



a real choice | a real voice | a real difference

We're delighted to be partnering with **Real Life Options**, a national charity that empowers people with learning disabilities to live as independently as possible. With a dedicated workforce and more than three decades of experience, the organisation provides support that enables people to lead the lives they choose.

Together, we're supporting the appointment of the charity's next **Chairperson** — a pivotal leader who will help shape its future direction.



Gillian Pate - Director

gillian@andersonknight.co.uk
07774327552

01

About Real Life Options

Real Life Options is a national charity empowering people with learning disabilities, autism and age-related needs to live full, independent and meaningful lives.

For over 30 years, RLO has championed:

- **Person-centred support**
- **Independence, choice and control**
- **Strong partnerships with families, professionals and communities**
- **High-quality care delivered by a committed, values-driven workforce**

With services across the UK and a strategy focused on growth, **Real Life Options** continues to strengthen its impact with people placed at the heart of every decision.

02

Position: Chairperson of the Board

Real Life Options is seeking an outstanding Chairperson to guide its Board of Trustees through an exciting phase of growth, innovation, and increasing sector impact.

With their long-serving Chair stepping down after many years of transformative leadership, they are looking for an inspirational successor to take on this vital role and lead their Board of Trustees into the future.

The Chair will:

- Provide inclusive, forward-thinking strategic leadership
- Uphold high standards of governance, accountability, and ethical practice
- Work in close partnership with the Group CEO to shape organisational priorities and direction
- Champion safeguarding, co-production, and the voices and experiences of the people they support

This is a voluntary, non-executive position requiring approximately 1-2 days per month.

Meetings are held nationally across both Scotland and England, and **the appointment is for a three-year term.**

Key Responsibilities

03

- Lead the Board in providing clear strategic direction and robust governance
- Ensure compliance with laws and the charity's governing document
- Support, positively challenge and appraise the Group CEO
- Oversee the delivery of organisational performance, financial stability and risk management
- Promote safeguarding, person-centered service delivery and co-productive leadership
- Represent Real Life Options externally and build influential partnerships with stakeholders
- Ensure the Board operates cohesively, inclusively and with strong succession planning

04

Key Skills & Experience

Essential:

- Significant senior executive or Board-level leadership
- Strong understanding of governance and regulated environments
- Strategic insight, sound judgement and the ability to lead through complexity
- Excellent communication, facilitation and stakeholder engagement skills
- Deep commitment to inclusion, safeguarding and person-centred values

Desirable:

- Experience in social care, charity or public sectors
- Understanding of commissioning, quality systems or co-production
- Experience leading organisational transformation or digital modernisation

05

Recruitment & Selection Process

Application Requirements:

- CV
- Supporting Statement (2–3 pages) outlining motivation and suitability

Recruitment Stages:

- First-stage interview with the Nominations Committee
- Final panel interview, including engagement with people the charity supports and senior leaders
- References and background checks

To Apply / Enquire:

- gillian@andersonknight.co.uk
- www.andersonknight.co.uk

Anderson Knight is proud to partner with Real Life Options in the appointment of their next Chairperson — a leader who will help guide and support the organisation's future growth journey.

Anderson | Knight

YOUR TRUSTED RECRUITMENT PARTNER



Gillian Pate - Director

gillian@andersonknight.co.uk

07774327552