# Join one of our Committees

We’re recruiting 3 new Independent Members to join our Committees  
Application deadline: 17:00 on Sunday 23 February 2025

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## About Scope

We are Scope, the UK disability equality charity. We campaign to transform attitudes to disability, tackle injustice and inspire action. We create opportunities and provide information and support that empowers.

Established in 1952, Scope is led by Chief Executive Mark Hodgkinson. There are 6 directors in the leadership team. Sir Robin Millar is the Chair of the Board of Trustees. The Board is rich in perspectives, experience and diversity through its membership. Scope's work is made possible by the 900 colleagues, 4,300 volunteers, and our fantastic supporters.

Scope wants a society where all disabled people enjoy equality and fairness. We provide practical advice and emotional support to people and families who need it most. We use our collective power to deliver social change and end injustice for disabled people. We do this by working to change attitudes. We inspire policy change, by both local and national government. We work with organisations as employers and product or service providers. Our shops are at the heart of communities around the country, each one increasing impact. Advice, support and services from Scope reach around 3.5 million people each year. This also importantly gives us the authority to speak to power on behalf of disabled people and their families across the country.

This is a really exciting time to join Scope as we have recently launched our new strategy.

Scope’s new strategy was approved by the Board in 2023 and focuses on achieving seismic change for and with disabled people and their families. We want to build on the impact we have achieved over the last few years. We want to go further in driving social change, achieving equality for all disabled people. Our work is underpinned by our commitment to diversity and inclusion in everything we do, and our values. We are pioneering, courageous, connected, fair and open.

## The Independent Committee Member roles

Scope is seeking highly credible and engaged Independent Committee Members to join the Board’s Committees. We want to welcome 3 new Committee Members with expertise in the following areas:

* Digital, AI and cyber security risk
* Legal or Company Secretary
* Finance Professionalism [proficiency]

The Independent Members that we appoint will work closely with other Members of the Committee including Trustees and other Scope colleagues. They must be committed to equality, and to involving disabled people in decision making. They must also be committed to playing a full part in the Committee’s shared responsibilities, as summarised below.

## The candidates

### Digital, AI and cyber security risk expertise

We are seeking someone with expertise in AI, digital transformation, and technology-driven innovation. Your understanding of emerging technologies and their implications for business and society will enable you to provide valuable insights and guidance. By drawing on your knowledge of AI strategies, data governance, cyber security, and digital ethics, you can provide constructive challenge and help shape our strategic direction. Your ability to engage in strategic discussions, assess risks associated with digital initiatives, and explain complex technical concepts in a clear and accessible way will be highly valued. With a collaborative mindset and a shared commitment to leveraging technology for positive impact, you will play an important role in helping us achieve our mission.

### Legal or Company Secretary expertise

We are seeking an exceptional individual with expertise in charity governance, company secretarial practice, or legal advisory services who can help us uphold the highest standards of oversight and accountability. Recently qualified (within 5 years) as a lawyer, Company Secretary or equivalent, you will ideally have a strong background in non-profit governance, corporate compliance, or regulatory frameworks. Key skills include the ability to interpret complex governance and legal issues, provide strategic guidance, and support robust decision-making processes and best practice.

### Finance expertise

A finance professional, recently (within 5 years) qualified from a CCAB recognised qualification (or equivalent), with some time spent outside professional accountancy practice. This role is an excellent opportunity for an aspiring finance professional to make a meaningful impact, as well as gain valuable experience as a member of a charity governance Committee alongside Trustees with extensive financial and commercial leadership experience. You will have a solid foundation in accounting principles, and a strong understanding of financial reporting, cash flow management and the financial aspects of major business decision-making, with a keen eye for detail. Strong analytical skills, integrity, and a commitment to upholding transparency and accountability are essential, as is the ability to work constructively with colleagues.

## Independent Committee Members’ responsibilities

Committees provide insight, information, and advice to the Board, to help the Board make the most well-informed decisions.

As an Independent Committee Member, you will supplement the skills mix of our Trustees by providing expertise and experience to the Board’s Committees. In this role you will provide support, guidance and challenge to our Board of Trustees and our Executive Leadership Team.

Becoming an Independent Member also offers the opportunity to develop into a Trustee role should one become vacant in the future. This would be dependent on the skills required to deliver Scope’s strategy at the time. However, interest in a future Trustee role is not a requirement for becoming and Independent Member.

## Time commitment

Independent Committee Members are appointed for a term of 3 years with the possibility to renew for another 3 years after their first term following a review of performance, consideration of the balance of skills and expertise needed on the Committee at that time and of course whether you, as a Committee Member feel you are fulfilling the role you set out to achieve.

The time commitment for Independent Committee Members varies, however, you will be asked to attend 4 Committee meetings per year, with additional time to prepare by reading supporting papers and engaging with colleagues. There will also be occasional attendance at stakeholder engagement events and opportunities to attend Trustee and Committee Member development sessions.

Meetings are usually held virtually, but occasionally they are held in-person at our [Here East](https://www.scope.org.uk/contact-us/getting-to-scope-offices/) office in the Olympic Park, in London.

## Equality, Diversity and Inclusion

Equality, diversity and inclusion are at the heart of our [Mission](https://www.scope.org.uk/about-us/vision-mission-values/), and everything we do at Scope. The Board has recently approved Scope's new equality, diversity and inclusion strategy.

We recognise that diverse Committees make better decisions, so it’s important to us that we appoint Committee Members with a variety of different perspectives and experiences.

We warmly welcome all applicants who meet the criteria for the role. We particularly welcome applications from disabled people, and those who bring lived experience to the role. We also encourage applications from individuals of all socio-economic backgrounds, genders, ethnicities, and abilities, including those from Black, Asian, and minority ethnic communities. If you’re passionate about making a difference for disabled people as a Committee Member for Scope, we’d love to hear from you.

## Expenses and other matters

This is a voluntary role, but all reasonable expenses will be reimbursed, including to satisfy any accessibility needs.

Committee Members are subject to an enhanced disclosure check by the Disclosure and Barring Service and have to declare interests, gifts and hospitality in accordance with Scope’s Standing Orders.

## Next steps

If you are interested in applying, please click on the [apply now](https://www.scope.org.uk/join-our-board-or-committees/im#:~:text=than%20750%20words).-,Apply%20now,-Please%20complete%20the) button.

If you have any questions you would like to ask about the roles, please email them to: [governance@scope.org.uk](mailto:governance@scope.org.uk)

## Proposed timeframe for recruitment

**Application closing date:** 17:00 on Sunday 23 February 2025

**Shortlisting:** week commencing Monday 24 February 2025

**Interviews:** week commencing Monday 10 March 2025

These dates may be subject to change and applicants will be advised in advance should this happen.

### Data Protection

Your data will be held in accordance with Scope’s privacy policy.