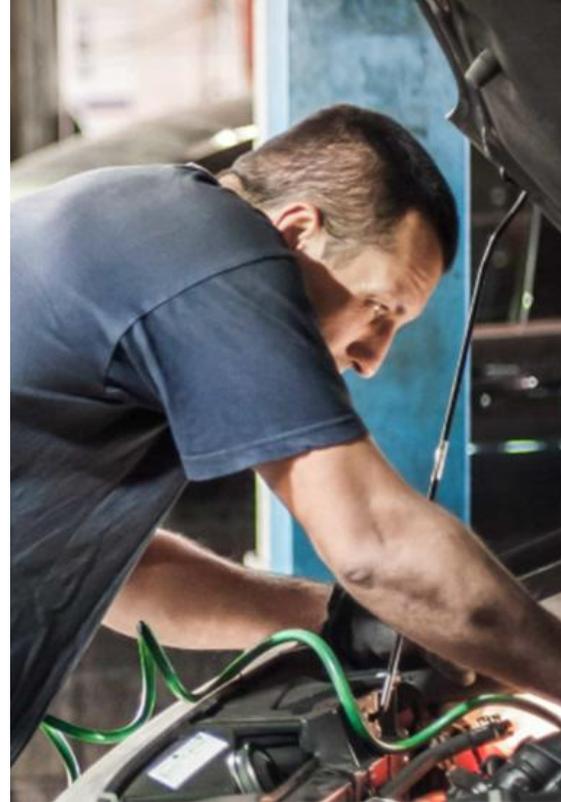




Confidential | March 2026



Candidate Brief

Chair of Board of Trustees and Trustee Appointments



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Introduction from the Chief Executive Officer



Rachel Clift
Chief Executive Officer

Thank you for your interest in joining Ben's Board of Trustees.

Ben exists because behind every vehicle rolling off a production line, behind every customer welcomed into a showroom, behind every vehicle serviced and repaired and every mile driven on Britain's roads, there is a person with family, pressures, fears, hopes and dreams. These are the people at the heart of this vital industry who keep the UK moving. For over 120 years Ben has been dedicated to supporting the people who work (or have worked) in the automotive industry and their families.

As the automotive industry charity, today we stand at a defining moment in our journey; one of profound change, extraordinary possibility, and an unwavering commitment to the lifeblood of the industry, its people. Every day, we see the talent, the passion, and the resilience within the automotive community. And every day, we are reminded that behind every brand, business, and breakthrough are individuals navigating real life challenges, people whose wellbeing determines the future of our entire sector.

As we expand our ambition and sharpen our focus, Ben is evolving to meet the needs of today while anticipating the realities of tomorrow. The pace of transformation in automotive; electrification, digitalisation, shifting consumer behaviour, changing workforce dynamics is unprecedented. The wellbeing pressures facing our people are changing just as rapidly. Against this backdrop, our work has never been more vital, more relevant, or more deeply impactful.

This is why we are seeking exceptional leaders to join us as we seek a new Chair and Trustees: individuals with vision, courage, and conviction. Leaders who see not only what is, but what could be. Leaders who are energised by the scale of possibility and grounded in the responsibility that comes with shaping a charity at the heart of an entire industry.

As members of our Board, you will play a pivotal role in steering Ben through its most ambitious phase yet. You will help us grow and amplify our impact in supporting people of the industry and their families; strengthen our financial resilience; and ensure that health and wellbeing remains a priority across every corner of the industry. You will help us boldly innovate, challenge thoughtfully, and lead with purpose.

The future of Ben is bright—and it is bold as we aspire to treble our impact and double our fundraising by 2030, but our aspiration is not simply to keep pace with change—but to be ahead of it, to inspire transformational thinking for how the industry supports and looks after the health and wellbeing of its people.

If you share our passion for people...

If you believe in the power of strong, compassionate leadership...

If you want to be part of something with both heart and scale...

Then this is your moment.

Thank you for considering this opportunity to help shape the next chapter of Ben's story. Together, we can build lasting impact—not just for today's workforce, but for generations to come.

About Ben

Ben is a dedicated charity for our automotive family, providing life-changing and life-saving advice, support and services. From the shop floor to the top floor, Ben supports all automotive people to live their best lives.

Ben's mission is to provide health and wellbeing support for life for automotive people and their families. We support our industry family with a wide range of issues including mental health, physical health, financial, and social issues, empowering them to make the best of their lives and make positive, lasting change. This includes proactive support in awareness, education and self-help as well as supporting those who are struggling or in crisis.

Our vision is an industry family that thinks well, lives well and works well. We also work closely with employers and other stakeholders to inspire and motivate the whole industry in looking after the wellbeing of everyone who works in automotive.

Ben has been undergoing significant transformation; 2025 saw the divestment of its former three care centres and retirement village generating over £40m of funds. Today, Ben is a health and wellbeing charity here to serve and support automotive workers and their families.

We believe the scale of need within is vast, with over 800,000 individuals employed across the industry. Ben is only scratching the surface in supporting around 3,500 beneficiaries each year. One of our single largest challenges is awareness of the charity for those eligible for our services and support.

As we enter a new strategic period, we have ambitious strategic goals to treble our charitable impact and to double our voluntary fundraising income. To do this will require a significant shift in raising awareness and engaging industry people to seek help, become donors and to support our work through advocacy. We need to turn the dial from what we believe is around 1:6 of those who work in the industry today being aware of Ben to 1:3 by 2030.

A remote organisation; Ben's current headcount is c.65 and has a turnover of around £5m.

We are entering a new strategic era focused on significantly expanding Ben's reach and impact across the automotive sector. The strategy for the coming years centres on scaling digital and proactive services, deepening partnerships with employers, and strengthening Ben's role as the sector's trusted health and wellbeing partner. With a strong financial foundation and an ambition to treble its impact and grow awareness across the industry, Ben is positioning itself for long-term, sustainable growth and sector-wide influence.

Our Mission

Our mission is to:

1. Provide health and wellbeing support for life for industry people and their families
2. Ensure the entire industry looks after the health and wellbeing of everyone, together.

We're here to make a positive difference to the life blood of the industry, providing life-changing, and often lifesaving, support.



To view our Annual Reports please visit: [Our publications](#)





The role | Chair of the Board of Trustees

Background/context

Ben is entering a pivotal phase of transformation as it strengthens its position as the automotive industry's dedicated health and wellbeing charity. To deliver on this ambition, Ben is refreshing and strengthening its Board. We are seeking leaders who bring a diverse mix of skills, perspectives, and lived experience – individuals who can guide Ben through this next phase while championing its mission across the sector. The new Chair and Trustees will play a critical role in shaping strategy, enhancing governance, and supporting the executive team as Ben expands its impact and reach across the automotive industry.

Purpose of the Chair role

To provide strategic leadership to the board and work in close partnership with the CEO to ensure Ben is well governed, financially sustainable, and delivering maximum impact in line with its charitable objects and articles of association.

Key responsibilities of the Chair

- Lead the board in setting and reviewing the charity's vision, strategy, and values.
- Ensure effective governance, including oversight of risk, finance, and regulatory compliance.
- Chair board meetings to ensure inclusive, well informed, and timely decision making.
- Support, challenge, and appraise the CEO; act as a critical friend and key sounding board.
- Ensure the board has the right skills, diversity, and succession planning; lead trustee recruitment and development.
- Represent the organisation externally (where appropriate) with major donors, partners, and stakeholders.
- Foster a positive, collaborative culture between trustees and the executive team.



The role | Chair of the Board of Trustees

The candidate profile

Skills and experience

- Proven experience chairing a board or senior committee, or substantial non-executive experience.
- Senior leadership background in either the automotive, not for profit or health and wellbeing.
- Strong governance and financial literacy; understanding of risk, strategy, and performance management.
- Experience of leading through change, growth or organisational challenges is highly desirable.
- Ability to lead an organisation with significant assets or reserves, ensuring long-term financial stewardship and strategic investment.
- Ability to act as an ambassador or external representative for an organisation.

Attributes

- Strategic thinker with sound judgement and the confidence to make clear decisions.
- Skilled facilitator: able to chair meetings effectively, draw out diverse views, and build consensus.
- Strong communicator and relationship builder with board, CEO, staff, and external stakeholders.
- Commitment to our mission, values and to high standards of equity, diversity, and inclusion.
- Understanding of, or willingness to develop, strong knowledge of charity governance and trustee duties.
- Ability to provide constructive challenge while maintaining a supportive, mentoring relationship with the CEO and leadership.
- Values-driven, with the personal presence and integrity to lead a charity with a strong social purpose.

The role | Trustee

Purpose of the Trustee role

To contribute to the strategic direction, good governance and long-term sustainability of Ben, ensuring it delivers its charitable objectives and complies with legal and regulatory requirements.

Key responsibilities of the Trustee

- Provide strategic oversight and contribute to setting and reviewing the charity's strategic plan.
- Ensure effective governance, risk management, and financial sustainability.
- Monitor performance against objectives and impact for beneficiaries.
- Act as an ambassador for the organisation, supporting fundraising and stakeholder relationships where appropriate.
- Work with the Chair and fellow trustees in fostering an effective, high-performing board culture that reflects Ben's mission, values and safeguarding responsibilities.
- Work collaboratively with the Chief Executive and senior leadership team, maintaining a constructive and supportive partnership.
- Attend and prepare for board meetings, sub-committees (if applicable), and occasional events.

Why join now?

- The unique and exciting opportunity to shape a charity at a pivotal moment.
- The chance to influence the health and wellbeing of a major UK workforce.
- The ability to apply senior leadership experience to social impact.
- Intellectual challenge and learning.
- Being part of a high-quality board community.
- Personal fulfilment and legacy.
- For first time Trustees/NEDs the opportunity to learn about and experience the role whilst making a valued contribution.



The role | Trustee

The candidate profile

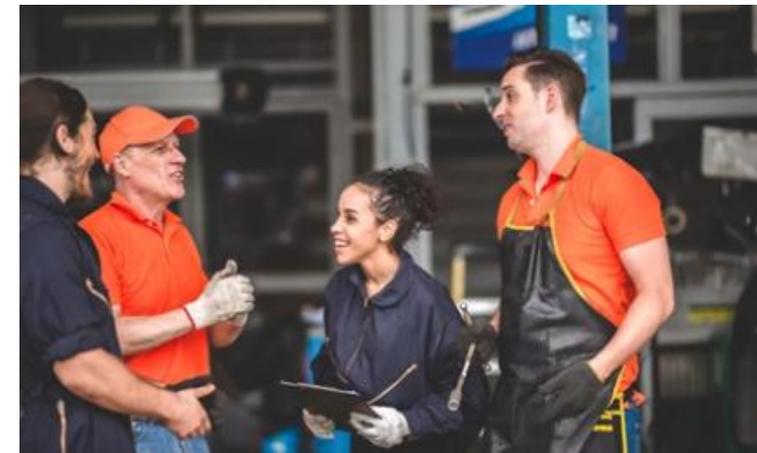
Skills and experience

We are particularly looking for Trustees with strength in one or more of the following areas:

- Automotive background, with experience in retail, manufacturing or aftermarket – across SMEs and large organisations
- Fundraising & philanthropy, income generation & business development
- Welfare, health and wellbeing
- Impact measurement, evaluation or outcomes frameworks
- Brand awareness and customer/user experience
- Marketing and communications
- Finance and risk management
- Technology
- Research & development
- Data & insights
- Governance
- Committee experience, in particular Committee Chair experience.

Attributes

- Commitment to our mission and values
- Senior-level experience in either the automotive industry, health & wellbeing or not-for-profit sector
- Strong strategic thinking and sound judgement
- Ability to challenge constructively and work collaboratively as part of a Board
- Understanding of, or willingness to learn, charity governance and trustee duties
- Ability to engage credibly with a wide range of stakeholders across the automotive industry
- Brings diversity of thought, background or lived experience, contributing to a more inclusive and representative Board
- Forward-looking and innovative, with an interest in how digital, data and new approaches can strengthen Ben's impact.





Additional information

Time Commitment

- Approximately 4 board meetings per year (each 2 hours, plus review of papers).
- Potential participation in 1 committee if required.
- Occasional attendance at events/away days. Total estimated: 2-3 per annum.

Chair of the Board of Trustees only:

- Monthly meetings with CEO (approximately 1 hour) virtual or in person.
- Take part in 1-2 media opportunities a year.

Remuneration and expenses

This is a voluntary, unpaid role. Reasonable expenses will be reimbursed, such as travel where required.

Location

Ben is a remote organisation and any in person meetings are usually held in a geographically central location in relation to location of trustees.

Candidates must be based in and able to work in the UK and be eligible to act as a charity trustee under UK law.

Term

Chair of the Board of Trustees: This appointment will be for an initial 2-year term before re-election, with a maximum of 4-years in total.

Trustee: This appointment will be for a 3-year term before re-election, with a maximum of 9-years in total.

Recruitment process

An initial discussion will take place with Warren Partners to position the role and complete an initial assessment.

Early in the process, candidates will have the opportunity to have an informal chat with the Interim Chair, Will Dalton, to learn more about our culture and purpose.

Interviews will then take place for shortlisted candidates with current members of the Board and the CEO/Executive colleagues.

Diversity & Inclusion

This is an opportunity for Ben to diversify its Board in terms of gender balance, and other protected characteristics wherever possible.

Training & Development

Successful candidates will receive a full onboarding and induction programme and specific Chair/Trustee training, with regular refresher training over each term of appointment, as well as an annual review and appraisal process with the Chair.

Board of Trustees and Senior Leadership Team



To find out more about our Board of Trustees and Senior Leadership Team please do click on our logo

Support for life

Board of Trustees



Will Dalton
Interim Chair

Chair of Trustees for The Sunninghill Trust



Shirley Hall
Trustee

Director of Care and Wellbeing
Royal Start & Garter



Katherine Latham
Trustee

Finance Director
McLaren Automotive



Tracey Newton
Trustee

Group People Director
JCT600



Mark Outhwaite
Trustee

Director
Outhentics Consulting Ltd

Senior Leadership Team



Rachel Clift
Chief Executive Officer



Sarah D'Addio
Head of HR



Ellen Plumer
**Head of Awareness
& Experience**



Martin Smith
**Director of Finance,
Governance & Impact**



Matt Wigginton
**Director of Growth &
Development**



Sarah Vance
**PA & Company
Secretary**

Board and Committee Dates

August 2026

People Committee	Tuesday 4 August	1000 to 1100	MS Teams
Audit Committee	Thursday 6 August	1030 to 1200	MS Teams
Board Meeting	Thursday 13 August	1000 to 1200	MS Teams

October 2026

People Committee	Thursday 15 October	1000 to 1100	MS Teams
Audit Committee	Thursday 22 October	1030 to 1200	MS Teams
AGM & Board Meeting	Thursday 29 October	1000 to 1300	In person

December 2026

Board Christmas Lunch	Thursday 17 December	1200 to 1400	In person
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January 2027

People Committee	Thursday 14 January	1000 to 1100	MS Teams
Audit Committee	Thursday 28 January	1030 to 1200	MS Teams

February 2027

Board Meeting	Thursday 4 February	1000 to 1200	MS Teams
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Experts in leadership. Partners in growth.



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