



Trustee Appointment

2026 | NBZUA



Evidence to improve lives in a changing world



The Nuffield Foundation tackles the UK's biggest social challenges by funding research, generating evidence, and guiding decision-makers to implement solutions that improve people's lives.

Purpose

The Nuffield Foundation aims to improve the social and economic well-being of individuals, families, and communities within the UK.

Founded in 1943, during the second world war, the Foundation was created with the conviction that its work could help to inform post-war reconstruction. Today, in a world marked by rapid change, entrenched inequalities, social divisions, and deep uncertainties, its purpose remains as vital as ever.

In addition to its core programmes, the Foundation is the founder and co-funder of the Nuffield Council on Bioethics, the Nuffield Family Justice Observatory, and the Ada Lovelace Institute.

Details of the Foundation's governance are available here: [Governance](#) | [About](#) | [Nuffield Foundation](#)

The Nuffield Foundation's latest annual report is available here: [Nuffield-Foundation-2024-Annual-Report.pdf](#)



Strategic Review 2025

In July 2025, the Foundation published its Strategic Review, which is available [here](#).

The Strategic Review renews the Foundation’s commitment to prosperity, inclusiveness, and fairness, and a strategy focused on the complex challenges shaping lives in the UK today.

At a time of the weakening of long-standing alliances, the spread of populism and protectionism – together, these forces have shaken assumptions that once underpinned policymaking and public debate.

Leaders today face starker dilemmas than most of their post-war predecessors. Science and technology is outpacing our ability to govern it effectively. Economic shocks have revealed and compounded inequalities and eroded resilience. Political consensus around climate action is fraying.

As a diverse society and open economy, the UK is experiencing these global shifts directly and indirectly. There are gnawing doubts that our systems of governance are not up to the task.

The role the Foundation plays

The Foundation is committed to confronting the scale and urgency of today’s challenges with the same commitment to rigour, evidence and nuance that has defined its work since 1943. In this context, its underlying goal of advancing well-being in a more inclusive and just society has renewed purpose. The Foundation’s independence gives it the freedom to take the long view, focusing on issues that can be overlooked in short-term policy cycles, while also responding rapidly to fast-moving events.



Strategic Review 2025

The Nuffield Foundation will use its resources to generate evidence, convene debate and promote innovation to deliver lasting social benefits by:

- Influencing policy
- Improving practice
- Funding innovative interventions
- Backing groundbreaking institutions

The priority questions that will shape the Nuffield Foundation’s work

The work the Foundation funds and does will prioritise prosperity, inclusiveness, and fairness. It will maintain a clear focus on inequalities, disadvantage and vulnerability for individuals, families, and communities – and how to address them.

Over the next five years, the Foundation’s work will be guided by five interconnected questions:

- How can we build a prosperous and fair society, where people are secure and can fulfil their potential?
- How can we build an inclusive society, where people thrive and feel they belong, in the context of changing demography and ways of life?
- How can we ensure that developments in science and technology work for people and society?
- How can policies to address climate change be developed in a way that promotes a prosperous, fair and inclusive society?
- How can we build and maintain the effective, accountable and trustworthy institutions that our society and democracy need?

Values

The Nuffield Foundation's values define the kind of organisation it strives to be. They establish the standards it expects of its team, and how it works as an organisation to make a difference, drives its decision-making, and guides how it works with partners and each other.



Independence

Our financial and political independence gives us the freedom to be open and objective in our approach, and to focus on the power of evidence.



Collaboration

We convene and connect with individuals and organisations to maximise our collective impact, recognising that we will not bring about change on our own.



Rigour

We have high standards in all that we do, achieving a quality that gives us influence and impact.



Curiosity

We foster a spirit of exploration, encouraging our staff and those we fund to pursue new ideas and challenge old assumptions.



Inclusivity

We will further diversity, and work to ensure that everyone feels valued, respected, and empowered.

Trustee Appointment

Principal responsibilities

Provide governance and strategic oversight to ensure the organisation is well placed, and has the financial stability, to deliver on its mission, objectives and ambition.

Work with the Chief Executive and executive team to develop and oversee strategic priorities for the organisation, to ensure that the Nuffield Foundation provides relevant and impactful evidence, and supports work, to advance social wellbeing.

Trustee Board duties include

Strategic oversight and impact

- Oversee the Foundation's strategic direction and priorities in support of its purpose, remaining alert to changes and challenges in society which may affect the strategic prioritisation of its work in line with changing needs and opportunities
- Maintain a focus on policy translation and the overall impact of the Foundation's work
- Work with the Chief Executive and senior executive team to support, challenge and monitor performance

Funding of grants, programmes and initiatives

- Oversee the grants and programmes strategy, portfolio balance, and outputs, reviewing and advising on key grant awards and grant applications, where required
- Oversee the strategies for funded centres in line with the overall Foundation strategy, considering allocation of funding and impact
- Approve new funding streams and initiatives against defined goals and targets, and provide initial oversight of specific incubation and joint funded projects where required, from time-to-time

Fiscal, resources and compliance

- Maintain appropriate fiscal oversight, monitoring spend and ensuring the Foundation has appropriate resources to meet its charitable objects
- Ensure the organisation fulfils its legal and compliance obligations and that key risks are identified, monitored and controlled effectively
- Protect and manage the assets of the Foundation and ensure their effective investment

Reputation management and engagement

- Act as ambassadors, including speaking at internal and external events, and use expertise and networks to enhance the Foundation's work, reputation and reach
- Use independent judgment, acting legally and in good faith to promote and protect the Foundation's interests, to the exclusion of personal and/or any third-party interests

In addition, Trustees will be expected to:

- Support the organisation's values both personally and collectively
- Demonstrate a commitment to our Equality, Diversity and Inclusion priorities
- Maintain effective Board communication and performance and work collaboratively with colleagues and stakeholders

Trustees will use their specific skills, knowledge or experience to support aspects of the overall leadership and strategic development of the organisation. This may involve sitting on sub-committees, leading discussions on key issues, speaking at events, providing advice and guidance on key aspects of the grant portfolio or other initiatives where the trustee has expertise.

Person Specification

Previous trustee experience is highly desirable, and all candidates will need to have an understanding of, and commitment to, the philanthropic sector.

Experience gained in business and the private sector will be valued alongside charity, public service, research and academia. Experience across multiple sectors, or at their intersection, would be compelling.

All board members should be able to demonstrate the following:

Mission and strategy

- Commitment to, and understanding of, the mission and strategic objectives of the Foundation
- A broad understanding of social policy and social welfare
- An understanding of how the research we fund can influence policy making and practice and improve the lives and life chances, of those the Foundation serves, particularly those from disadvantaged or vulnerable backgrounds
- An interest or background in some aspects of our strategic plan and ability to contribute to debates on priority questions

Focus on strategic oversight

- Strategic leadership at organisational level, including strategy development and oversight of implementation, assessing impact and organisation performance

Governance and financial planning

- Knowledge and understanding of the principles of good governance and the legislative framework for the operation of charities
- High level financial oversight and understanding of audit and risk imperatives
- Experience of strategic and financial

planning, balancing investment, long and short-term development with ambition

Skills and experience

- Knowledge of the relationship between the research and policy worlds is important for this role, together with an understanding of how to influence policy, nationally or regionally
- Knowledge of, or scholarship in, a field relevant to the areas we fund will also be important

Personal qualities

- Collegiate, skilled in cultivating positive working relationships with colleagues and stakeholders
- An enquiring mind and broad strategic focus with the ability to provide support and constructive analytical challenge across a broad remit
- A strong personal commitment to equity, diversity and inclusion
- Commitment to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership



Terms of Appointment

Time commitment

The full Trustee Board meets around 5 times each year. Meetings normally start around 9.30 and finish around 2 (with lunch included). They are usually held on Fridays.

In addition, there may be periodic Trustee lunches and extraordinary meetings, and discussions with the Chair including annual reviews. Trustees will also participate in at least one other sub-committee - which usually meet 2-3 times per year - and provide advice on key initiatives.

Total commitment: c. 18 days per year, including all meetings, preparation, and ad hoc meetings.

Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.

How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to the Nuffield Foundation on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code

NBZUA

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

The closing date for applications is noon on **Monday 16 February.**

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.