



Trustee Recruitment 2026

Join us!

LionHeart is the independent charity for chartered surveyors and their families. Established in 1899, our aim is quite simple: to be there for members whenever life throws them a curve ball, from the very beginning of their career as an APC candidate or apprentice, right through to retirement.

The confidential and expert support we provide aims to get people through any of life's unexpected challenges. This ranges from grants, support for health and wellbeing, such as free professional counselling, work-related support, plus access to legal advice.

Interested in being part of this? We are now looking for:

Full board members

As we look to further diversify the skills and experiences among our trustees, we'd particularly welcome applications from people with a small business background. Our board currently includes surveyors who specialise in valuation, project management, planning and development, real estate, investment and land economy, and from a range of backgrounds. We are looking for surveyors (AssocRICS, MRICS or FRICS) from different areas or with different lived experience.

But trustees do not need to be surveyors at all – in fact, we'd love to hear from partners or family members of surveyors, or those from other professional backgrounds.

Our trustees are appointed on a three-year term, with the option to renew.

Associate board members

Board membership can be really enriching and support professional development – but it can be a catch 22 situation for people who want to join boards to get the experience they need to do so. We created our associate positions to give early career surveying professionals an opportunity to gain strategic, board level experience, and hope this will support wider participation.

Associate trustees join for a two-year term, during which they get first-hand experience of board meetings and chance to broaden their skills base.

We offer a great induction and training, and can match you up with another more experienced trustee as a mentor if you're new to this kind of role.

Trustee positions are unpaid, but any travelling expenses are reimbursed.



Welcome from the CEO

First of all, I'd like to thank you for taking an interest in becoming part of LionHeart. We hope this pack will help explain the vital role that trustees play in our work as a charity, as well as give a sense of who we are and what we're all about.

When I first joined LionHeart two years ago, one of the things that immediately struck me was the great commitment and enthusiasm from the staff team and the Board to this charity and how it supports the surveying community.

Established in 1899, we have a long, proud history of continually developing the best support and services possible for surveyors and their families through life's toughest times. The words of the people we help consistently tell us that support is life-changing – and on occasion, life-saving.

Demand for that support has risen in recent years by more than 100%. As a charity solely funded by the generosity of past and present surveyors, one of the challenges we face is to manage our resources as effectively and sustainably as possible, while protecting the high quality of the services we can offer, both now and for future generations.



Trustees have a hugely important role to play in helping us to deliver on our strategy to do exactly that. We hope you will consider joining LionHeart – and help ensure no RICS professional needs face their problems alone.

Phil Sparke CEO

Welcome from the Chair

Thank you for taking the time to consider joining LionHeart as a trustee. We are a board who care deeply about supporting our beneficiaries to receive the best support they can, in whatever form that needs to be, and we would love to welcome you to join us.

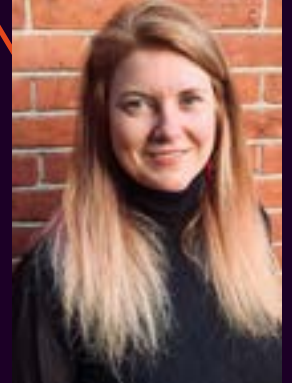
We have a long and proud history of supporting surveyors but we are not stuck in the past; we want to ensure that the charity thrives and supports future generations of surveyors and their families.

We are looking for new trustees to join us as we positively move forward and continue to shape the organisation to do just that.

If you are willing to share your time and skills with us, we can offer you a rewarding role that will provide you with fresh perspectives, rich discussion, and the chance to be part of something special.

We do hope this sounds interesting, but if you need more information please do get in touch.

Philippa Sampson Bancroft FRICS





About LionHeart

LionHeart is an independent charity dedicated to supporting professionals associated with the Royal Institution of Chartered Surveyors (RICS), including current and former members, and their families.

Our primary mission is straightforward: to be there for members whenever life throws them a curve ball, from the beginning of their career as an APC candidate or apprentice right through to retirement.

LionHeart's story began in 1899 when a group of chartered surveyors established an independent benevolent fund to 'look after their own'. Over time, we've evolved from those origins supporting the widows and orphans of surveyors into an organisation offering multi-faceted support to get people through any of life's unexpected challenges. This includes everything from financial grants to health, wellbeing and work-related support.

Our commitment extends to a broad spectrum of individuals, including current and past RICS members, their partners, and dependants, from new entrants to the profession to retired or inactive surveyors, all over the world.

You can read about the difference we're making [here](#), and some of the individual stories behind the people we help [here](#).

We pride ourselves on the personalised support we offer, recognising that each individual's needs are distinct. A core strength of our organisation lies in our dedicated team of experienced support officers who work closely with each person to create a tailored support package that aligns with their specific requirements.

We've also worked hard to expand the proactive support that we offer, so we are reaching people with relevant services before they are in crisis, and are developing strong links with corporate firms, education and training providers and other key organisations to widen awareness and engagement.

Over the last six years, we've seen demand for our support more than double, and we continue to support hundreds of people each year. In 2024/25, in fact, our support services team was helping 153 people on average on any given day. We approved over £400,000 in grants to alleviate financial crisis, and provided thousands of hours of support, advice and counselling.

As an independent charity, we rely on donations from past and present RICS members who want to help us make a difference to their fellow professionals. We do not receive any government or other external grants, and we are not funded by RICS.

We have a friendly, hard-working team who really care about the work they do and the difference they make to the surveying community, backed up by a committed group of volunteer trustees and ambassadors.

What are we looking for?

We are looking for people who have skills, experience and knowledge that will be of benefit to the organisation as we continue to serve the surveying community, now and in the future. ...

Whatever role you apply for, applicants will need to demonstrate:

- A commitment to the purpose, objects and values of the organisation
- An understanding and commitment to confidentiality and equal opportunities
- Willingness to devote necessary time and effort to prepare for and attend meetings. There are 4 in-person board meetings a year and 4 online evening meetings. Trustees may also participate in sub committees or working groups that can add on a further 2 to 3 meetings.
- Empathy and a genuine commitment to helping those in need
- Willingness to promote LionHeart and its services among your networks

Full board members - Can you bring...

Experience and understanding

- Experience of effective team working and the ability to negotiate and compromise where necessary
- A positive attitude to and experience of formal meetings, and the ability to analyse information and challenge constructively
- An understanding of the requirements of small charities to maximise and cultivate donor income

Knowledge and ability

- The ability to understand the difference between strategy and management, and the boundaries of the executive and governance roles
- Experience of assurance of financial reporting, governance arrangements, compliance and risk management
- Experience contributing to business planning
- Innovation, creativity, drive and enthusiasm
- An understanding of the surveying profession and of RICS as a body is advantageous but not essential



Associate board members – can you bring...

Fresh insight and perspective

In 2022, we established an exciting new opportunity for newly qualified or trainee chartered surveyors to develop board skills and an understanding of charity governance. Removing the traditional barriers of experience gave us a great opportunity to see things from a different perspective, with fresh insight from professionals early on in their careers.

We have been so impressed by our Associates over the past four years; they have brought their own thoughts and worked as part of the Board to support the charity. No experience is necessary - in fact, we are actively looking for individuals with NO experience at this level.

We will ensure that you are supported, including a board 'buddy', and receive all relevant training.

What we offer you...

So, what's in it for you? Being a LionHeart trustee can be an extremely rewarding role, offering:

- **A cause that matters** | tangible impact on surveyors and their families at life's most difficult moments
- **Real strategic influence** | shape the direction of a growing, well-established charity through board-level decision-making
- **Governance experience** | practical trusteeship covering financial oversight, risk, and strategic planning that enhances your professional profile
- **A strong induction and ongoing support** | full induction in your first six months, relevant training throughout, and a mentor if you're new to board roles
- **A collegiate, committed board** | engaged fellow trustees from across the profession and beyond, with substantive and welcoming meetings
- **Professional networking** | access to a broad network across the RICS community and the wider charity sector



What's it like? Hear from our existing Board...



I became a Chartered Surveyor in 2009 and this accreditation remains one of my proudest achievements. Helping others and giving back to the community really provides me with a sense of purpose and, for some time, I'd wanted to give something back to the surveying profession. So when I saw LionHeart was seeking a trustee with fundraising experience, it seemed the perfect opportunity for me to share my expertise and knowledge from both perspectives.

Since joining the LionHeart board in September 2024, I am acutely aware of the dedication of those who work at LionHeart as well as my fellow trustees. Time is generously given and knowledge is so gratuitously shared. I have gained valuable insight into the running of a charity as well as challenges facing the Third Sector.

If you are seeking a voluntary role which allows you to meet like-minded people, with drive and determination and the motivation to support the surveying community when they need it most, then please come and join our team!

Clare Clague MRICS, trustee

My journey with LionHeart began with a desire to show other professionals from minority backgrounds that leadership roles in our industry are absolutely for us. I initially explored becoming an ambassador, but when I saw the Associate Board Member position advertised, I knew I had to apply. It's such a rare opportunity for a younger professional to have a real voice in a charity's governance.

What has made me most proud is seeing that mission come to life; people now regularly approach me asking how they too can get involved. I've also been truly inspired by the dedication of the senior trustees.

Professionally, it has opened countless doors, but with charity being integral to my faith, this role has been a deeply rewarding personal experience.

If you're wondering about applying, I'd say do it without hesitation. The associate role in particular is a unique opportunity to develop skills and make a genuine impact.

Adil Sajjad, associate board member



Trustee duties – the small print...

Being a trustee of a registered charity is not a commitment to be undertaken lightly. Trustees have and must accept ultimate responsibility for directing the affairs of the charity, ensuring that it is solvent, well run, and delivering the charitable outcomes for which it was established.

As an independent charity, LionHeart is governed by the Board of Trustees in accordance with our charitable Articles of Association. Management of the organisation is delegated to the CEO, with whom the Board works closely to set the strategic direction for the charity and monitor progress.

Trustees should focus on strategic issues and not be tempted to get involved in the management of the organisation, although they will be required to develop an overview of the day-to-day work of the charity, including finance, service delivery, policy and organisational structure.

Trustees have terms of office of three years, which may be renewed. All trustees receive a full induction during their first six months.

Trustees' regulatory duties:

- Ensure that LionHeart complies with charity law, and with the requirements of the Charity Commission as regulator; in particular ensure that LionHeart prepares reports on what it has achieved and Annual Returns and accounts as required by law
- Ensure that the charity does not breach any of the requirements or rules set out in its governing document and that it remains true to its charitable purpose and objects
- Ensure that the charity acts in the best interests of the people it helps
- Comply with the requirements of legislation and other regulators (if any) which govern the activities of the charity
- Act with integrity and avoid personal conflicts of interest, do not misuse charity funds or assets or profit personally from involvement
- Ensure that LionHeart is solvent and will remain so
- Use the charitable funds and assets reasonably and only in furtherance of the LionHeart's objects
- Avoid undertaking activities that might place LionHeart's endowment, funds, assets or reputation at undue risk
- Take special care when investing the funds of the charity, or when borrowing funds for the charity to use
- Use reasonable care and skill in their work as trustees, using personal skills and experience as needed, to ensure that the charity is well-run and efficient

Further trustee duties:

- Determine the charity's mission and purpose, guard its ethos and values and protect its good name
- Monitor the charity's programmes and services, ensuring its effective and efficient management
- Develop and agree the charity's policies and strategic plan, setting overall objectives, defining goals, setting targets and evaluating performance against targets
- Ensure the financial stability of the charity, agreeing the budget and monitoring financial performance and ensure the charity has adequate resources
- Serve as an officer of the charity, chairing committees and working groups and providing assistance on new initiatives
- Appoint and support the Chief Executive, agreeing the terms and conditions of the employment and monitoring the performance of the CEO
- Review annually the performance of the charity and the trustees
- Represent the Board at professional meetings and forums as required

Interested? How to apply...

If you would like to know more about becoming a LionHeart trustee, we'll be holding some informal online information sessions, where you'll also have the opportunity to ask questions.

Tuesday 12th May at 7pm

Friday 22nd May at 11am

To join one of these sessions, please email governance@lionheart.org.uk

To apply for either role, please complete the application form [here](#) by **11pm on Sunday 7th June**.

Please let us know if at any stage there are any adjustments we can make to assist you in accessing the process by emailing governance@lionheart.org.uk

We expect to interview in person in London during the week commencing **29th June**.

The successful candidates will be welcome to join their first board meeting on **23rd July**.

Thank you for your interest in LionHeart!

