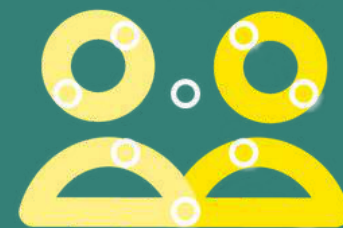


Trustee recruitment pack

August 2026



We're Foothold, and we're looking for a Deputy Chair and a new Legal Trustee.

Our Trustees play a big part in helping us to achieve our strategic objectives and meet the needs of those we support: engineers and their families worldwide.

At this important time in our journey, we're seeking a Deputy Chair and a Trustee with legal expertise.

Legal Trustee

You don't need to be a specialist in a specific field, but should be willing to familiarise yourself with the legal framework surrounding Foothold's actions and plans.

Your expertise will be particularly valuable in supporting the Board and CEO when considering collaborations, partnerships and governance matters.

You don't need previous Trustee experience as training will be provided. If you're interested in developing board level and governance experience, this could be the position for you.

Deputy Chair

The deputy chair role works with and supports the chair and the CEO to monitor the implementation of board decisions and the effective management of our affairs. In the absence of the chair, the deputy chair will provide leadership and direction to the board in order to enable them to fulfil their responsibilities for the overall governance and strategic direction of Foothold.

Previous Board experience is required for the Deputy Chair role.

You'll find the full role description and person specifications on our website: www.myfoothold.org/get-involved/work-with-us

So if you'd like to play your part in supporting engineers and their families around the globe, we'd love to chat.

In this pack:

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What we do

We're here to ensure engineers and their families never have to face life's challenges alone.

Foothold is the Institution of Engineering and Technology Benevolent Fund. And we're passionate about supporting the wellbeing of past and present members of the IET (Institution of Engineering and Technology) and their dependents worldwide.

By providing financial support for those most in need, helping to lift them out of poverty and ensure they are in the best place possible to overcome the challenges that life brings, we strive to help engineers and their families to make positive choices that will change their lives for the better.

It's a team effort, with donors, Trustees, staff and volunteers all working together to help us achieve our purpose of ensuring no one in the engineering community has to face life's challenges alone.



Our year in numbers 2024–25

£1.2m

spent
delivering



1,257

instances
of support

to

1,226

people



in

47

countries

What we do

Our support programmes do good in all kinds of ways.



Financial support

We know that whilst many engineers and their families have a good standard of living, sadly there are some who are struggling to make ends meet.

We provide financial support through one-off grants to fund a range of essential household items, as well as ongoing monthly support for those who really need it to ensure they have enough money to keep a roof over their heads, put food on the table, access transport and keep in touch with friends and family.

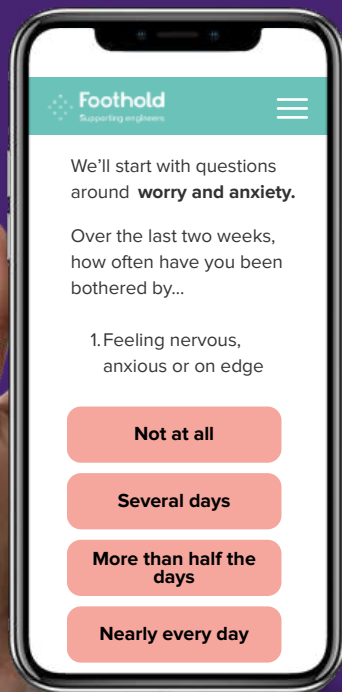


What we do



Health and wellbeing

Maintaining and improving the health of our community is at the centre of our work, and our support – spanning counselling grants, disability and illness, sleep problems and more – helps people take control of their financial, mental and physical wellbeing.



Online support

Our wide range of online resources helps our community build their resilience to life's challenges.

Our community has free, 24/7 access to:

- Financial and budgeting advice
- Expert legal advice
- Support for neurodiversity
- A Mental Health Check-In tool
- A Wellbeing Hub with cognitive behavioural therapy courses
- Monthly webinars on wellbeing and financial topics
- A sleep support programme
- Expert-written blogs
- (And more!)



What we do



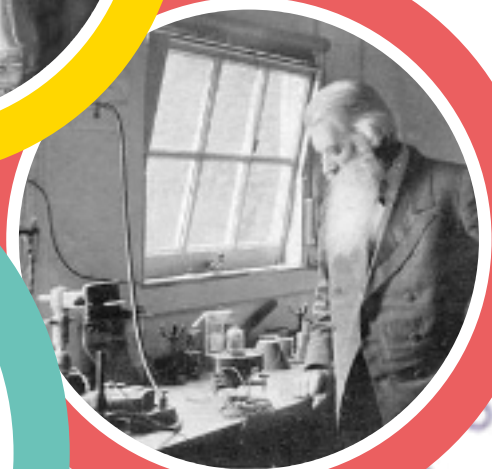
Our history: Foothold and the IET

Since our foundation, the history of Foothold and the IET has been intertwined. Although we are independent charities, we both work to support the world of engineers and engineering.

On 20 March 1890 the benevolent fund was set up to help members of the Institution of Electrical Engineers (IEE). Its purpose was to help widows and children of members who had died and who were living in poverty.

In 1900 the first recorded grant of £20 was given. That's around £2,500 in today's money.

Since 1890, the IEE has grown and merged with other organisations to become the Institution of Engineering and Technology – an organisation of over 168,000 members in 150 countries who form our Foothold community, alongside lapsed members, dependants and engineers from other disciplines.



Why our Trustees are so important

“ Trustees have overall control of the charity and are responsible for making sure it's doing what it was set up to do. They may be known by other titles such as: directors; board members; governors; committee members. Whatever they are called, trustees are the people who lead the charity and decide how it is run.”

– The Charity Commission



What our Trustees do



Time commitment and role

Our Trustees get together five times a year for a mixture of virtual and in-person meetings (four Board meetings and one training day with staff). They spend time before meetings reading the Board papers and preparing.

Each Trustee commits a total of 50–70 hours a year. (The Chair and Deputy Chair traditionally have additional discussions and potentially additional meetings depending on activities at the time).

They're responsible for providing strategic direction and making key decisions to ensure we're delivering on our objectives.

- They serve on our three Committees:
 - Finance, audit and risk (quarterly)
 - Service development (twice yearly)
 - Remuneration and nominations (quarterly)

- They might advise on particular subjects related to their area of interest or expertise.
- They are appointed for a three-year term, and can serve four terms maximum (two stints of two terms each, separated by at least 12 months). If their circumstances change they can resign mid-term.
- Although this role is unpaid, they can receive money for expenses like childcare costs or travel for meetings.



What our Trustees do

**Our people are
full of passion.
Are you?**

You don't have to have experience as a Trustee to join us. For us, believing in our purpose to do good is the most important thing. Just bring your positive energy – we'll support you with everything else from day one.

Who's on our Board?

- At least six of our Trustees are present members of the IET – with two appointed by the IET directly.
- Four Trustees are appointed by the Board and can come from a broader background.
- There are some specific roles held by Trustees including the Chair, Deputy Chair, Treasurer and Chairs of our committees
- Information about our current Trustees can be found at:
www.myfoothold.org/meet-the-trustees



Being a Trustee can bring you unique opportunities

You get to develop skills you wouldn't necessarily build in other roles, and learn from and work with people from all walks of life.

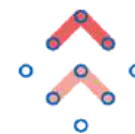
On top of this, you'll also:

- Use your passion to help build a brighter future for engineers and their families
- Play a big role in strategically leading our charity
- Enjoy a fresh, unique and meaningful experience in a leadership role
- Get good insight on how others work, respond to situations and make decisions
- Enjoy the perks of teamworking for the greater good



96%

of Trustees say they've learned new skills



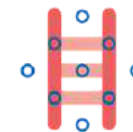
73%

say it has boosted their confidence



22%

got a promotion because of it



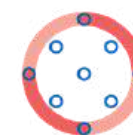
38%

have new leadership aspirations



84%

say being a Trustee made them happier



86%

say it's a good complement to professional and family life

from Getting on Board: How to Become a Charity Trustee

Who we're looking for



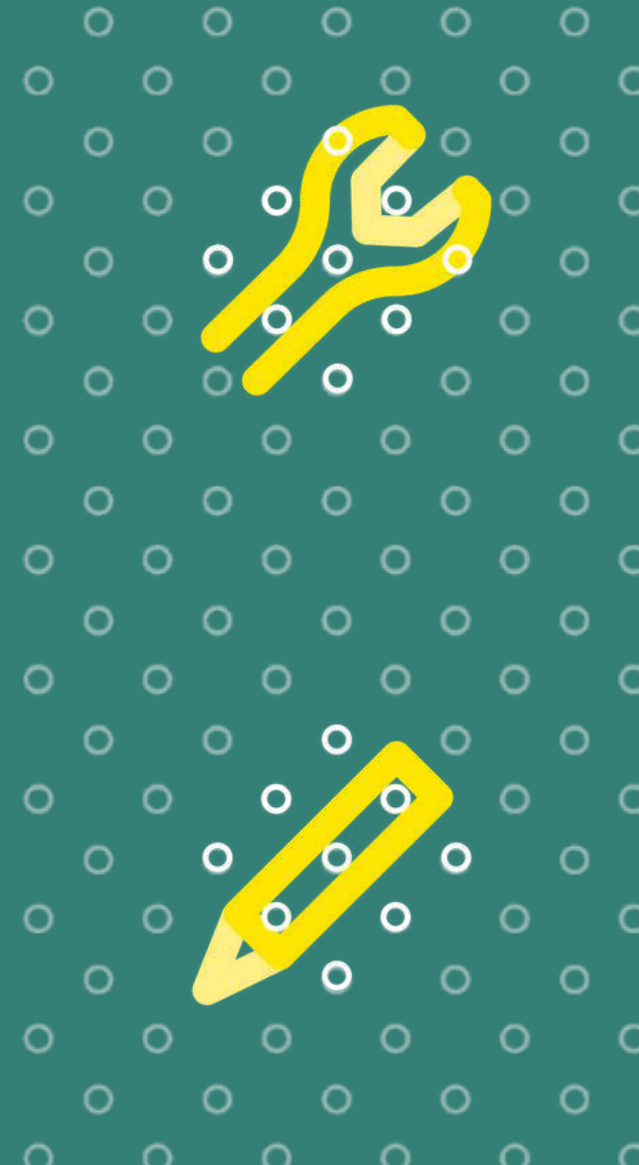
We want our Board of Trustees to reflect the communities we support.

It's how we can help our community in the best way possible – by 100% reflecting them and understanding their needs.

Which is why we particularly welcome applications from people who:

- Are under 40 years old
- Are people of colour
- Have either a physical or less visible disability
- Have experience living in a low-income household

Find the full role description and person specification [here](#)



How to apply

Think you'd be a good fit for our Trustee role?



If so, we can't wait to meet you!

Please provide a CV detailing your skills and experience and a supporting statement outlining how your experience matches the person specification and why you would like to join the Board of Trustees.

At PSR we do understand that Artificial Intelligence platforms can be a useful tool assist with research for an application, however we request that your supporting statement is not written using AI to ensure that your authentic voice and communication style is present. Any personal statements found to be AI generated will be discounted and a new version requested in order to progress an application. Please email your supporting statement and CV to info@pollysmondsonrecruitment.co.uk quoting **ref: 2670**

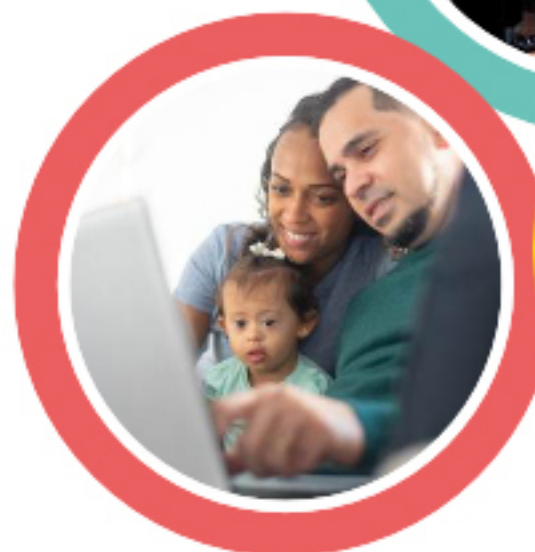
To arrange an informal chat with the CEO please feel free to email info@pollysmondsonrecruitment.

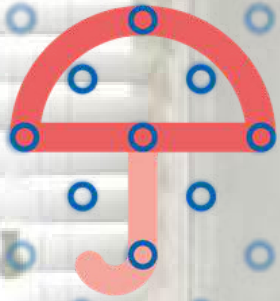
We can reimburse your travel costs if you are invited for an interview.

Application deadline: 31st October

Interviews will take place in central London.

We hope that the successful candidate will be able to join the online Board meeting in January 2027.





Foothold
Supporting engineers

