraging and advocating for policies and practices that promote equality, diversity and inclusion at all levels in sport and physical activity, including ensuring that it is embedded in projects and programmes that we support and fund. We will also encourage our partner organisations and other providers that we work with to adopt and demonstrate their commitment to the principles and practices of equality, diversity and inclusion.

We are fully committed to supporting the principle and practice of equality of opportunity, treating everyone according to their needs, and being as diverse and inclusive as we possibly can be.

We believe our Board should reflect the Northumberland, Tyne & Wear and County Durham region and its people, whom we work with and for.

We are particularly keen to hear from people from under-represented groups as this will allow us to make better, more inclusive and informed decisions, provide wider perspectives, drive change and improve performance. We aspire to be a Board that is proactive in not only meeting its legal obligations, but also one that goes further and that our commitment can be seen and heard internally and externally. As part of addressing underrepresentation, we particularly welcome applications from people from a Black, Asian or minority ethnic background, disabled people, people from the LGBTQIA+ community and/or those from lower socio-economic backgrounds.



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...read our EDI policy here

APPLICATION, SELECTION AND ASSIMILATION PROCESS

If you would like to apply for the role, please send a full CV and covering letter to our retained consultancy, Castle Peak Group:

James Carss

James.Carss@CastlePeak-Group.com

[07802 531 040](tel:07802531040)

Please use the same contact details if you would like to discuss the role or receive a hard copy or alternative format of this content.

KEY TIMINGS

- 13 APRIL** Role live
- MAY** Initial meetings between Castle Peak Group executive search consultancy and interested candidates, and subsequently the Rise CEO and interested candidates
- 8 MAY** Closing date for applications
- WC 8 JUNE** Interviews with the Charity's Nominations and Remuneration Committee
- WC 15 JUNE** Offers and appointments
- JUNE – JULY** Opportunity for induction, training and support
- 28 JULY** Board induction meeting and shadowing existing Chair at 28 July Board meeting (if available), and formal appointment to the role
- NOVEMBER** AGM and first Board meeting to be Chaired by new Chair



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