

spotlight
on
corruption

Trustees Recruitment
Candidate Information Pack
July 2026



Eastside People

Welcome from our Chair

Thank you so much for your interest in being a Trustee with Spotlight on Corruption. As Chair of the Board of Trustees, I am really proud of the work that Spotlight does as a dynamic, high impact anti-corruption charity. Established just seven years ago, it is now one of the most respected voices on tackling corruption in the UK. Our work ranges from acting as a critical friend to the UK government, regardless of who is in power, to doing more to address the UK's crisis of public trust after years of political scandals, to publishing expert reports on how to increase anti-corruption investigations and prosecutions so that there is no impunity for corrupt actors.

We are looking for people to join our very engaged and friendly board, to help us lead and shape the strategic direction of Spotlight over the coming years, at a time when the fight against corruption couldn't be more important. Working closely with the senior leadership team, we are all passionate about making sure Spotlight has effective governance, that it is sustainably funded, and that its staff are well supported and feel motivated as well as rewarded to do such important and impactful work.

I look forward to welcoming our new Trustees to our Board.

Yours sincerely,

Lloydette Bai-Marrow

Chair of Trustees

About us

Working to end Corruption

[Spotlight on Corruption](#) shines a light on the UK's role in corruption at home and abroad.

We want to see a society with strong, transparent and accountable institutions which ensure corruption is not tolerated and democracy flourishes both in the UK and globally.

To achieve this we highlight corruption and the harm it causes, and campaign to improve the UK's legal systems and enforcement of the law.

We do this by:

- Undertaking detailed, evidence-based and impactful research on how the UK implements its anti-corruption laws and international commitments
- Monitoring, analysing and sharing information about how the UK courts deal with corruption cases through our unique court monitoring programme
- Communicating our findings to key audiences – including policymakers, MPs, civil servants, NGOs and the public – in order to influence how decisions are made and be a spearhead for reform.

Our goals

We fight for:

- Better laws
- Tougher enforcement
- Stronger systems

Our impact

At Spotlight, we use forensic research, patient advocacy and agile communications to make progress towards our objectives. Some of our many achievements include:

- [Championing open justice](#)
- [Barring corrupt firms from public procurement](#)
- [Informing the establishment of a new ethics watchdog](#)

- [Making the case for a new AML super-regulator](#)
- [Seeking compensation for victims of corruption](#)



Strategic priorities

Over the next three years, Spotlight on Corruption will focus on two core areas: ending impunity for corruption and defending democracy. The organisation aims to strengthen enforcement and accountability, ensuring that corrupt actors, their enablers and weak regulatory systems are properly challenged, while also improving political integrity, transparency and fairness in the UK's decision-making and electoral systems. Alongside this, there is a strong emphasis on maintaining its role as a credible and authoritative voice, combining rigorous research, court monitoring and advocacy to influence policy and public debate.

Operating in a volatile political environment, Spotlight is actively balancing how it works as both an insider and an external challenger, while remaining deliberately small, expert and focused on impact. Internally, priorities include strengthening financial governance, building sustainable funding, investing in its team, and improving how it measures and communicates its impact.

Financial position

Spotlight on Corruption is in a stable financial position, with income of around £630k, and expenditure of c.£615k in the last financial year. The organisation is predominantly grant-funded, with a view to diversifying income sources in the next strategic period. There is currently little reliance on personal giving or trading income. Expenditure is largely staff-based, reflecting its research and policy focus. Modest reserves are being built, supporting sustainability and resilience.

Funding & partners

Spotlight on Corruption's funding model is focused primarily on trusts, foundations and relationships with high-net-worth individuals. The emphasis is on strategic fundraising and strong networks, as mass public fundraising is not typically effective in this space.

We are currently funded by the following donors:

- The Sigrid Rausing Trust
- The Joffe Charitable Trust
- The Joseph Rowntree Charitable Trust

- Open Society Foundations
- The Friends Provident Charitable Foundation
- The Joseph Rowntree Reform Trust
- Gower Street
- Network for Social Change Charitable Trust
- The Cobalt Trust

The Board of Trustees

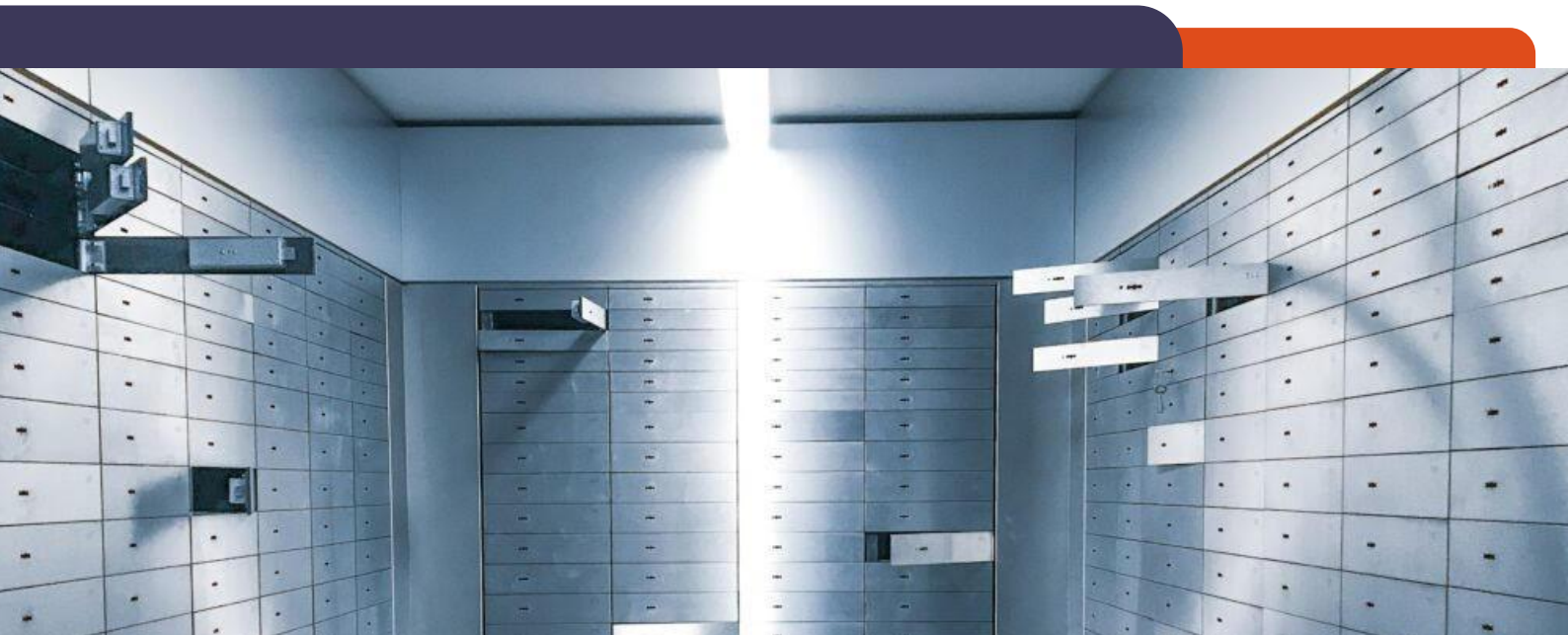
The Board is currently a group of six trustees, combining deep expertise in anti-corruption, law and public policy with strong academic, research and advocacy experience. Trustees bring a detailed understanding of how corruption operates in practice and how to influence legal and policy reform. This is complemented by broader governance experience and a range of professional and lived backgrounds including advocacy & campaigning; finance; journalism & broadcasting; international diplomacy.

The Board works in a collaborative and constructive way, valuing independent thinking, rigorous debate and fair, inclusive decision-making.

Equity, diversity and inclusion

We are committed to building a more diverse and inclusive board, with a particular focus on gender balance and increasing representation from racially diverse backgrounds, as well as factors such as social mobility and age.

We are particularly keen for our board to include more younger people.



The impact you will have

We are recruiting three trustees who will bring expertise in:

- Fundraising
- Finance
- Anti-Corruption

A helpful summary of trustee roles and responsibilities can be found [here](#), and in more detail in the Charity Commission guidance for new Trustees: [The Essential Trustee: what you need to know, what you need to do \(CC3\)](#).

Fundraising trustee

You will support the organisation to build a stronger funding base. By sharing your experience and judgement, you will help the team and Board to better understand fundraising approaches, risks and opportunities, and to make informed strategic decisions. Your contribution will help shape how the organisation develops relationships with funders, grows income and maintains its independence and integrity as it scales its impact.

Finance trustee

As an active member of the Finance and Operations Committee, you will help ensure the organisation remains financially strong, well-governed and able to deliver its strategy with confidence. By bringing clear financial insight and constructive challenge, you will support better decision-making across the Board, helping colleagues understand the implications of choices around income, investment and risk. Your input will strengthen financial oversight, ensure compliance and resilience, and play a key role in building a sustainable platform for future growth.

Anti-Corruption trustee

You will help shape the organisation's thinking at a pivotal point in its development, contributing to key strategic decisions about its role, positioning and priorities. By bringing perspective on areas of our work, such as the anti-corruption landscape, economic crime,

political finance or the wider political context for integrity and ethics, you will strengthen the Board's ability to navigate complexity and uncertainty. Your insight and judgement will support the organisation to remain a credible, authoritative voice, ensuring its work continues to influence policy, hold power to account, and drive meaningful change.



Being a trustee – what's involved

Becoming a trustee is a compelling way to engage with the charity sector. It is a role that will give back as much as you put in, and often more. One of the primary takeaways from the [Charity Commission's 2025 research into trusteeship](#) is the extent to which trustees benefit from their experience. The majority would recommend it to others.

Many trustees reported experiencing multiple and profound benefits, from feeling they are positively impacting the world to feeling more connected to a community or movement, highlighting the rewards of responsibility. Overall, just 1% of the trustee population surveyed would not recommend the role to others.

Strategic experience

A charity trustee role is a fantastic way of allowing you to develop and hone your critical thinking, problem-solving and analytical skills. The strategic experience which can be gained through a trustee role can have an immediate and powerful impact on your career, opening doors to new responsibilities and more senior job prospects. Equally, for those who have already had some strategic responsibilities, a trustee role provides an opportunity to use those skills in a significantly different context.

Continued personal development

Through a trustee role, you can gain a clearer idea of your professional strengths and weaknesses, whilst also learning new skills. Understanding how to adapt your professional knowledge to useful and impactful ends is a good reminder of your versatility, giving you confidence in your existing abilities while challenging you to push the boundaries of your expertise.

Teamworking

As a Trustee at Spotlight on Corruption, you are part of a team and will have the opportunity to apply your unique skills and experience while also learning from others. Working in a team with a passionate group of individuals who bring diverse perspectives is often one of the most enjoyable aspects of the role. The ability to collaborate effectively with others and to challenge constructively the ideas of fellow trustees as well as those of the leadership team is essential to ensuring the Board's strategic decisions are fully informed, reasonable and effective.

Trustee job description

Location	London Bridge
Time Commitment	Approximately 4-8 hours per month. Four board meetings a year (at least one in-person) and an in-person away day. Trustees serve a three-year term, and will normally be able to serve two x three-year terms, with the possibility of a third in exceptional circumstances.
Salary	This is a voluntary role. Reasonable expenses can be claimed.

Fundraising trustee

Responsibilities

- Act as an ambassador, helping to open doors and strengthen the organisation's external networks where appropriate
- Contribute to the development and oversight of the fundraising strategy, with a focus on trusts, foundations and major donors
- Advise the staff team on how best to deliver that strategy
- Provide insight into the funding landscape, including trends, risks and opportunities
- Support the organisation to build and maintain relationships with funders where appropriate
- Offer strategic advice on engaging high-net-worth individuals and foundations, including managing reputational considerations
- Work with fellow trustees to ensure strong governance of income, sustainability and financial planning

Person specification

- Experience of fundraising, philanthropy or working with trusts/foundations and/or high-net-worth individuals

- Good understanding of the UK funding landscape for non-profits, including how decisions are made by funders
- Strong networks or credible access to relevant contacts, or the ability to help build these over time
- Sound judgement, particularly around reputation, conflicts of interest and ethical funding
- Commitment to the organisation's mission and willingness to contribute to a collaborative, constructive board culture

Finance trustee

Responsibilities

- Support the Treasurer to provide oversight and constructive challenge on the charity's financial position, including budgets, forecasts and reserves
- Be an active member of the Finance and Operations Committee, which is Chaired by the Treasurer
- Support the Board in ensuring strong financial governance, controls and compliance with Charity Commission requirements
- Help interpret financial information for non-finance trustees and ensure clear, informed decision-making
- Work with the executive team to monitor income, expenditure and financial risks, including grant funding sustainability
- Contribute to the development of long-term financial strategy aligned to the organisation's priorities
- Act as a sounding board to the senior team on financial matters, offering advice and support where needed

Person specification

- A qualified accountant or equivalent financial experience, with strong technical understanding
- Experience of financial oversight at Board or senior leadership level
- Ability to present financial information clearly and accessibly to non-finance audiences

- Sound judgement, with the confidence to provide appropriate challenge and support
- Understanding of, or interest in, the voluntary sector and grant-funded organisations
- Commitment to the organisation's mission and willingness to contribute to a collaborative, constructive board culture

Anti-corruption trustee

Responsibilities

- Contribute to Board-level discussions on the organisation's strategic direction, particularly in relation to policy priorities and positioning
- Bring informed perspective on the wider anti-corruption landscape, helping the Board navigate a complex and shifting political environment
- Support the organisation to maintain its position as a credible, authoritative voice, grounded in evidence and expertise
- Provide constructive challenge on key strategic questions, including how the organisation balances influencing from within systems and challenging from the outside
- Act as a sounding board to the executive team, offering insight, judgement and sector awareness
- Contribute actively to board discussions and decision-making, helping shape future strategic choices rather than simply overseeing delivery

Person specification

- Strong understanding of anti-corruption, integrity, or related policy areas, gained through roles in academia, government, law enforcement, civil society or similar
- Strategic mindset, with the ability to engage in complex, often uncertain policy and political contexts
- Sound judgement and perspective, with the confidence to provide constructive challenge at board level
- Ability to balance different viewpoints and avoid overly fixed or ideological positions
- Supportive of seeking to "speak truth to power" in a measured and effective way

- Commitment to the organisation's mission and willingness to contribute to a collaborative, constructive board culture



Ready to apply?

[Eastside People](#) is supporting Spotlight on Corruption in the recruitment of these roles. Please [click here](#) to apply by submitting your CV and a cover letter, **both in Word doc format**.

Please use the cover letter (max two pages) as an opportunity to add to the information you have shared in your CV and ensure that you cover the following:

- Why are you interested in a Trustee role at Spotlight on Corruption?
- Having read the information pack, what relevant experience and skills do you feel you would bring to this role? This might come from paid work, study, community or voluntary work or other experience.

You are welcome to send your cover letter in writing, or as a video or audio clip, alongside your CV. Any video or audio submissions should be emailed to johns@eastsidepeople.org.

If you would like a call to discuss any of the roles in more detail, please email John Sanger to arrange a convenient time at johns@eastsidepeople.org. Having a call of this kind will not influence the success or otherwise of your application.

We want you to have every opportunity to demonstrate your skills, ability and potential. If you have a disability or require reasonable adjustments during the application or interview process, please contact us so we can support you appropriately.

The closing date for applications is Monday 31st August. Shortlisted candidates will have an interview with Spotlight on Corruption in early September.

Finally

We understand AI can be a helpful tool, but please use it with caution and ensure your application is personalised and accurate.

If you know anyone else who might be interested, please do share this information pack with them.



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Eastside People is the trading name for Eastside Consulting Ltd. Company number:
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