Welcome to Pilotlight

Trustee Recruitment

Candidate Information Pack
Autumn 2026

We exist to support charities and create lasting social impact by applying business expertise to their challenges



pilotlight

Welcome to Pilotlight

Great causes deserve great talent. We believe that passionately and it is what makes Pilotlight so important.

Every day, charities work to tackle some of society's biggest challenges. Yet too often, they lack access to the business expertise that could help them grow stronger, overcome obstacles and achieve more for the people who depend on them.

Since 1996, Pilotlight has been bringing these worlds together. We help charities unlock their potential, while enabling business professionals to use their skills to make a meaningful difference.

Now we have an opportunity to do more. Our ambition is to reach more charities, build stronger partnerships with business and extend the impact of skilled volunteering. To achieve this, we need a Board that brings together the right expertise, fresh perspectives and influential relationships, alongside a shared belief in what charities can achieve working to support our leadership team

Due to Trustee rotation, we are looking for up to four new trustees who want to put their experience to work for a bigger purpose. You will help shape our strategy, open doors to new opportunities and enable more charities to access expertise that might otherwise be beyond their reach.

Your expertise can help charities achieve more. Your relationships can help us reach more of them. Together, we can make a lasting difference.

We hope you will join us.

Alison Forrestal
Chair, Pilotlight

&

Iana Petkova
CEO, Pilotlight





About Pilotlight

Charities face complex challenges, often without access to the expertise that could help them overcome them. For 30 years, Pilotlight has been bringing charities and business professionals together to tackle those challenges.

We exist to support charities and create lasting social impact by applying business expertise to their challenges.

We pursue our purpose through three connected approaches:

1. **We carefully design and facilitate programmes which maximise the impact that business expertise can bring to each charity by developing leadership and organisational capability for all involved**
2. **We support charities to ensure they are ready and able to benefit from the Pilotlight experience at the right moment in their development**
3. **We build purpose-driven relationships with skilled volunteers and business partners with the expertise and commitment to make a difference**

Our distinctive approach combines carefully matched business expertise with skilled facilitation, helping charities make progress on the issues that matter most to them.

The result is a multiplier effect: stronger charities, business professionals using their skills for good, and greater potential for lasting social change.



For more information go to www.pilotlight.org.uk

The difference we make

Pilotlight has supported more than 1,000 charities since its foundation and has helped thousands of business professionals apply their expertise in impactful ways.

Our published impact measures demonstrate the value of this approach:

92
Charities

We supported nearly 100 charities through our programmes in 2025.



Charities who participate in our Pilotlight 360 programme increase their income by an average of 48% (two years after working with us).

1,048
Skilled volunteers

In 2025, more than 1,000 business professionals grew their skills through Pilotlight programmes.



Our programmes receive a 98% satisfaction rating from charity participants.



Our programmes receive a 94% satisfaction rating from business participants.



Of charity leaders say the Pilotlight 360 programme has a major positive impact on strategic vision.

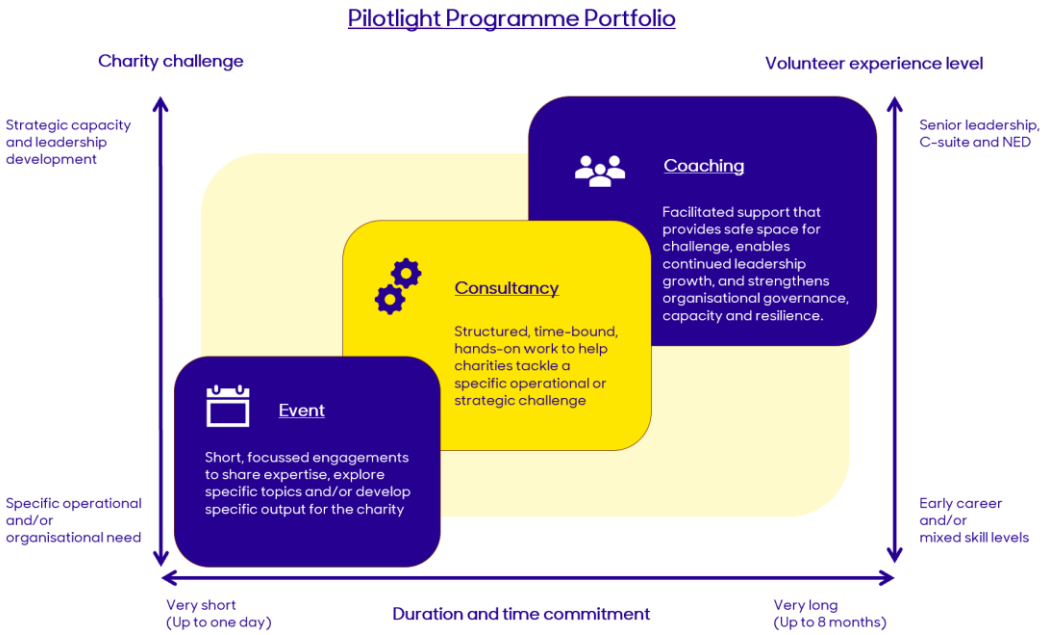
Behind these figures are organisations that have strengthened their strategy, developed their leadership, improved their resilience and become better equipped to deliver their missions.

For case studies please go to: [Pilotlight Case Studies]

Our programmes

Our programmes are not one-size-fits-all solutions. We carefully design, project manage and facilitate each programme to support charities with a range of challenges, whilst also maximising both the impact skilled-volunteers can deliver and the experiential learning all sides can gain.

Each programme sees a dedicated team of business experts – we call them Pilotighters – whose experience and availability are carefully matched to the needs of a charity and who come together to work with the leadership of the charity on a pre-defined challenge or opportunity:



Our experienced Delivery Team remain heavily involved at every step of the way to ensure projects run smoothly, engagements remain responsive to the evolving needs of each charity and volunteers understand how to apply their skills most effectively for lasting social impact.

Underpinning our Delivery Team and mission are the following functions:

- **Business development and partnerships**: Developing long-term relationships to secure our income
- **Marketing and communications**: Sharing the magic of being a Pilotlighter and the impact that we make
- **Finance and Operations**: Ensuring smooth and efficient operations

Our income is earned primarily from our corporate partners and Individual Pilotlighters, supported by some grant/foundation funding.

Our ambition

Our purpose is enduring, and the need for our work continues to grow. Charities face significant challenges in funding, capacity and organisational resilience, while businesses are looking for meaningful ways to develop their people and contribute to society.

Our strategy is to build on Pilotlight's proven model and expand our reach and impact. We want to enable more charities to benefit from business expertise, build deeper relationships with corporate partners and create more opportunities for skilled volunteers to make a difference. How Pilotlight can help more charities without losing the quality and personal facilitation that makes our approach distinctive is a challenge we must crack.

Achieving these ambitions will require clear strategic choices, strong governance, financial sustainability and the ability to build relationships across business and charity. Our values guide how we work with each other and with our partners:

- **We bring people together**
- **We believe in potential**
- **We aim high**

Our trustees have an important role to play in helping us get there.

Trustees help shape our future

We are recruiting up to four new trustees to the Board.

We are particularly interested in people who can bring experience and networks in one or more of the following areas:

1. Finance, risk and governance
2. Fundraising, philanthropy and networks
3. Corporate partnerships and business growth
4. Charity leadership, impact and sector knowledge

Whatever your particular expertise, all trustees share responsibility for the success and sustainability of Pilotlight.

As a trustee, you will:

- Ensure that we fulfil our charitable purpose
- Help shape and oversee the implementation of our strategy
- Oversee financial performance, risk management and the responsible use of resources
- Provide constructive challenge and support to the team
- Act as an ambassador for Pilotlight and help build relationships with relevant stakeholders
- Contribute your professional expertise, experience and networks where they can advance our purpose

Further information about the role of a trustee can be found here, and in more detail in the Charity Commission guidance for new Trustees: The Essential Trustee

Trustees help shape our future

We welcome candidates with different career paths, experience and perspectives. Previous trustee experience is not essential

We are looking for people who demonstrate:

- **Commitment to our purpose**: a genuine interest in helping charities create lasting social impact via business expertise.
- **Strategic judgement**: the ability to think broadly, assess evidence, ask good questions and make sound decisions.
- **Constructive challenge**: the confidence to question assumptions and offer an independent perspective, alongside the judgement to listen and collaborate.
- **Relationships and influence**: a willingness to build connections, champion Pilotlight and use networks to advance our work.
- **Commitment and reliability**: the time and preparation needed to fulfil trustee responsibilities.
- **Integrity and inclusion**: a respectful, open-minded approach that values different perspectives and experiences.

We recognise that expertise can be developed in many different settings, including businesses, charities, public service, professional practice and voluntary work. We are interested in what you can contribute, not simply the titles you have held.

We are committed to building a diverse and inclusive Board. We welcome applications from people of all backgrounds and particularly encourage candidates whose perspective and experiences are underrepresented in charity governance.

The profiles (on the next 2 pages) describe the strengths we particularly need across the Board. We welcome candidates whose experience spans more than one area, and will assess appointments in the round to build the strongest collective Board.

Trustees help shape our future

1. Finance, risk and governance

Help Pilotlight build the financial and governance foundations for its next stage of growth

Ideal background:

- CFO/FD with strong experience in the charity/NFP sector
- Experience of audit, risk management and financial controls
- Experience to provide Company Secretarial oversight

Particularly valuable skills: Charity Commission/regulatory knowledge; Experience with organisations with mixed earned and grant income; Understanding of reserves, investment policy, and restricted/unrestricted funds; Legal understanding

2. Fundraising, philanthropy and networks

Help Pilotlight unlock the relationships and resources that will enable more charities to benefit from skilled business expertise

Ideal background:

- Senior fundraiser or foundation/philanthropy leader
- Strong networks among foundations, philanthropists, family offices, corporate leaders or other potential funders
- Understanding of major gifts, trusts and foundation and strategic partnerships

Particularly valuable skills: Experience of fundraising with an earned-income model; Understanding of social investment or corporate philanthropy; Experience of converting relationships into significant multi-year funding

Trustees help shape our future

3. Corporate partnerships and business growth

Help Pilotlight turn its distinctive proposition into deeper, longer-term relationships with more businesses.

Ideal Background:

- Senior corporate leader with responsibilities for partnerships, business development, and client relationships.
- Experience selling complex propositions to large organisations with an excellent network of senior business contacts
- Understanding of why companies invest in employee volunteering, leadership development and social impact

Particularly valuable skills: Experience with skill-based volunteering; B2B business development; Ability to build long-term strategic partnerships

4. Charity leadership and impact

Bring the perspective of charity leaders into the Boardroom and help Pilotlight maximise its impact.

Ideal background:

- A leader of a social-purpose organisation
- Strong understanding of the pressures facing charities and the skills they need to grow
- Experience of growing an organisation's reach or impact

Particularly valuable skills: Knowledge of charity infrastructure sector; Understanding of impact measurement/theory of change; Working with professional/skilled volunteers

Why become a trustee of Pilotlight

Bring your experience to a bigger purpose

Becoming a trustee generally is a rewarding way to contribute to a cause you care about while developing valuable skills and experience. Research consistently shows that trustees gain as much from the role as they give, citing the satisfaction of making a positive difference, broadening their perspectives and feeling more connected to their communities.

As a Pilotlight trustee, you can use your experience, judgement and relationships to help more charities access the expertise they need to thrive.

You will help shape our strategy, challenge our thinking and open up opportunities for Pilotlight to grow its impact. You will work alongside a committed Board and leadership team, and gain insight into the challenges facing charities and the potential of skilled volunteering to address them.

You do not need previous trustee experience. What matters is what you can contribute, your commitment to our purpose and your willingness to help us achieve more together.



Practical information

- **Position:** Charity Trustee & Company Director
- **Term:** Three years, with the possibility of renewal for a further three years, subject to Pilotlight's governance arrangements.
- **Time commitment:** Up to 2 days per month, including Board and Committee meetings. Some periods may require more time. With further time if directly engaged in charity projects with Pilotlight.
- **Board meetings:** Four quarterly meetings each year, with 2 in person (typically in London) and 2 online, plus an annual strategy day (extended Board meeting to full day).
- **Committee meetings:** Trustees will be expected to be members of a committee or Working Group (currently Finance and Risk, People and Culture, plus working groups on Innovation and Impact). All committee meetings online.
- **Location:** We welcome applications from across the UK.
- **Remuneration :** The role is voluntary. Reasonable expenses are reimbursed
- **Induction and support:** New trustees will get an induction and ongoing support to help them understand Pilotlight, their responsibilities and the contribution they can make

Meet the current Board here: Pilotlight Trustees

How to apply

We want the recruitment process to give candidates a fair opportunity to demonstrate what they can contribute.

Please apply to recruitment@pilotlight.org.uk

- Title your email: Trustee recruitment
- Enclose your CV
- Enclose a short supporting statement explaining why you are interested in becoming a Pilotlight Trustee and what skills, experience, perspectives or networks you would bring to the Board.

In your supporting statement, please indicate which of the four profiles most closely matches your experience. You are welcome to identify more than one.

If you would like to have an informal conversation before applying, please email us and we can help arrange that.

Closing date: 25th November 2026

Interviews: Week commencing 7th December 2026

Email: recruitment@pilotlight.org.uk



We look forward to welcoming you to the Pilotlight team.