Our battle for breath

Trustee Recruitment Pack

November 2026

ASTHMA+ LUNG UK

We are Asthma + Lung UK. This is our battle for breath.

We stand up for everyone with a lung condition to bring about a revolution in treatment and support – so everyone can live their best lives.

Every year, with the help of our supporters, we offer vital support when it's needed most through our Helpline – offering advice on medicine, symptoms and managing lung conditions.

And every year, we strive for a better future by funding groundbreaking studies – transforming how lung conditions are prevented, diagnosed and treated.

Thanks to our supporters, we've funded vital projects across asthma, COPD and more – leading to breathing breakthroughs that revolutionise treatments and save lives.

Welcome

Thank you for your interest in becoming a Trustee of Asthma + Lung UK.

Asthma + Lung UK is dedicated to a world where everyone has healthy lungs. One person in five in the UK will have a lung condition in their lifetime. Our support helps people who struggle to breathe, manage their lung condition and live well. Through our campaigns, research, and support services, we aim to transform perceptions, prioritise lung health, and improve the lives of those affected by lung conditions.

We are a charity full of energy and drive to get the change we need when lung conditions are so overlooked and under resourced. Despite advances in healthcare, lung conditions remain the third biggest cause of death in the UK, affecting millions of people and contributing to some of the starkest health inequalities in our society. Too many people are still diagnosed too late, struggle to access the care they need, or live in environments that actively damage their lungs. Yet we continue to show what can be achieved when we bring together people with lived experience, healthcare professionals, researchers, policymakers and supporters behind a common cause, most notably with the landmark introduction of the Tobacco and Vapes Act in 2026.

As the landscape in healthcare is changing rapidly, the charity is at an exciting point to make the case for more investment in respiratory healthcare and research. Our Trustee Board will steer the charity through this next phase as we develop our next strategy starting in 2028 and seek to build our agenda in support for people with lung conditions, advocating for change and driving more, and better, research.

We have several vacancies to fill on our Board, and we are looking for engaged Trustees with the following skillsets:

- **Finance and/or Investment Management**

  We are looking for individuals with a strong understanding of financial management, accounting, auditing, investment oversight or treasury management. Trustees with experience of reviewing financial performance, assessing financial risk, scrutinising budgets and forecasts, or managing investment portfolios will help ensure the organisation remains financially resilient and able to meet its long-term objectives.

- **Marketing and Brand Management**

  We are seeking applicants with experience in marketing, communications, brand development and audience engagement. Knowledge of digital marketing, social media strategy, customer insight or reputation management would be particularly valuable.

- AI

  We would especially welcome individuals with an understanding of artificial intelligence and emerging technologies who can help the Board consider how AI can be used responsibly to improve effectiveness, enhance stakeholder engagement and support innovative service delivery, while managing associated risks and ethical considerations.

These are unique opportunities to help shape the future of a leading health charity. Whether you have previous trustee experience or are looking to join a Board for the first time, we encourage applications from individuals who can contribute strategic thinking, constructive challenge and a commitment to our values and mission.

If you're ready to lead change and make a real impact, we'd love to hear from you.

We are actively committed to increasing the diversity of our teams and welcome applications particularly from people from underrepresented communities.

If, having considered this brief, you believe you have the skills and qualities we are looking for, we very much look forward to hearing from you.

Caroline Cartelleri Karlsen, Chair of People + Governance Committee
November 2026

Trustees

The role of a Trustee is to provide inspiring leadership and effective governance to the charity. The Trustee Board is responsible for setting the strategic aims, objectives and direction of Asthma + Lung UK, delegating day-to-day management to an executive team led by the Chief Executive, and ensuring the long-term sustainability of the organisation.

Our Trustees work to ensure the Board is effective, cohesive, and collaborative and acts as an ambassador and visible champion for Asthma +Lung UK alongside the CEO.

What you'll be doing

1. Leading Asthma + Lung UK to achieve its goals and objectives.
2. Accountable for the effective governance of Asthma + Lung UK.
3. Holding the Executive Team to account for the delivery of its business plans.
4. Upholding and maintaining the values of Asthma + Lung UK.

Key responsibilities

Leadership

- Provide clear and engaging leadership to the charity and its Board, ensuring that the charity maximises its impact for its beneficiaries.
- Bring your range of skills, expertise and life experiences to Board meetings while respecting the diversity of other perspectives on the Board.
- Safeguard the reputation of Asthma + Lung UK, upholding the values of the charity by example.

Governance

- Ensure that the governance arrangements are effective, ensuring the Board regularly review major risks and associated opportunities; satisfying itself that systems are in place to manage and mitigate risks.
- Contribute and be heard at meetings, bringing impartiality and objectivity into the decision-making process.

Ambassadorial

- Act as an effective ambassador for the charity and its cause, maintaining close and productive relationships, along with the executive team, with key external stakeholders including relevant patient research, healthcare professional and clinical communities.
- Champion the charity, supporting and helping to identify and develop new opportunities for increasing fundraising, influence and impact. Where appropriate, work in collaboration and advocate with external colleagues and funding bodies to leverage more funding overall into respiratory research.

Board conduct

- Be open about any potential conflict of interest and assist the Chair in managing potential conflicts.
- Participate fully in Board discussions.
- Attend committee and Board meetings.
- Participate in a Board induction, any training and other evaluation identified.
- Maintain the trustees' commitment to Board diversity, renewal and succession management in line with the charity's governing document and/or current good practice.
- Maintain absolute confidentiality about all aspects of the trustees' business, bearing in mind the overriding legal obligations placed upon trustees.

Expected qualifications

Detailed information on specific legal and fiduciary responsibilities for charity trustees can be found in the Charity Commission's advice note CC3: The Essential Trustee, which can be read on this link: The essential trustee: what you need to know, what you need to do - GOV.UK (www.gov.uk)

Person specification

Knowledge and experience

- High level of empathy and interest in the issues that Asthma + Lung UK addresses.
- Understanding of governance standards.

Skills and abilities

- Highly effective relationship and alliance building abilities.
- Sound judgement with high capacity for self-reflection.
- Capacity to support both Board and Executive development.
- An effective networker who secures confidence immediately, has a diplomatic style that will galvanise support for the charity's work.

Personal style and attributes

- A strong personal commitment to improving equality and diversity.
- Collaborative approach with excellent interpersonal skills.
- Drive and enthusiasm for the health and physical activity sectors and a strong commitment to the charity's vision and mission.
- Embodies and models our values.

The role

This is an unremunerated role which requires a time commitment on average of one day per month inclusive of Board meetings. All reasonable expenses incurred in the role will be reimbursed. The appointment is offered on an initial four-year term, renewable to a maximum of eight continuous years.

Asthma + Lung UK is for everyone, and we want our Board to reflect the diversity of the community we serve.

Our selection process

If you like the sound of this role, please apply! To make an application, please email peopleteam@asthmaandlung.org.uk with:

- your full CV
- a covering letter that sets out your motivation for applying for this appointment, and why you think your skills and experience make you suitable.

Closing date is 18 December 2026. Interviews with Asthma + Lung UK will then be held late January 2027 (dates to be confirmed).

If you would like a discussion about the role, please contact Sarah Sleet by email at: ssleet@asthmaandlung.org.uk

Our values and behaviours

At Asthma + Lung UK, our values guide everything we do and support the delivery of our strategy.

Our values are:

1. We have courage

2. We always push for better

3. We empower our people to be their best

4. We work as one

5. We listen and understand

These values are brought to life through the behaviours we expect from all colleagues and the culture we create to support them.

How you act:

- **Determination** to overcome challenges and achieve our mission
- **Have the courage** to try new things, learn from mistakes and try again
- **Bring your true and best self** to work every day
- **Push boundaries** by challenging the status quo and seeking better ways of working
- **Make things happen** by taking ownership and delivering results
- **Work collaboratively** by seeking opportunities to parter with others, internally and externally.
- **Use insight effectively** to inform decisions and improve outcomes
- **Stay focused** on our vision, keeping people with lung conditions at the heart of everything we do.

We foster these behaviours through a culture of trust, learning, accountability, recognition, development and empowered leadership.

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Asthma and Lung UK is a charitable company limited by guarantee with company registration number 01863614, with registered charity number 326730 in England and Wales, SC038415 in Scotland, and 1177 in the Isle of Man.