HelpAge International

Appointment of Trustees

October 2026
Ref: ABGQC

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Contents

03	A welcome from the Chair
04	About us
05	Our vision, goals and values
07	Our year in numbers
08	About the role
09	Person specification
10	Expertise & backgrounds
12	Diversity
13	Terms of appointment
14	How to apply

A welcome from the Chair

Thank you for your interest in becoming a Trustee of HelpAge International.

HelpAge International works to advance the wellbeing, rights and inclusion of older people around the world. Our vision is a world in which all older people can lead dignified, healthy and secure lives, and our work is delivered through partnership with the HelpAge global network, an alliance of organisations committed to the dignity, voice and wellbeing of older people.

This is an important moment for HelpAge. Population ageing is reshaping societies across the world, while too many older people continue to experience poverty, discrimination, exclusion and barriers to essential support. Our Strategy to 2030 sets out our commitment to helping create a fair and just world for all older people, working alongside older people, network members, partners and others to build a stronger global movement for change.

As Trustees, our role is to provide the strategic oversight, constructive challenge and stewardship needed to ensure HelpAge remains ambitious, accountable and true to its purpose. The Board works closely with the Executive Team, supporting the organisation as it strengthens its partnership-led approach, deepens its influence and continues to adapt to a changing global context.

We are seeking thoughtful and committed individuals who bring sound judgement, relevant expertise and a strong commitment to the rights and inclusion of older people. You may have experience in international development, finance, governance, advocacy, fundraising, communications, digital transformation, risk or organisational change. Just as importantly, you will understand the value of collaboration, listening and working across different cultures and contexts.

We are committed to building a Board that reflects a broad range of backgrounds, geographies, perspectives and lived experiences. We warmly welcome applications from people whose voices and experiences are currently under-represented in charity governance.

If you are motivated by the opportunity to help guide an international organisation with a distinctive global role and a clear commitment to older people's rights, dignity and inclusion, we would be delighted to hear from you.

Sarah Harper.

Professor Sarah Harper CBE
Chair, HelpAge International

Oxford Institute of Population Ageing

About us

HelpAge International is a global non-profit organisation working to improve the lives of older people around the world. Founded in 1983, HelpAge works through the HelpAge global network, a worldwide alliance of organisations committed to advancing the dignity, wellbeing and voice of older people. The network now brings together more than 200 members across 99 countries, with a particular focus on low and middle-income countries.

HelpAge exists to promote the rights, wellbeing and inclusion of older people, and to reduce poverty, inequality and discrimination in later life. Its work is grounded in the belief that older people should not be seen only as recipients of support, but as active contributors, leaders, carers, workers, advocates and members of their communities.

The organisation's work spans the most significant issues affecting older people globally. This includes supporting age-inclusive humanitarian action, improving income security, promoting healthy ageing, advancing gender equality, acting on climate change, challenging ageism and protecting the rights of older people. HelpAge also undertakes research, develops evidence and guidance, and works with partners to influence policy and practice at local, national and international levels.

HelpAge's global role is evolving. Through its Strategy to 2030, the organisation is strengthening its position as a supporter, convenor and thought leader, working with and through network members and partners rather than relying on direct implementation. This reflects a clear commitment to locally led development, partnership and shifting power closer to older people and the organisations rooted in their communities.

In 2024/25, HelpAge's network-led approach supported significant activity across rights, inclusion, health, income security, climate and humanitarian action. This included training 970 Older People's Associations on older people's rights, supporting 197 partner organisations with training and technical assistance, and undertaking 122 advocacy initiatives to strengthen older people's rights and wellbeing.

As the world's population ages, HelpAge's work is becoming increasingly urgent. By 2030, 1.4 billion people will be aged 60 or over, rising to 2.1 billion by 2050, with 80% of older people expected to live in low and middle-income countries by 2050. HelpAge has a distinctive role in ensuring that ageing is recognised not only as a demographic reality, but as a question of rights, justice, inclusion and opportunity.

Mauro Vombe/Fairpicture/HelpAge International

Our vision, goals and values

HelpAge International's vision is a world in which all older people can lead dignified, healthy and secure lives. Our mission is to promote the wellbeing, rights and inclusion of older people, so that everyone can enjoy a future free from poverty, inequality and discrimination.

This vision is at the heart of HelpAge's Strategy to 2030, which sets out our ambition to help create a fair and just world for all older people. The strategy recognises that population ageing is one of the defining global changes of our time, and that older people must be recognised, included and heard in the decisions that affect their lives.

HelpAge's works through its Global Hub and Network. It works as a supporter, convenor and thought leader, helping to connect robust scientific evidence with lived experience and local leadership to achieve greater impact at the national and international level.

Our goals reflect the breadth of issues that shape older people's lives. We work to advance older people's rights and inclusion, challenge ageism, promote healthy ageing, improve income security, support age-inclusive humanitarian action, act on climate change and advance gender equality. Across each of these areas, we seek to ensure that older people are not left behind, particularly those living in low and middle-income countries and those affected by crisis, poverty or discrimination.

The way we work is guided by a clear set of values. We strive for significant and lasting impact, putting older people at the centre of our decisions and speaking out with and for them to challenge injustice. We are inclusive, upholding the value and dignity of every person and listening particularly to those whose voices are least heard. We work as committed partners, building relationships based on trust, accountability and mutual respect. We are also passionate about learning, making space to reflect, adapt and share what we learn from both success and setback.

These values are especially important as HelpAge continues to strengthen its locally led, partner-led approach. By working through the HelpAge global network and transferring power closer to national and local organisations, we aim to build a more equitable model of international development, one that reflects the knowledge, priorities and leadership of older people and their communities.

For Trustees, this creates a clear responsibility: to ensure that HelpAge remains true to its purpose, ambitious in its impact and accountable to the people and partners it exists to serve. The Board has a vital role in safeguarding the organisation's values, supporting its strategic direction and helping HelpAge continue to champion a fairer world for older people.

Our vision is a world in which all older people can lead dignified, healthy and secure lives.

Our mission is to promote the wellbeing, rights and inclusion of older people so we can all enjoy a future free from poverty, inequality and discrimination.

Our year in numbers

970 **Older People's Associations** were trained on **older people's rights...**

with **68k** older people as members

42k older women reached (62%)

8k with a disability (12%)

373 organisations participated in **age discrimination and ageism initiatives**

122 **advocacy initiatives** were undertaken to strengthen older people's rights and wellbeing

197 partner organisations received **training and technical support**

871 engagements undertaken on **thought leadership issues**

over **150** organisations from **60** countries are members of the **HelpAge Healthy Ageing Platform...**

which has distributed **11** grants to **23** network members in **13** countries to support their work to improve health services...

benefitting **25k+** older people

Data from 2024 - 2025

About the role

Trustees play a central role in the governance and strategic leadership of HelpAge International. The Board is responsible for ensuring the organisation fulfils its charitable purpose, remains financially sustainable, and delivers its mission effectively through sound governance, appropriate oversight and clear strategic direction.

As a global organisation working through a network of more than 200 members across 99 countries, HelpAge brings together partners, practitioners, researchers and advocates committed to advancing the wellbeing, rights and inclusion of older people worldwide. Trustees contribute independent judgement, constructive challenge and specialist expertise to support the organisation in achieving its ambitions.

Trustees act collectively, bringing a broad range of perspectives, experience and insight. They support and hold accountable the Executive Team, contribute to strategic decision-making, oversee risk and organisational performance, and act as ambassadors for HelpAge's mission and values.

Principal responsibilities

Working with fellow Trustees, the successful candidates will:

- Contribute to the development, scrutiny and oversight of organisational strategy.
- Ensure HelpAge International fulfils its charitable objectives and remains true to its mission and values.
- Oversee financial stewardship, risk management and organisational sustainability.
- Monitor organisational performance and hold the Executive Team to account for delivery against agreed objectives.
- Contribute specialist expertise and external perspectives to Board discussions and decision-making.
- Support effective governance and compliance with relevant legal and regulatory requirements.
- Promote a culture of accountability, inclusion and respect throughout the organisation.
- Act in the best interests of HelpAge International at all times.
- Serve as ambassadors for HelpAge and support its relationships with partners, stakeholders and supporters.

Admasu Brook/HelpAge International

Person specification

We anticipate appointing up to six Trustees over the next 12 months.

Collectively, these appointments will strengthen the breadth of expertise, perspectives and geographic representation across the Board. Candidates are not expected to demonstrate experience across all of the areas listed below. We are seeking a complementary mix of skills, knowledge and backgrounds that will support the Board in governing an international organisation operating across multiple regions and contexts.

Candidates may bring relevant perspectives on ageing and longevity through experience in fields such as healthcare, social care, insurance, financial services, life sciences, public policy, research, international development or related sectors.

Essential criteria

Commitment and values

- Commitment to the vision, mission and values of HelpAge International.
- An interest in issues affecting older people and ageing populations.
- Commitment to equality, inclusion, human rights and the dignity of older people.
- Understanding of the responsibilities of charity trusteeship, or the willingness to develop this knowledge.

Strategic leadership and judgement

- Experience operating at a senior leadership, board, advisory or executive level.
- Ability to think strategically and contribute to long-term organisational decision-making.
- Sound judgement and the ability to assess complex information and competing priorities.
- Ability to offer both support and constructive challenge.

Communication and collaboration

- Strong interpersonal and communication skills.
- Ability to work effectively as part of a diverse and international Board.
- Ability to build positive relationships and work collaboratively with people from different cultures and backgrounds.
- Willingness to listen, learn and contribute thoughtfully to discussion and debate.

Personal qualities

- Integrity and a commitment to high standards of governance.
- Ability to maintain confidentiality and manage sensitive information appropriately.
- Commitment to collective responsibility and effective Board working.
- Willingness and ability to devote the time required to fulfil the role.

Expertise & backgrounds

As part of this recruitment campaign, HelpAge International is seeking to strengthen several areas of Board capability and representation.

We would particularly welcome applications from individuals who can bring experience in one or more of the following areas.

Finance and audit
Priority appointment

- Senior finance leadership experience gained in the charity, public, international development or private sectors.
- Experience overseeing financial sustainability, risk and internal controls.
- An understanding of UK charity governance and trustee responsibilities.

Fundraising and income generation

- Senior experience of philanthropy, institutional fundraising, partnership development, resource mobilisation or other forms of income generation.
- Experience developing sustainable sources of income within a charity, international development organisation or related setting.

Governance and charity law

- Experience of charity governance, board leadership, regulatory compliance or board effectiveness.
- Knowledge of UK charity law and trustee responsibilities.
- Experience supporting organisations through governance development, organisational change or periods of transition.

International development

- Senior experience in international development, humanitarian assistance, global health, social policy or related fields.
- Experience of working across different countries, cultures and political contexts.
- Understanding of partnership-based and locally led approaches to development.
- Experience building and sustaining relationships across complex international networks or alliances.

Geographic representation

As Board membership changes over the coming 12 months, HelpAge International is particularly interested in candidates whose professional experience, networks or connections would strengthen representation from:

- Europe
- Latin America
- East Asia

HelpAge International Appointment of Trustees

Diversity

HelpAge International is committed to equal opportunities for all its employees, potential employees and Trustees. It seeks to be an inclusive organisation where there is equal opportunity for all and diversity is embraced. The recruitment process must result in the selection of the most suitable person for the post in respect of experience, knowledge, skills and qualifications. Whereas there is still a need to ensure discrimination and stereotyping play no part in the recruitment and selection process, it is also important to value differences between people and to understand the positive benefits for the organisation in employing a diverse range of talented people.

We believe that diversity is an important factor for accountability and public confidence. HelpAge deliver services and programmes to a diverse range of communities, and our Board should reflect this diversity.

HelpAge International is an equal opportunities employer and is committed to establishing and maintaining an inclusive and diverse working environment. In support of our commitment to promoting gender diversity, we are a member of the Business in the Community gender campaign.

Terms of appointment

Tenure
Trustees are appointed for two three-year terms. In exceptional circumstances an extension for a further three years may be possible.

Time commitment
Trustees are expected to attend Board meetings, committee meetings and occasional additional sessions throughout the year.

The Board meets four times annually, with three meeting held virtually and one held in person. Trustees are expected to participate in Board committees and may also contribute to focus groups, events and other activities between formal Board meetings. International travel may be required.

Remuneration
The position of Trustee is unremunerated. Reasonable travel and associated expenses will be reimbursed.

How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to HelpAge International on these appointments.

Candidates should apply for the roles through our website at **roles.saxbam.com** using code **ABGQC**

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 **12pm (UK time) on Wednesday 11 November 2026**.

* 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.

- **Read our guide to writing cover letters**

HelpAge
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