

TRUSTEE / BOARD MEMBER

VOLUNTARY UNPAID ROLE

Recruitment Pack (January 2026)

We are looking to recruit new Trustees

Welcome from the Chair of Trustees, Mike Millward



Thank you for your interest in becoming a Trustee of TI-UK. I am one of eight current Trustees who are responsible for the strategic oversight and governance of this charity.

Transparency International is a global movement sharing one vision: a world in which government politics, business, civil society and the daily lives of people are free of corruption.

We are currently looking for two new trustees who can add to the diversity of our decision making.

If you are inspired by what we do and would like to contribute, we very much look forward to hearing from you.

What is Transparency International and the UK Chapter?

Transparency International is a global movement sharing one vision: a world in which government politics, business and the daily lives of people are free of corruption. **Transparency International UK (TI-UK)** is the accredited UK national chapter in this movement. We work with the UK and devolved governments, parliamentarians, civil society and the private sector to tackle corruption at home, addressing the UK's global corruption footprint and helping multinational companies prevent corruption by operating with integrity. We are also home to two major global programmes tackling corruption in the Defence and Security sector and Global Health on behalf of the wider Transparency International movement.

Transparency International-UK (TI-UK) is a UK registered private limited company and charity.

Our Strategy 2021-2030

Our Vision

is a world in which government, business, civil society, and the daily lives of people are free from corruption.

Our Mission

is to stop corruption, promote integrity and, to that end, hold power to account for the common good.

We are currently at the mid-point of our ten-year strategy to **2030**. Our overall objectives remain ever more salient: to stop flows of dirty money into the UK, to safeguard public resources and to drive integrity in business and politics. The UK Government has recently launched an ambitious Anti-Corruption strategy, greatly influenced by our work to date and providing an important roadmap for accountability going forward. Meanwhile with huge increases in defence spending across Europe now is a vital time for us to further increase our efforts to prevent corruption in the Defence and Security sectors in the years ahead.

Trustee Qualities

You will be one of up to 12 Trustees of TI-UK ([see current Trustees here](#)). The qualities that Trustees demonstrate include:

- Ensuring that delivery of the mission of the organisation is at the centre of all that is done
- Intelligent analysis, constructive questioning and challenge
- Collaborative teamwork
- Understanding and respect for the role of a non-executive
- Integrity and sound independent judgement
- Commitment to evidence-based decision-making, which requires reading papers, gathering knowledge of TI-UK and the wider movement and willingness to speak one's mind and listen to the views of others
- Acting as an advocate externally including fundraising and income generation opportunities that arise
- Ability to build constructive relationships and engage at all levels, with other Trustees, the Senior Leadership Team and employees as opportunities arise
- Willingness to act in the best interests of the charity.

Role of the Board of Trustees

The Board are principally accountable to members of TI-UK, the Charity Commission and the TI movement and they also ensure that the activities of the charitable company meet public benefit requirements. The employees are a key stakeholder group and the Board actively engages with them on governance matters and in sharing decisions taken.

The broad areas of the work of the Board include:

- **Strategic direction:** ensuring that the charity is responding to the changing external environment across programme areas
- **Performance:** monitoring the performance of the executive against strategic and operational plans, including programme delivery
- **Assurance:** contributing to the identification and monitoring of risk; ensuring there are adequate short- and longer-term financial plans in place to deliver the strategy; adhering to the highest standards of charity governance.

The skills and experience that the Board draw upon include:

- Anti-corruption expertise
- Government and business policy setting
- Legal / regulatory / financial / audit / risk
- Strategic international programming experience
- Fundraising / partnerships
- Communications / public relations / media (including social media)
- Big data and artificial intelligence
- People, including diversity and equality
- UK and international charity experience
- Board or non-executive experience in the private sector or third sector

Time Commitment of Role

Board meetings are held at least **four times a year**, are aligned to the business cycle of TI-UK and scheduled a year in advance to ensure maximum attendance. Meetings are normally in-person, held in

central London at the TI-UK office, and commence at lunchtime and complete by 5:30pm with papers being provided by e-mail at least five working days before the meeting. There is also an annual Board / Senior Leadership Team away day. Board members are expected to be a member of at least one Committee (Finance, Risk & Audit, Research, GTNI (global programmes) or Nominations & Governance) with these meetings at least two times a year during working hours. Additional time will be required to be on hand for advice on an ad hoc basis either to the Board or the Senior Leadership Team. In summary, including the pre-reading of board and committee papers but excluding the one away day per year, the time commitment is circa 12 hours per quarter.

TI-UK Values

In line with the Strategic Plan, the Board will foster and model the positive behaviour that TI-UK's values demand:

- We will **act with integrity**.
- We will **value and respect differences**.
- We will **work collaboratively** across Transparency International, our global Movement and with partners.
- We will have the **courage to demand better** of ourselves and others.

The values and behaviour of trustees is valued as much as the technical expertise and skills they bring to the board and wider organisation.

Integrity

Integrity is reflected in everything that TI-UK does and the Board demonstrates this through:

- Personal commitment to the principles of the TI-UK **Board Member Code of Conduct**. This outlines Transparency International's principles as well as standards of professional and personal behaviour and conduct including: abuse of power; safeguarding; bullying & harassment; exploitation; conflicts of interests; and gifts, remuneration, hospitality or bribes.
- Publishing annually the **Trustees' Declaration of Interests** and ensuring that at all Board and Committee meetings potential conflicts of interest are recorded.
- Reviewing regularly the **safeguarding risks**, policies and procedures and any serious incidents in order that the Board are familiar with, can **speak up** and are comfortable with responding to any complaints.

Diversity



In line with the Charity Governance Code, the Board:

- Assesses how the diversity of trustees' backgrounds and perspectives in its board skills mix identify imbalances and gaps
- Seeks to address bias in trustee recruitment and selection
- Considers how board meetings and information can be more accessible
- Creates meeting environments in which behaving inclusively is the norm, where all voices are equal and all trustees feel confident in constructively challenging each other
- Demonstrates inclusive behaviours in decision making and engagement with employees, partners and donors; and
- Considers the impact on those negatively impacted by corruption.

The Board recognises that such diversity encompasses skills, experience, perspectives and personal

characteristics and the Board seeks to demonstrate, support and encourage an equal and inclusive leadership culture at TI-UK through combining the visible signs of diversity with those of thought and lived experience.

2026 Key Dates

- **Application deadline: Monday 16th February** (midnight)
- Shortlisting/Selection Notification: Friday 27th February
- **Panel Interview dates: weeks commencing 9th / 23rd March**
- Selection decision by the Board: Tuesday 30th March
- Candidate decisions: by Friday 10th April
- First Board Meeting: Thursday 21st May

How to apply

We welcome and encourage applications from people of all identities and backgrounds, particularly those that are under-represented. Diversity monitoring will be undertaken for all candidates.

If you are interested in applying to be a Trustee please provide:

- An up-to-date CV
- A supporting statement (maximum two pages) that outlines your interest in TI-UK and the chair role, and your fit against the information provided. Please also highlight any specific dates you are unable to attend a panel interview.
- A completed [TI-UK Diversity Monitoring Form](#)

Please send your **CV** and **supporting statement** to company.secretary@transparency.org.uk by midnight on **Monday 16th February 2026** together with your **diversity monitoring form**.

If you would welcome an informal discussion with a Trustee in advance of your application, please get in touch via the Company Secretary.

Further reading

- [Current Board of Trustees](#)
- [TI-UK Strategy](#)
- [TI-UK Annual Impact Report & Accounts](#)
- [TI-UK Governance Framework](#)
- [Charity Commission Trustee Guidance](#)

Candidate Privacy Notice

As the Data Controller, we will store and process the personal data you provide for the purposes of recruitment and equal opportunities monitoring on the basis of our legitimate interest. Your data will only be disclosed to those involved in the recruitment process. Information will not be disclosed outside the organisation without your consent.

Once the recruitment and selection process is completed the data relating to unsuccessful applicants will be stored securely for a maximum of six months. If you are appointed, as a trustee your application will be retained and will form the basis of your personal record. This data will be retained in line with our data retention policy.