



# Help people see the world through cats' eyes

IT Governance Trustee  
Candidate pack

**CATS**  
PROTECTION

# Dear candidate

Thank you for your interest in joining our Board of Trustees at Cats Protection.

As Chair of Trustees, I am delighted that you are stepping forward and applying to be our IT Governance Trustee. I joined the Board, fulfilling the role of veterinary trustee, in 2018 and became Chair in 2022.

Since 1927 we have helped cats across the UK directly and by supporting people to better understand their needs. As a community of passionate and courageous volunteers, valued and knowledgeable employees, supporters and partners, we've made a better life for millions of cats and transformed the way people see and care for cats.

Volunteering is, and always will be, at the heart of Cats Protection. We strive to make volunteering throughout the charity enjoyable, fulfilling and inclusive. As a charity, working together in partnership, we transform the lives of cats, people and communities.

As Trustees of Cats Protection, we are responsible for the effective governance, strategic direction and long-term sustainability of the charity. You will be part of a board of 12 Trustees. This role aims to bring specific expertise in IT and digital transformation to support the Board in overseeing digital strategy, investment, risk and performance. As with all areas of board activity we have collective responsibility but currently feel we lack depth and expertise in IT/digital making it hard to support the executive team and be that critical friend. By operating within our values, you will be a key opinion leader on the board providing independent insight, constructive challenge and strategic guidance to ensure current and future technology enables the charity to efficiently deliver maximum impact for cats, the people who care for them and the communities we operate in.

Our vision is a society where every cat has their best possible life because they are protected, cared for and understood by everyone.

There are millions of cats in the UK and although we're doing a great job, we're only reaching a fraction of those that could benefit from our help and expertise. We believe that every cat, not just those that come into our care, deserve access to our resources, expertise and help if required. At Cats Protection we value the opportunity to do so much more reaching every type of cat in every situation positively impacting the lives of millions of cats.

Cats Protection believes passionately that truly being inclusive will lead to increased cat welfare and social impact. We are committed to achieving greater diversity in all its forms within our Board and actively encourage applications from under-represented groups so that we are more reflective of society in which we and our cats live.

We look forward to receiving your application.

Best wishes



Kit Sturgess, Chair of Trustees

# About Cats Protection

## **Cats Protection is the UK's leading cat welfare charity.**

Cats Protection has been a lifelong champion for the UK's cats, and for nearly a century our people have been at the heart of everything we do. As we approach our 100th anniversary, we're midway through an ambitious 10-year strategy that strengthens our impact, grows our voice, and builds an organisation ready for the future.

Every year, with the help of more than 182 volunteer teams, 31 centres, 80 shops and thousands of dedicated volunteers and employees, we help around 156,000 cats get the care and compassion they deserve. But our work goes far beyond rescue and rehoming. Through our advocacy and research, we're shaping policy, influencing national conversations, and securing stronger legal protections for cats across the UK. Our education and outreach programmes empower communities. Our teams support owners to keep their pets healthy, safe and loved. And our volunteers, the lifeblood of Cats Protection, embody kindness in action every single day.

As we modernise, invest and evolve, we're committed to becoming an exemplary voluntary organisation; one that listens, learns and grows alongside the people who bring our mission to life. Our culture is warm, collaborative and purpose driven, and we're proud of the passion and expertise our teams bring to cats and the owners who care for them.

Nearly 100 years in, our mission has never felt more urgent, or more inspiring. Too many cats still lack the care and respect they deserve. With your help, we can change that. If you want to shape the future of the UK's leading cat welfare charity, influence national impact, and be part of a story built on compassion and dedication, we'd love to welcome you to Cats Protection.

## **Our vision**

A society where every cat has their best possible life because they are protected, cared for and understood by everyone.

## **Our mission**

We are a movement of people championing the welfare of cats. We lead society in a richer understanding of all cats and care for those that need our help.

## **Our purpose**

To help people see the world through cats' eyes.

## **Our values**

- We put cats first
- We work as one
- We are courageous
- We are knowledgeable
- We are compassionate

To download our values, please click [here](#)



# Structure and governance

## The Board of Trustees

Cats Protection is governed by a Board of Trustees, who are all volunteers for the charity. At least four Trustees were appointed to the Board from within our body of Cats Protection volunteers and bring that important Cats Protection volunteer insight to their Trustee role. The Trustees have ultimate responsibility for the charity's vision, values, ethos and strategy as well as for the overall performance. They ensure Cats Protection complies with all legal requirements and has the highest possible standards of governance.

## Duties of the Board of Trustees

To hold Cats Protection 'in trust' for current and future beneficiaries by:

- having ultimate responsibility for the performance of the organisation and for its fundamental values and ethos
- ensuring that the charity has a clear vision, mission and strategic direction and is focused on achieving these
- ensuring that the charity complies with all legal and regulatory requirements
- acting as guardians of the charity's assets, both tangible and intangible, taking all due care over their security, deployment and proper application
- ensuring that the charity's governance is of the highest possible standard

## Committees:

The Board currently has six committees, the Audit & Risk Committee, the Finance & Resources Committee, the Investment Committee, the Remuneration Committee, the Nominations & Governance Committee, and the Cats & People Committee.

Read more about [our structure and governance](#).

## Senior Leadership Team

There are five directors on the Senior Leadership Team who report to the CEO. Their role is to advise and assist the CEO and Trustees, contribute to the development and implementation of Cats Protection strategy and policies, monitor and report on performance in their respective areas, and lead, direct and manage employees and volunteers within the organisation.

The Senior Leadership Team are also responsible for promoting and upholding the image and reputation of Cats Protection and continuously review systems, structures, resources and procedures to ensure that Cats Protection is an effective organisation. In addition, they are responsible for leading a culture where people can thrive. Through listening, engaging and involving volunteers throughout decision making, we are All for Cats

[SLT Org Chart - 2026](#)

## Senior Management Team

The purpose of the Senior Management Team is to support the Senior Leadership Team in fulfilling its responsibilities in respect of decision making and overall leadership of the charity ensuring operational oversight against the strategy, the commissioning of activity to address specific challenges and risk and provide subject matter expertise. The Senior Management Team actively demonstrate our values and behaviours and lead our culture across the organisation. The group will work cross organisationally with delegated authority and be accountable to fulfil its obligations.

## Our current Trustees

[Meet the Trustees](#)

# Looking back, looking ahead

We are a movement of people championing the welfare of cats. We lead society in a richer understanding of all cats and care for those that need our help. You can view [our latest Annual Report here](#). Our 2025 report is awaiting publication.

## Cats and Their Stats (CATS) UK annual report 2025

Now in its sixth year, the CATS Report continues to shed light on the evolving world of cats and the people who care for them. It offers vital insight for the animal welfare sector, the veterinary profession, and government, helping us all understand how best to protect and promote feline welfare in a fast-moving landscape.

You can [read the full report here](#).

## Priority IT/Digital transformation areas

### Implementing a new Customer Relationship Management platform

Having a modern Customer Relationship Management platform is foundational to our future. It will give us the ability to access data that provides us a single view across all our people, and all of their interactions with us, enabling us to evolve into a customer and supporter focussed charity. This will enable us to grow our impact for all cats, reach new audiences and more effectively engage with our current supporters, and grow our income.

### Foundational IT activity

We have made significant upgrades to our physical and virtual infrastructure over the last few years. As a dispersed organisation, our IT remains critical to our ability to collaborate and work efficiently. We will continue to strengthen our cyber security, while creating equity of access to our systems and data. This will drive collaboration and empower all our people.

# Role description

## Role title: IT Governance Trustee

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### Our vision for volunteering

Volunteering is and always will be at the heart of Cats Protection. It is joyful and inclusive. As a charity, working in partnership, together we transform the lives of cats, people and communities.

### Main purpose of the role

As a Trustee of Cats Protection, you share collective responsibility for the effective governance, strategic direction and long-term sustainability of the charity. You will be part of a board of 12 Trustees.

This role brings specific expertise in IT and digital transformation to support the Board in overseeing digital strategy, investment, risk and performance. You will provide independent insight, constructive challenge and strategic guidance to ensure technology enables the charity to deliver maximum impact for cats, the people who care for them and the communities we serve

In addition, whether working online or in person, Trustees are responsible for assuring the charity takes all reasonable steps to protect from harm people who work, volunteer and come into contact with Cats Protection.

### The IT Governance Trustee will:

- provide strategic oversight gained from a medium to large or complex organisation where digital maturity is exemplified
- act as the subject matter expert for the Board, ensure our digital investment aligns with our organisational goals and delivers value for money
- support the Board in overseeing cyber security, data protection and IT risk
- challenge and support the Charity's Senior Leadership team on digital change initiatives
- promote innovation and the effective use of technology including CRM systems, data insight and AI
- ensure user-centred accessible and inclusive digital services
- through robust data and insight monitor performance, benefits realisation and delivery risks of digital programmes

The role is advisory and strategic in nature, ensuring appropriate governance and oversight rather than operational involvement.

### Key responsibilities of all Trustees

Trustees are collectively responsible for:

- setting and overseeing the charity's mission, vision, long-term strategy, and high-level policies
- ensuring compliance with the articles of the charity, scheme of delegation, charity law, and all relevant regulatory requirements
- ensuring the charity delivers its charitable purposes and uses its resources appropriately

# Role description

## Continued

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- safeguarding the financial sustainability and solvency of the organisation
- ensuring that risks are appropriately identified, monitored and managed
- approving and overseeing annual budgets, accounts and statutory reporting in line with Charity Commission requirements
- appointing, supporting and holding the Chief Executive to account
- monitoring organisational performance against agreed objectives and strategy
- protecting and promoting the reputation, values and integrity of the charity
- seeking independent professional advice when required, particularly where there is significant risk to the charity
- protecting, managing, and ensuring the proper investment of the charity's assets and property
- building and maintaining positive relationships with supporters, members, volunteers, employees, partners, regulators, and other charities
- always acting in the best interests of Cats Protection and as an ambassador for the organisation both internally and externally, role modelling its values and behaviours and championing an inclusive, equitable, and diverse culture

Trustees are expected to contribute fully to Board discussions, participate in relevant committees, prepare adequately for meetings, and undertake an annual review with the Chair.

All Trustees must accept and uphold the legal duties, responsibilities and liabilities of trusteeship in line with Charity Commission guidance (CC3).

## Key attributes required as a Trustee in Cats Protection

### Commitment and values led leadership

- A strong commitment to the purpose, vision, mission, and values of Cats Protection, with the ability and willingness to act as a positive ambassador and advocate for the charity's cause both internally within the charity and externally
- A genuine passion for animal welfare and empathy with the charity's work
- A demonstrable commitment to safeguarding, ensuring the wellbeing and safety of all employees, volunteers, supporters, and customers
- A clear commitment to Diversity, Equity and Inclusion, contributing to a culture where Cats Protection is a joyful, inclusive, and respectful organisation for all

### Strategic leadership and governance

- Willingness to work collaboratively with fellow Trustees, the Chief Executive, and Senior Leadership Team to set and oversee the strategic direction of the charity
- Ability to contribute to collective decision-making and to exercise sound, independent judgement in the best interests of the charity

# Role description

## Continued

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- Capacity to think strategically, analyse information, assess risk, and evaluate performance against agreed objectives
- Willingness to support and hold senior leadership to account while maintaining appropriate boundaries between governance and operational management

### Skills and experience

- Strong interpersonal and communication skills, with the ability to express views clearly, constructively, and objectively
- Ability to challenge appropriately and respectfully, demonstrating Cats Protection values in action
- Ability to work effectively as part of a Board, fostering open discussion and shared responsibility
- An understanding of, or willingness to develop knowledge of, the voluntary and charity sector, including its opportunities and challenges
- Strong external networks or connections that could help extend the charity's reach, influence, and/or impact

### Commitment and time

- Willingness and ability to devote the necessary time and effort to fulfil the role, including preparation for and attendance at Board meetings, and participation in Board sub-committees where appropriate
- A commitment to ongoing learning and development to be effective in the trustee role, including understanding legal duties and best practice in charity governance

### Legal and regulatory responsibilities

- Willingness to accept and uphold the legal duties, responsibilities, and liabilities of trusteeship, as set out by the Charity Commission CC3 guidelines
- Commitment to acting in the best interests of the charity, ensuring compliance with relevant legislation, regulation, and good governance standards

## Person specification

### Experience and skills

- Senior-level experience in digital, IT or technology transformation
- Experience in leading or overseeing digital strategy in a complex, dispersed organisation
- Strong understanding of digital strategy, systems modernisation, and change management
- Experience of governance, risk and assurance frameworks
- Knowledge of cyber security, data governance and cloud-based technologies
- Ability to operate at Board level offering independent judgement and constructive challenge
- Ability to meet overall Trustee role profile requirements

# Role description

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### Board composition and inclusion

The Board recognises the importance of bringing together a broad balance of perspectives, backgrounds and experience. We are committed to ensuring that the Trustee Board reflects the diversity of Cats Protection including representation from our valued volunteers across local teams, branches and the wider organisation.

Cats Protection welcomes applications from volunteers across the charity as well as from individuals who can bring the specific skills and experience required at this time. All applications will be considered on merit against the needs of the Board.

Cats Protection believes passionately that truly inclusive organisations lead to increased cat welfare and social impact. We are committed to increasing diversity at Board level and actively encourage applications from individuals from groups currently under-represented in charity governance. Our aim is to build a Board that better reflects the society we serve.

We are happy to discuss any adjustments that would support you in applying and make the process more accessible.

For volunteers without previous Trustee experience, tailored training and support will be provided to help you develop and succeed in the role.

### Practical information

#### Remuneration

This is a voluntary role and does not attract financial remuneration. Reasonable expenses associated with your trustee role may be claimed.

#### Location

Board meetings (if not virtual) are usually held at various locations in the UK.

#### Time commitment

Five Board meetings per year plus strategy days up to two sessions annually. Trustees may also serve on a Board committee, with time commitments varying depending on the committee.

#### Term of appointment

Initial term of three years, with eligibility for up to two further three-year terms.

#### Reporting and review

Trustees report to the Chair of the Board and will participate in an annual review discussion.

#### Diversity

The Board undertakes regular skills and equality, diversity and inclusion audits to ensure it remains balanced, effective and representative. Further information about trustee responsibilities and good governance can be found via NCVO and the Charity Commission (CC3 guidance).

[ncvo.org.uk/help-and-guidance/governance/](https://ncvo.org.uk/help-and-guidance/governance/)

[gov.uk/government/publications/the-essential-trustee-what-you-need-to-know-cc3](https://gov.uk/government/publications/the-essential-trustee-what-you-need-to-know-cc3)

# Role description

## Continued

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### Values and behaviours

Our shared values act as a guiding compass to shape our behaviour and the decisions we make at work. They are a call to action for every one of us and the benchmark against which we measure ourselves, both current and future colleagues.

Through our values and behaviours, we help people see the world through cats' eyes. Together we can make a difference.

### Safeguarding

At Cats Protection, we are dedicated to safeguarding both children and vulnerable adults, ensuring the safety of everyone who interacts with us. We expect all our employees and volunteers to share this commitment. For certain roles, a Criminal Record Check through the Disclosure and Barring Service, Disclosure Scotland, or Access NI may be required before an offer is made.

This role will **not** require a Criminal Record check.

# How to apply

To apply, please visit [micro.green-park.co.uk/cats-board/](https://micro.green-park.co.uk/cats-board/)

**The closing date for applications is midnight on Sunday 31 May 2026.**

First-round interviews are expected to take place  
in the week commencing 22 June 2026.

If you would like to register to join a 'Spotlight session' to hear more about  
the role and being a Trustee at Cats Protection, please email  
**[Trusteerecruitment@cats.org.uk](mailto:Trusteerecruitment@cats.org.uk)**

If you require any special provision as a result of any disability  
should you be called for interview, please do let us know.





[cats.org.uk](https://cats.org.uk)