



Independent Trustee Royal College of Paediatrics and Child Health (RCPCH)

Role title

Independent Trustee – Royal College of Paediatrics and Child Health (RCPCH).

Overview / Purpose of the Role

The RCPCH is seeking an Independent Trustee who will also serve as Chair of the People & Remuneration Committee. This is a pivotal Board leadership role, providing strategic oversight of the College's people, culture, workforce and remuneration agenda, while contributing fully to the governance and strategic direction of the charity.

If you are an experienced senior people leader who is passionate about organisational culture, leadership and workforce effectiveness, then this will provide you with a unique opportunity to bring your expertise to a respected Royal College, influencing Board-level decisions on people, culture, remuneration and organisational development while helping improve outcomes for children and young people.

You'll help implement the [2024-2027 Strategy](#) and influence future direction, ensuring the College meets its charitable objects and remains financially sustainable. This is a voluntary role offering Board members a genuine opportunity to shape child health at a strategic level through governance and oversight. As an Independent Trustee, you will bring an external, objective perspective, offering constructive challenge and scrutiny to support robust decision-making and effective governance. Independence in this context means you are not a member of the profession the College represents and have no material conflicts of interest, enabling you to provide impartial judgement in the best interests of the charity. We are particularly interested in candidates with senior-level experience in areas such as people and organisational development, HR, legal, or broader corporate governance, alongside a strong understanding of risk, assurance, and organisational performance. Experience of serving on a

board or committee and the ability to analyse complex information, ask insightful questions, and contribute to collective decision-making will be essential.

Structure of the Board

The RCPCH Board of Trustees is the College's governing body, responsible for ensuring effective governance, strategic oversight, and delivery of the organisation's charitable objectives. The Board comprises a mix of elected and appointed trustees, including the Chair, President, Registrar and Treasurer, alongside 4 Member Trustees, 2 Youth Trustees and 3 Independent Trustees, bringing a balance of professional expertise, member representation and independent perspective. Supported by senior executive staff who attend meetings but are not trustees, the Board works collectively to set strategic direction, provide oversight of performance, finance and risk, and ensure the organisation operates in line with its legal and regulatory responsibilities as a registered charity

About RCPCH

RCPCH represents over 25,000 members in the UK and internationally, improving child health through knowledge, innovation and expertise. The College sets paediatric training standards, administers the MRCPCH and DCH examinations, publishes clinical guidelines, engages in research and advocacy, and works closely with children, families, and partners globally.

Main responsibilities

As an Independent Trustee, you will:

- Fulfil the legal duties of a charity trustee by ensuring that RCPCH operates in line with its charitable objectives, maintains effective oversight of resources and activities, and exercises robust scrutiny of financial performance, risk management and internal controls.
- Oversee delivery of the Strategy 2024–2027.
- Attend and contribute to Board meetings and the Annual General Meeting.
- Contribute to committees and other College bodies as required.
- Work collaboratively with fellow Trustees and senior staff to support effective governance.
- Champion member engagement and ensure members' views inform decision-making.
- Act as an ambassador for RCPCH and support its advocacy work
- Undertake induction and maintain up-to-date knowledge of Trustee responsibilities.
- Build an understanding of the College's work through engagement with staff and members.

As Chair of the People & Remuneration Committee, you will:

- Chair committee meetings and set the strategic direction of the Committee.
- Provide assurance to the Board on people, culture, workforce and remuneration matters.
- Work closely with senior leaders to oversee organisational development and workforce planning.
- Report committee recommendations and key issues to the Board of Trustees.
- Support effective succession planning and oversight of senior remuneration arrangements.

Person Specification

Essential

- Significant senior-level experience relevant to leading and chairing a People & Remuneration Committee, including expertise in people management, organisational development, employment relations, remuneration, workforce strategy, governance or employment law.
- Alignment with RCPCH's mission, values.
- Ability to contribute to strategic discussions and decision-making.
- Strong independent judgement and ability to provide constructive challenge.
- Ability to work effectively as part of a team.
- High standards of personal integrity.
- Willingness to devote the necessary time to the Trustee role.
- Understanding of the role and responsibilities of a Trustee.
- Appreciation of members' needs and the importance of engaging children and young people.

Desirable

- Experience as a Trustee, committee member or board director.
- Experience in governance, child health policy, education, or EDI and lived experience of service-users.
- Experience of working within healthcare settings, including the NHS.
- Capacity to represent perspective of members from under-represented groups.
- Experience of leading culture transformation initiatives that strengthen organisational performance, inclusion and employee experience.
- Knowledge of executive remuneration and reward governance, including oversight of remuneration frameworks and decision-making.
- Experience of talent management and succession planning, ensuring organisations can identify, develop and retain future leaders.
- Experience of improving employee engagement and fostering environments where people can thrive and perform at their best.
- Experience of leading or supporting significant organisational change programmes, balancing strategic objectives with the needs of employees.
- Experience of developing reward strategies that support organisational goals, workforce sustainability and the attraction and retention of talent.

Note: No prior Board experience is necessary - induction and training provided.

Time Commitment

- Typically, four Board meetings per year, including one full day Away Day, held primarily face-to-face in London, with virtual attendance available when necessary.
- The successful candidate will chair the People & Remuneration Committee, including meeting preparation, chairing committee meetings and reporting to the Board.
- Additional preparation time: reading agendas, papers (approx. 4–6 hours per meeting).
- Presence at the Annual General Meeting.

Term of Office

- Initial term: Three years, with possible reappointment to a maximum of five years.

Support and Training

- Comprehensive induction and ongoing development support.
- Access to relevant committees and networks.
- Reimbursement of travel, subsistence, and expenses in line with College policy.

Location / Meeting Format

- Meetings are ordinarily held face-to-face in London, with virtual attendance available when necessary.
- Some regional or virtual engagement opportunities available.

How to Apply

Applications should include a CV and short personal statement (approx. 500 words) outlining your motivation and suitability.

For informal enquiries, you may contact the College at chair@rcpch.ac.uk

Candidates are strongly encouraged to directly address the person specification in their applications.

The College is keen to accept applications from people with protected characteristics. We believe that our Trustees should represent all of the diverse communities we serve. Join us to help realise our vision of a world where every child is healthy and well.

The RCPCH is committed to safeguarding the children, young people and adults it has contact with in the exercise of its functions and responsibilities. The RCPCH expects all Trustees to share this commitment – we place a high priority on ensuring only those who do so are recruited to work for us.

What's in it for you?

This is a unique opportunity to apply your expertise in people, culture, organisational development and governance to an organisation that makes a real difference to children and young people. As an Independent Trustee and Chair of the People & Remuneration Committee, you will influence Board-level decisions on workforce strategy, organisational effectiveness, leadership, remuneration and culture, helping to shape the future direction of a respected national charity.

The role offers valuable experience of charity governance, the chance to work alongside senior clinical, executive and non-executive leaders, and the opportunity to broaden your strategic impact while contributing to RCPCH's mission of improving child health in the UK and internationally.