



## **Chair of Trustees - Person Specification**

### **Experience**

- Senior leadership experience (CEO, NED or equivalent)
- Demonstrated success in complex or ambiguous environments
- Experience of organisational transformation or financial restructuring
- Strong financial literacy
- Credibility within health, public policy, charity or related sectors
- Experience serving on or leading a board

### **Qualities**

- Strategic thinker
- High integrity and independence
- Inclusive leadership style
- Calm under pressure
- Comfortable making difficult decisions
- Willingness to challenge constructively
- Commitment to IRISi's mission and values
- Networked and outward-facing

The Chair will be considered successful if:

- The board operates strategically and proactively
- IRISi has a clear financial resilience plan with diversified income streams
- External relationships and funding pipeline have strengthened
- The Chief Executive reports strong but appropriately challenging support
- Organisational stability and morale are maintained

### **Qualities and Skills**

The following qualities and skills define the capabilities required to support IRISi's next stage of development and governance maturity. These are assessed through application review, interviews and scenario discussion.

#### **Strategic Leadership**

- Ability to understand complex organisational environments, prioritise effectively and guide long-term direction.
- Ability to interpret external context
- Comfort making decisions under uncertainty
- Focus on outcomes rather than process
- Capacity to identify strategic opportunities and risks

#### **Governance Judgement**

- Understanding of the role of a board and the boundaries between governance and operational management.
- Awareness of trustee legal duties
- Ability to maintain strategic focus
- Balanced oversight and constructive challenge
- Commitment to collective decision making



#### Financial Literacy

- Ability to interpret financial information and understand financial sustainability.
- Understanding financial reporting and risk
- Ability to question financial assumptions
- Appreciation of financial resilience and cash flow
- Understanding restricted and unrestricted funding

#### External Influence and Networks

- Ability to enhance the organisation's profile, relationships and opportunities.
- Credibility with external stakeholders
- Ability to open doors to partnerships or funding
- Willingness to use networks proactively
- Confidence representing the organisation publicly

#### Collaborative Leadership

- Ability to work constructively with fellow trustees and the executive team.
- Willingness to listen and engage with diverse perspectives
- Ability to challenge respectfully
- Commitment to collective responsibility
- Supportive approach toward executive leadership

#### Mission Alignment

- Commitment to IRISi's purpose and the importance of addressing gender-based violence through healthcare systems
- Understanding of the organisation's impact
- Commitment to ethical leadership
- Interest in public service and social impact

#### **Essential and Desirable Criteria Matrix**

Criteria	Chair
Strategic leadership experience	Essential
Board or governance experience	Essential
Financial literacy	Essential
Advanced financial expertise	Desirable
Experience navigating organisational change	Essential
Credibility within health / charity / public policy sectors	Desirable
Ability to support and challenge Chief Executive	Essential
Strong external networks	Desirable
Commitment to mission and values	Essential
Collaborative leadership style	Essential