

**RCVS KNOWLEDGE**  
TRUSTEE  
CANDIDATE INFORMATION PACK

MAY 2025



## Welcome from our Chair

Thank you for your interest in becoming a trustee at RCVS Knowledge. As a charity, our mission is to advance the quality of veterinary care for the benefit of animals, the public and society.

It's an exciting time to join us. We have recently launched [our 5-year strategy](#) with pillars focusing on supporting veterinary professionals today, shaping the future of veterinary care and celebrating veterinary history.

We are a charity with big ambitions. We have established ourselves as the leading voice and provider of practical tools for Quality Improvement in veterinary care. Our open-access journal *Veterinary Evidence* has a global readership of nearing 80,000, with submissions and readership growing year on year. We have launched ground-breaking national audits and registries, providing a glimpse of what is possible through systematic collation of large-scale clinical data to drive improvements in patient outcomes in veterinary care. Our Library and Information Service provides essential resources to veterinary teams across the UK and beyond. And, as the charity partner of the Royal College of Veterinary Surgeons (RCVS), we are proud custodians of the RCVS archives and historical book collection, enriching understanding of the past and enabling the veterinary and wider community to remain guided by the lessons of history.

There are, of course, challenges ahead as we seek to build on our successes to date and further expand our impact. These include a need to diversify our sources of income and to ensure we remain forward-thinking and relevant to veterinary professionals operating in an increasingly challenging and ever-evolving context.

We are looking for two lay people (people who are not vets or vet nurses) to join our Board to help steer us through our next exciting period of development. We'd be interested to hear from people with a diverse range of skills and experiences. We are particularly looking for trustees who bring experience in one or more of the following: charity fundraising or leadership, commercial leadership and business development, or Quality Improvement in human healthcare.

If you have the skills and experience that we're looking for and share our vision of 'healthier animals, people and planet', we very much look forward to hearing from you.

A handwritten signature in black ink, appearing to read "Amanda Boag".

Amanda Boag - Chair, RCVS Knowledge

## About us

RCVS Knowledge (the trading name for the Royal College of Veterinary Surgeons Trust) is a charity with a mission to advance the quality of veterinary care for the benefit of animals, the public and society. We are the charity partner of the Royal College of Veterinary Surgeons (RCVS).

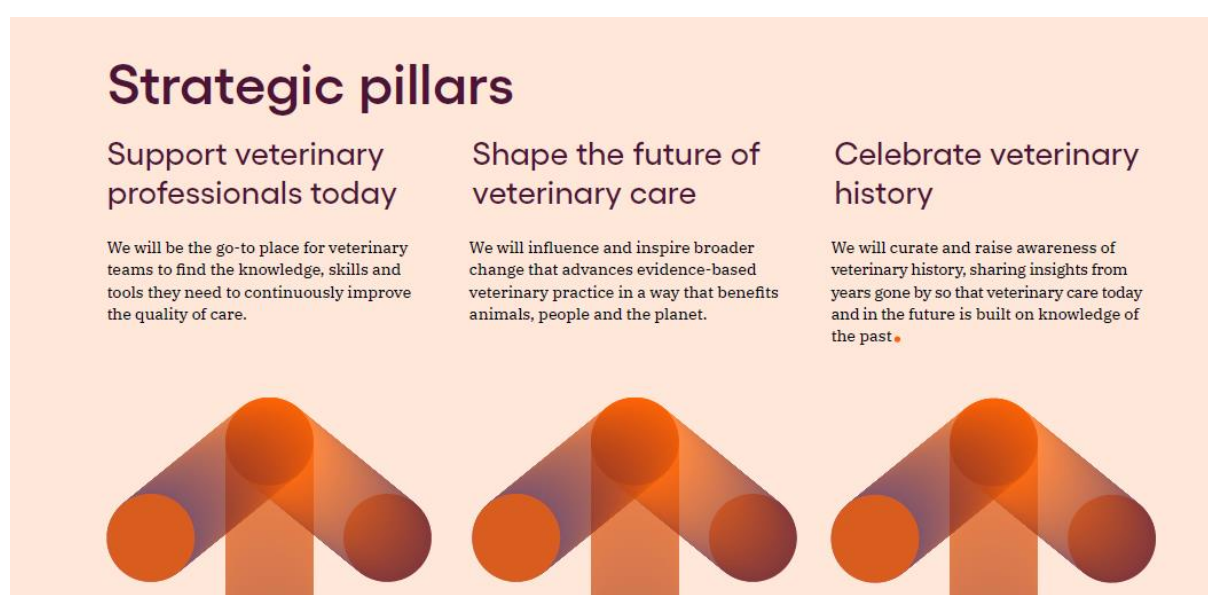
We empower and support veterinary teams to provide evidence-based, quality care and improved animal health and welfare outcomes.

Veterinary teams face many challenges in accessing up-to-date knowledge and applying it in practice. To support them and deliver our mission we:

- Create and share practical support and tools to help veterinary teams and other animal health professionals deliver better animal health and welfare outcomes in a structured and sustained way.
- Provide veterinary science and animal health resources to help busy veterinary professionals stay up to date with the most relevant research and apply it in practice.
- Curate and raise awareness of veterinary history to ensure that veterinary care today and in the future is built on knowledge and understanding of the past.

Everything we do is designed to help advance veterinary care for the benefit of animals, the public and society.

Find out about our [values](#) and read more about our work in our [Annual Report](#).



## Recruiting new trustees

We are looking to recruit two new lay trustees (people who are not vets or vet nurses). We are committed to equity, diversity and inclusion and particularly welcome applications from currently under-represented groups, including people from Black, Asian and Minority Ethnic communities and people living with disabilities and across a broad age range.

### Key Information

- **Time commitment:** Three trustee meetings a year (two virtual, one in person, normally in central London), a hybrid Annual General Meeting, plus preparation time to read papers. You may also be asked to join a board committee which typically have between one and three additional virtual meetings a year, and to join other occasional meetings and events.
- **Remuneration:** These are voluntary roles. Reasonable travel expenses will be paid.
- **Term:** The appointment is for a three-year term. Trustees will be eligible for re-appointment for one additional term of three years.

Information about our current trustees can be found here at [this webpage](#).

### Main role and purpose of trustees

RCVS Knowledge is a registered charity and a company limited by guarantee. The Board are trustees of the charity and directors of the company, with responsibility for the overall governance and strategic direction of RCVS Knowledge.

### Responsibilities

- Help to define and support the vision, goals and activities of RCVS Knowledge
- Shape strategy and oversee and drive measurable impact
- Contribute to strong working relationships with other Trustees and the Chief Executive, supporting collaboration and effective teamwork among Board members
- Identify potential development opportunities for the charity, and leverage relationships to facilitate this
- Protect the reputation and resources of the charity through identifying, monitoring and managing risks
- Appoint and give support to the Chief Executive
- Always act in the best interests of RCVS Knowledge and to the benefit of present and future beneficiaries of the charity

- Make a positive contribution to the charity's governance, in accordance with the Trustee Code of Conduct, declaring as appropriate any conflict of interests

## Who we're looking for

We are looking for lay trustees who bring diverse expertise and a commitment to our mission of advancing the quality of veterinary care for the benefit of animals, the public and society.

We are particularly seeking people who bring experience of one or more of the following:

- **Fundraising and/or charity leadership:** With experience of charity fundraising such as major giving, strategic corporate partnerships, charitable foundations and legacies.
- **Business development and entrepreneurship:** With a strong understanding of business growth, and experience of scaling income generation potential.
- **Commercial leadership:** With excellent knowledge of business operations and strategic management
- **Quality Improvement in human healthcare:** With an interest in how these principles can be applied in veterinary care

If you are passionate about making a difference to the veterinary care that animals receive, we invite you to join us in shaping the future of our charity.

## Skills and experience

### All trustees

- A commitment to the mission of RCVS Knowledge to advance the quality of veterinary care for the benefit of animals, the public and society
- Evidence of effective delivery working as part of a team
- A strong personal commitment to equity, diversity and inclusion
- Ability to lead through facilitating, enabling and consensus-building
- Ability to challenge constructively and supportively
- Ability to operate strategically, noticing trends, opportunities and risks
- Integrity and a value of openness, honesty and transparency in decision-making
- Analytical skills and sound judgement
- Excellent communication and stakeholder management skills
- An understanding of and commitment to the legal responsibilities of a trustee role
- Previous experience of being a trustee is not required; however, candidates should have an understanding of the non-executive trustee role and how the executive

leadership team should be supported and encouraged as well as held to account through constructive challenge.

## How to apply

To express an interest in the role and to be considered, please send the following to [ceo@rcvsknowledge.org](mailto:ceo@rcvsknowledge.org)

- An up-to-date CV
- A supporting statement that addresses the criteria in the Skills and Experience above and outlines your motivation for applying.

If you would like to have an informal conversation about the role, please email [ceo@rcvsknowledge.org](mailto:ceo@rcvsknowledge.org) to arrange for a conversation with the Chair or the Chief Executive Officer.

## Timetable and interview process

Please submit applications by Monday 9<sup>th</sup> June 2025. Shortlisted candidates will then be invited to a virtual interview on either 30<sup>th</sup> June or 3<sup>rd</sup> July 2025