

Chair of Trustees

December 2024



Welcome

Thank you for your interest in the role of Chair of Trustees at Tinnitus UK. Tinnitus impacts 1 in 7 people in the UK and while most will never require any support or help, some very much do. Tinnitus is such a unique experience and for around 1 in 6 with tinnitus, they will face chronic and life-changing symptoms. This is one of the reasons we exist, the others being to try and influence the health system to enable better care and support for people with tinnitus, to help fund vital research and to raise the profile of tinnitus and the dangers of not protecting ears and hearing.

The organisation has been through a tough time over the past 5 years which has seen changes in leadership, high turnover of people, loss of revenue and rising costs. This has resulted in a financially precarious position, but with vital services intact as they have been protected at all costs.

The Board decided to recruit a very experienced CEO to lead the changes required to turn the organisation round and I'm very pleased to say that Alex Brooks-Johnson joined us in September 2024. Alex joined because he has tinnitus, but also brings a wealth of expertise gained from a successful career in charity leadership.

So, we are now looking for a Chair to lead the Board and support Alex and the team to create and deliver the strategy to pull us through these difficult times and on to the success which we all believe is possible. This will be a challenge and it will require creativity, tenacity and belief.

If you have experience of leadership in the charity sector, of working with Boards and CEOs, and have a passion to create something wonderful for people with tinnitus in the UK then we would be delighted to hear from you.

Kind Regards



Lucy Colenso
Interim Chair

Message from the CEO

I have just joined Tinnitus UK, taking on a challenge because I fundamentally believe that tinnitus and people living with it deserve more recognition, support and care. Given how prevalent it is, you would expect there to be clearer pathways, more funding into research and support and a greater awareness and understanding in the health and social care system.

Yet these are gaps, great big gaping gaps which need to be addressed. The purpose is clear, the method less so, and so we have created a process to engage with the tinnitus community to develop our new strategy. In the meantime, we are working hard to keep the organisation operating with sufficient resources to meet what need we can.

This is not a Chair role for someone who is looking to improve their CV, or who has only the bare minimum of time available, this is a full on transformation role in a small organisation who is up against it and although most definitely non-executive, this role will certainly call upon your skills, experience and networks to help us succeed.

I have been amazed at the goodwill and support that Tinnitus UK receives from the audiology/ENT and wider hearing sector which has been built up over many years of us providing credible, high quality information, advice and guidance to professionals and people impacted by tinnitus and with our new plan being created in the way it is, I am certain that we are looking at a very bright future for this globally relevant charity.

I hope your interest is piqued enough to apply or find out more, and if that is the case I look forward to meeting you.



Alex Brooks-Johnson
CEO



Financial summary

You can view our latest annual report and accounts on our website.

Below is a summary of 2023/2024 which as you will see has been a very difficult year, with many internal and external factors impacting the financial performance.

The financial situation in 2024/2025 has improved, with an increased revenue on the previous year and a reduced deficit. At the time of writing the forecast out-turn position was a deficit of £180k.

Urgent fundraising appeals have been underway since October 2024 which combined with a change in leadership and management, and therefore new processes, have helped to control and improve the situation.

Statement of financial activities

	Note	Unrestricted funds £	Restricted funds £	2024 total £	2023 total £
Income					
Donations and legacies	3	251,582	90,193	341,775	729,652
Charitable activities	4	131,340	-	131,340	137,943
Other activities	5	1,000	-	1,000	2,468
Investments	6	10,339	-	10,339	6,503
Total income		394,261	90,193	484,454	876,566
Expenditure					
Raising funds		(205,265)	(50,894)	(256,158)	(280,141)
Charitable activities	7	(465,938)	(159,591)	(625,529)	(733,556)
Other activities		(33,828)	(11,647)	(45,475)	(28,823)
Total expenditure		(705,031)	(222,132)	(927,162)	(1,042,520)
Net (losses) on investments		-	-	-	(452)
Net income/ (expenditure)		(310,770)	(131,939)	(442,709)	(166,406)
Transfers between funds		121,033	(121,033)	-	-
Net movement in funds		(189,737)	(252,972)	(442,709)	(166,406)
Reconciliation of funds:					
Total funds brought forward	22	569,449	319,623	889,072	1,055,478
Total funds carried forward	22	379,712	66,651	446,363	889,072

Balance sheet

Company registration number 02709302

	Note	2024 £	2023 £
Fixed assets			
Intangible assets	15	20,000	22,500
Tangible assets	16	-	-
		20,000	22,500
Current assets			
Stock	17	-	756
Debtors	18	61,203	431,892
Cash at bank and in hand		481,430	598,579
		542,633	1,031,227
Creditors: amounts falling due within one year	19	(116,270)	(164,655)
Net current assets		426,363	866,572
Total assets less current liabilities		446,363	889,072
Charity funds			
Restricted funds	22	66,651	319,623
Unrestricted funds	22	379,712	569,449
Total charity funds		446,363	889,072



Staff Team

Our employees, based around the UK but with our head office in Sheffield.

<https://tinnitus.org.uk/what-we-do/who-we-are/tinnitus-uk-staff/>

Trustees

You would be joining and leading a brilliant group of dedicated Trustees.

<https://tinnitus.org.uk/what-we-do/who-we-are/meet-the-trustees/>

Scientific Advisory Board

Tinnitus UK is very fortunate to have a group of eminent professionals supporting our work, informing decisions on research, providing input into the information and training we deliver and generally providing the benefit of their collective and individual knowledge, skills and considerable expertise.

<https://tinnitus.org.uk/what-we-do/who-we-are/our-scientific-advisory-board/>



Patrons and ambassadors

Our patron is Amanda Cavendish, the Duchess of Devonshire.

Our President is Don McFerran, an ENT surgeon with a special interest in otology and tinnitus. Don is published widely on a number of topics, but has co-authored two books on tinnitus, one for professionals and a self-help book for people with tinnitus and hyperacusis.

Our Vice-President is Sandy Grimes, an audiologist and hearing therapist with over 30 years' experience from working in the NHS. Sandy developed Doncaster and Bassetlaw NHS Trust's tinnitus service and now shares her expertise and knowledge through our support groups and training.



Role Outline:

Role Outline: Chair of Trustees – Tinnitus UK

Role Title: Chair of Trustees

Responsible to: Board of Trustees

Responsible for: Providing leadership to the Board and ensuring the charity fulfils its mission, vision, and strategic goals

Role Purpose:

The Chair of Trustees plays a critical leadership role, ensuring effective governance, setting the strategic direction of the charity, and working collaboratively with the Chief Executive (CEO) to deliver the objectives of Tinnitus UK. The Chair acts as an ambassador for the charity, representing its work and advocating for its cause at the highest levels.



Key responsibilities

Leadership and governance

- Lead the Board of Trustees, ensuring collective responsibility for the charity's governance and compliance with legal and regulatory requirements.
- Ensure the charity adheres to its mission, vision, values, and charitable objectives.
- Oversee the development and implementation of the charity's strategy in collaboration with the CEO and trustees.
- Foster an inclusive and collaborative culture within the Board that promotes open discussion, diverse viewpoints, and informed decision-making aligned to the Tinnitus UK Values and Leadership Behaviours (in development).
- Ensure the Board operates effectively, with clear role definitions, appropriate sub-committees, and regular Trustee performance reviews.

Relationship with the chief executive

- Act as the main point of contact and support for the CEO maintaining clear boundaries between governance and operational responsibilities.
- Create a trusting relationship built on mutual respect and shared common purpose of creating and delivering success at Tinnitus UK.
- Conduct annual performance appraisals for the CEO.

Meetings and communication

- Chair Board meetings effectively, ensuring all trustees are engaged, decisions are recorded, and actions are followed up.
- Ensure the timely and accurate dissemination of information to the Board, enabling informed decision-making.
- Represent the charity externally at events, stakeholder meetings, and in the media as required.
- Ensure accounts and reports are submitted to the Charity Commission and Companies House as regulations dictate.

Strategic oversight and advocacy

- Act as a champion for Tinnitus UK, promoting its work to funders, partners, and key stakeholders.
- Support efforts to secure funding, ensuring financial sustainability and resilience.
- Stay informed about issues and trends related to tinnitus to guide the charity's strategic direction.

Person Specification

Essential skills and experience

- Proven leadership experience at a senior level within a not for profit/charitable organisation.
- Strong understanding of charity governance and the role of a trustee.
- Excellent communication and interpersonal skills, with the ability to inspire and influence stakeholders.
- Experience of chairing meetings, facilitating discussions, and achieving consensus.
- Financially literate with the ability to understand a balance sheet, management accounts and financial statements.
- Strategic thinker with a track record of organisational oversight and development.
- Previous experience in a trustee or non-executive director role.
- Passion and commitment to supporting people affected by tinnitus and advancing the charity's mission.

Desirable skills and experience

- As a Chair of a non-executive Board.
- Knowledge of tinnitus or related health and well-being sectors.
- Developed network of influential people in the related areas of health, hearing, audiology, social care and/or commissioning/funding.

- Experience in fundraising, advocacy, or public relations.
- Personal values-based behaviours enabling and leading positive cultural management and leadership behaviours, setting the tone for high performance and continuous improvement across the organisation.

Time Commitment

- Attend and chair approximately 4 Board meetings annually, plus additional sub-committee meetings as required. At least 2 meetings will be in person in Sheffield (where the team are based)
- Monthly one-to-one meetings with the CEO and occasional attendance at events or external engagements.
- Estimated time commitment: 2 days per month.



Term of appointment

- The Chair will be appointed for a term of 3 years, with the possibility of renewal for an additional 2 terms of 3 years, subject to Members approval.

Support and development

- Tinnitus UK will provide an induction and access to training to ensure the Chair is equipped to fulfill the role effectively.

This outline is designed to attract a highly capable and committed individual who can lead Tinnitus UK with vision, ensuring the charity delivers its vital work supporting those affected by tinnitus.

To Apply

Please send a covering letter explaining your motivation for applying plus how you meet the expectations sent out in the role description. Could you also please send an up-to-date CV.

Please send these to Laura Hine, Operations Manager, to laura@tinnitus.org.uk

If you would like to arrange an informal discussion about the charity and the role, please contact the CEO, Alex Brooks-Johnson, alex@tinnitus.org.uk

Key dates

Closing Date – 15th January 2025

1st Interviews (with CEO and Interim Chair) – w/c 27th January 2025

2nd Interview with the Trustees – w/c 3rd February

Meet the team - w/c 10th February 2025

