

# THE KIRKWOOD SUPPORT LIFE.



# TRUSTEE RECRUITMENT PACK

# SUPPORT LIFE

The Kirkwood is not simply a hospice — it is a cornerstone of life in Kirklees. For nearly four decades it has provided free, expert, compassionate care to thousands of local people and their families facing life-limiting illness, at every stage of their journey, wherever they call home.

Its reach extends far beyond its walls in Dalton. Community nurses, a 24/7 advice line, bereavement support and wellbeing services touch every town and village across Kirklees — making The Kirkwood one of the most valued and trusted organisations our district has ever known.

Could you help shape the future of this vital movement? We are looking for passionate people from across Kirklees to join our Board of Trustees and help ensure The Kirkwood continues to be there for every family that needs it.



# WHO WE'RE LOOKING FOR

We're looking for people who complement and strengthen our current board. We have a good gender and age balance, but we are particularly committed to broadening diversity — of background, ethnicity, lived experience and professional skills.



## Essential Qualities

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Strategic thinking and vision

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Good judgement and independence

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Honest, tactful communication

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Ability to challenge constructively

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Commitment to The Kirkwood's values

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Willingness to devote the necessary time

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Creative and forward-thinking mindset

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Ability to work as part of a team

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Understanding of trustee legal duties (or willingness to learn)

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Passion for our mission

## Skills We're Seeking

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### Finance & commercial

Financial leadership, audit, income generation or commercial strategy.

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### Digital & technology

AI, data, digital transformation or technology strategy.

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### Community connection

Deep roots in Kirklees communities, particularly those we currently underserve.

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### Retail & Marketing

Retail operations, commercial leadership or fundraising innovation.

# TRUSTEE ROLES AVAILABLE

Trustees are the guardians of The Kirkwood. You set the strategic direction, protect our values, and make sure we're delivering real impact for the people who need us most.

## Trustees

### Your responsibilities:

- Set and oversee our strategy
- Ensure financial sustainability
- Uphold governance and compliance
- Safeguard our reputation and values
- Support and challenge the executive team
- Ensure we deliver our charitable purpose

### The commitment:

- Four board meetings per year
- Sub-committee membership (quarterly)
- Some reading and preparation time
- Occasional visits and events

We're flexible and will always try to accommodate your availability.

### No experience as a trustee? That's fine.

We provide a full induction, ongoing training and a supportive board. What matters most is your passion for The Kirkwood's mission and the skills and perspectives you bring. We value lived experience just as highly as professional expertise.

## Ambassadors

We are always looking for Ambassadors – passionate supporters who help promote The Kirkwood informally across Kirklees.

Ambassadors don't attend board meetings or take on governance responsibilities. Instead, they use their networks and their voice to raise awareness of The Kirkwood among businesses, communities and the wider population of Kirklees – helping us reach the people who need us most.

If you care about what we do and think you could help spread the word, we'd love to talk.

## Specialist Advisers

Not able to commit to the full trustee role, but have specialist expertise to offer? We'd still love to hear from you.

We are looking for individuals with skills in areas such as IT, retail, finance or clinical practice who could work alongside the board to support specific projects or areas of work on a more flexible basis. This is a great way to contribute meaningfully without taking on the full governance commitment of a trustee.

If this sounds like you, please get in touch – we can shape the involvement around what works for you.

# IS THIS RIGHT FOR YOU?

Trustee roles suit all kinds of people. Here's how this opportunity might speak to you personally – wherever you're coming from.

## If you're a business or finance professional

Put your strategic expertise where it truly matters.

Use your finance, commercial or operational skills to shape strategy at board level

Help diversify income streams while The Kirkwood scales its community impact

Your skills can directly shape community healthcare for decades to come

## If you're already a volunteer in your community

You already give your time. Could you give your voice too?

Bring the volunteer and community perspective into the room where strategy is shaped

Help decide which services to expand and where to focus fundraising efforts

No boardroom experience needed – we'll support and train you fully

Your community insight is exactly what we're missing at board level

## If you're early in your career

Think you're too young to be a charity trustee? Think again.

Guide our digital transformation – virtual care, online support, social fundraising

Challenge outdated thinking and bring fresh energy to a board that wants to modernise

Gain real governance experience and senior mentoring to accelerate your career

Represent the younger families and supporters who are our future. No suits required. Fresh thinking essential

## If you're a community or faith leader

You know Kirklees. We need your insight at our table.

Help us reach families who don't yet know what The Kirkwood can do for them

Challenge us to reflect the full diversity of our community in everything we do

Build bridges between The Kirkwood and communities who may not traditionally access hospice care

Shape how we engage with faith, culture and community in end-of-life support

## If you're from an ethnic or cultural minority community

Hospice care should reflect all of Kirklees. Help us make that happen.

Help us understand and adapt to diverse cultural approaches to illness, dying and family care

Build trust with communities who might not think 'hospice is for us'

Kirkwood trustees come from all backgrounds - bring yours to our table



# HOW TO APPLY

We know your time is precious, so we like to keep things simple. You don't need to redraft your CV and write a point by point covering letter full of governance jargon. We just want to get to know you as a person.

**Simply fill out our form and we'll get back to you to arrange an informal chat.**

1

Share a few details with us by filling in our quick form at [thekirkwood.org.uk/trustee](https://thekirkwood.org.uk/trustee)

2

We'll be in touch to arrange an informal conversation with one of our trustees. No preparation needed – just a chance to find out more and see if it's a good fit.

3

We'll invite you along to a friendly interview focused on you and your motivations. If successful, we'll formally appoint you to the board and provide a full induction.



# Getting in touch

**The Kirkwood Main Reception**  
01484 557 900

**Website**  
[thekirkwood.org.uk](http://thekirkwood.org.uk)

**Email**  
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