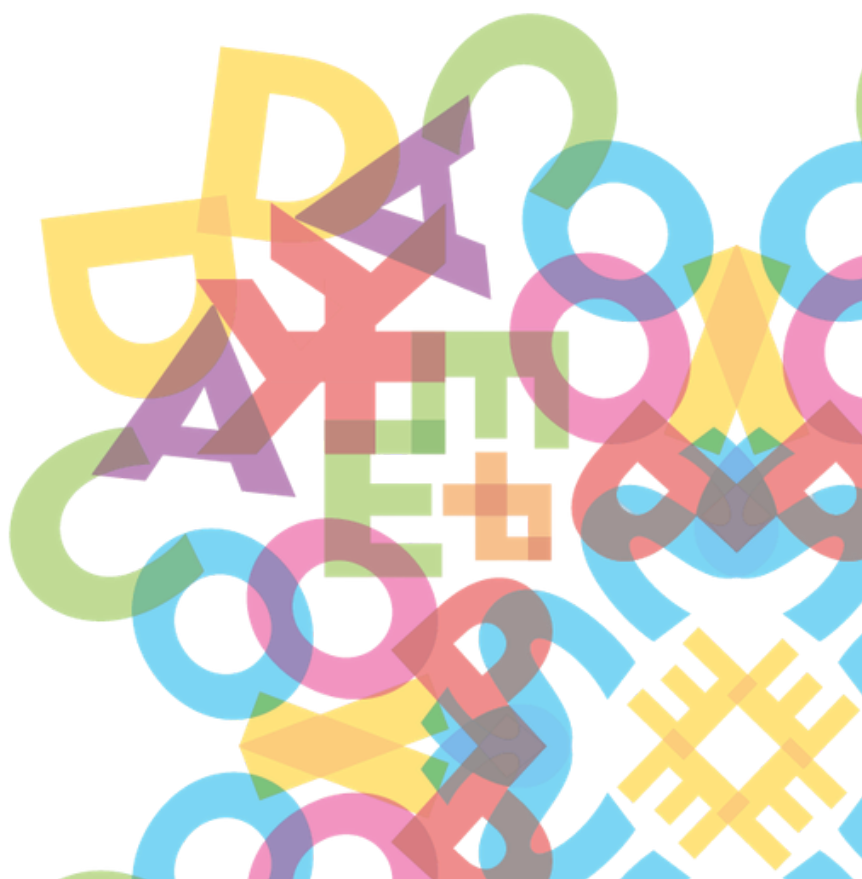


KALEIDOSCOPE
INTERNATIONAL TRUST

CHAIR OF KALEIDOSCOPE TRUST BOARD - ROLE PROFILE





A note from our outgoing Chair, Simon Millson OBE

After ten years on the Board, it is time for me to stand down and for the Board to appoint a new Chair who can take Kaleidoscope Trust to the next level in its mission to create a free, safe and equal world for all – a cause that deeply inspires me. We've achieved a great deal since our founding in 2011: supporting LGBTI+ organisations to decriminalise homosexuality, strengthening relationships between activists, and encouraging governments to stand together to advance rights and freedoms. Our partnerships with the UK, Canadian, and Australian governments have opened meaningful spaces of power to LGBTI+ activists and organisations around the world.



That progress now faces serious headwinds. The past years have brought a sharp, co-ordinated global rollback of LGBTI+ rights – one that has reduced funding for LGBTI+ organisations worldwide, placed grassroots activists under immense pressure, and tested the resilience of every organisation in our movement, including our own. Kaleidoscope Trust has weathered this inflection point, and our response has been bold: the launch of the Global LGBTI+ Rights Commission signals our determination not merely to endure, but to understand this backlash, confront it, and chart a strategic course for reversing it. The next Chair must be ready to lead through this moment – as a partner to our Chief Executive, a steward of our Board, and a passionate, visible advocate for LGBTI+ people everywhere.

Looking back, I am proud of how Kaleidoscope Trust has grown and matured over the past decade.

Together, we have strengthened our financial resilience, expanded our supporter base and partnerships, diversified our Board and built an organisation capable of navigating extraordinary external pressures - from a global pandemic and cost-of-living crisis to an increasingly hostile environment for LGBTI+ rights worldwide. The next Chair will lead a resilient, ambitious organisation with a clear sense of purpose and an increasingly important international role. I hope you will bring the vision, judgment, and commitment needed to help lead Kaleidoscope Trust through its next chapter.

A new Chair will need to aim for new challenges and opportunities. **Do you have the will and skills to take the Kaleidoscope Trust to ever greater success?**



A note from our Vice Chair, Beth Dowling-Jones

This past year has been one of the most challenging in Kaleidoscope Trust's history. Across the world, we have witnessed a sharp and deliberate rollback of the rights that the LGBTI+ community has fought for over generations. These global headwinds have had a profound impact on the communities we serve. Too many vital grassroots organisations have faced sudden defunding, shrinking civic space and outright repression. We have felt these pressures too, and like many in our movement, we have had to adapt quickly and decisively.



Despite this turbulence, we have not lost sight of who we are or what we stand for. Kaleidoscope Trust has risen to the occasion with clarity and conviction. The launch of our Global LGBTI+ Rights Commission marks a bold new chapter for us to understand the drivers of this backlash and to chart a strategic, collective response. Progress is possible when we act together, with purpose and resolve.

This is why the role of Chair matters so profoundly at this moment. We are seeking not only a skilled leader, but a principled advocate; someone who can stand alongside our Chief Executive, our Board, and our partners across the Commonwealth as we navigate a rapidly shifting landscape. We are seeking a chair who understands that leadership in this space requires both strategic

acumen and moral courage; both governance and a deep commitment to the freedom, safety, and equality of marginalised communities.

If you believe, as we do, that the rights of LGBTI+ people are not negotiable, that they must be protected, advanced, and defended even in the face of coordinated opposition, then this is your opportunity. Kaleidoscope Trust is entering a pivotal phase, and we are looking for a Chair who will help us meet this moment with clarity, compassion, and courage.

If that resonates, we would be delighted to hear from you.



The Board at its 2025 strategic away day.

ABOUT KALEIDOSCOPE TRUST

Across the world, LGBTI+ people continue to face criminalisation, violence and systemic discrimination because of who they are and who they love. More than half of the countries that criminalise same-sex relations are Commonwealth nations, many still enforcing laws introduced during the British colonial era. In many others, legal protections remain weak, unevenly implemented, or increasingly under threat as organised anti-rights movements seek to roll back hard-won freedoms and restrict civic space.



Founded in 2011, Kaleidoscope Trust is a UK-based international charity working for a future where LGBTI+ people everywhere can live free, safe and equal lives. We work in partnership with governments, activists and civil society organisations to provide funding, capacity building, research and advocacy support to grassroots movements across the Commonwealth and beyond. Our work is grounded in the belief that lasting change is locally led, internationally connected, and built through solidarity.

We combine research, convening power and evidence-based advocacy with high-impact programmes that strengthen movements, influence policy, and support those defending the human rights of LGBTI+ people in some of the world's most challenging environments. Through our partnerships, we help create the conditions for long-term legal, political and social change.

Kaleidoscope Trust helped establish and continues to support key international networks advancing global LGBTI+ equality, including The Commonwealth Equality Network and the All-Party Parliamentary Group on Global LGBTI+ Rights. Our advocacy has contributed to major international moments,

including the acknowledgement by former UK Prime Minister Theresa May at the 2018 Commonwealth Heads of Government Meeting of the ongoing harm caused by colonial-era anti-LGBTI+ laws across the Commonwealth.

Looking ahead, Kaleidoscope Trust has secured long-term funding that enables us to think ambitiously about our future role within the global LGBTI+ movement. With trusted relationships across governments, activism and civil society, strengthened partnerships, and a more sustainable financial foundation, we are positioned not only to withstand this turbulent period for global LGBTI+ rights, but to help shape the international response to it.



BACKGROUND



Kaleidoscope Trust has experienced tremendous growth over the last five years; its workforce has expanded from 6 employees to 14. Our annual gross income has quadrupled over this time.

Since our foundation in 2011 – scaling up since 2017 especially – Kaleidoscope Trust has:

- Secured over £10m million from three governments (Australia, Canada, the UK) to support LGBTI+ rights work across the Commonwealth and beyond.
- Of this, we have injected over £2m into 114 subgrants, directly supporting over 50 LGBTI+ civil society organisations and six coalitions, networks or alliances in nearly 40 countries across the Americas, Africa, Asia and the Pacific.
- Co-founded, developed and helped lead The Commonwealth Equality Network (TCEN) since 2013, the first and only LGBTI+ focused civil society network to sustainably advocate for LGBTI+ people in the Commonwealth and which now counts 80+ organisations in 45 countries among its membership.
- Served as a co-chair of the Equal Rights Coalition (ERC), a network of 42 governments and over 150 civil society organisations working together to better protect and promote LGBTI+ rights at home and abroad, as part of the United Kingdom and Argentina's 2019-22 leadership.
- Launched the Global LGBTI+ Rights Commission to understand the drivers behind the anti-rights movement and support the global LGBTI+ movement to develop a new strategy to achieve the next generation of rights and freedoms.



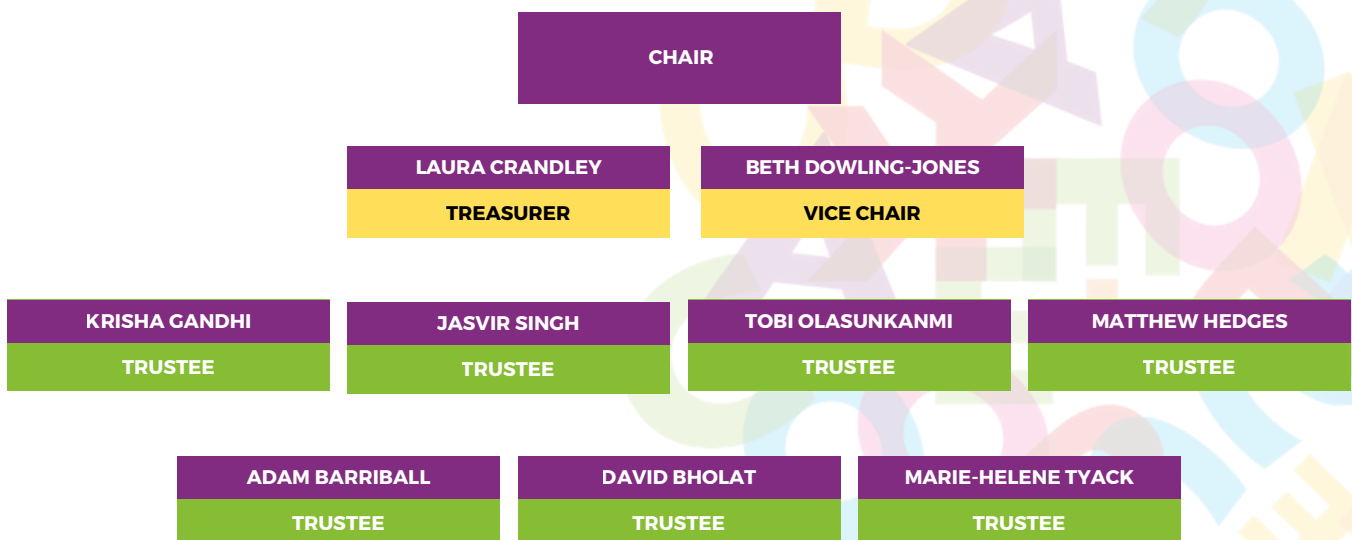
BOARD PARTICULARS

- All Board members at Kaleidoscope Trust, including the Chair, serve in a voluntary capacity.
- Reasonable expenses will be paid.
- Commitment will include quarterly Board evening meetings in Central London, quarterly sub-committee meetings, and regular discussions with the Chief Executive Officer.
- The Chair is appointed for a term of three years, once renewable.
- The Chair time commitment is 10-15 days per year.
- The Chair does not need to live or work in the UK. We welcome applications from international candidates, particularly those from Commonwealth countries.

It's important to us that as a Board, we represent the people that we are working to support. We know that diverse boards are the most effective, they can think creatively and hold each other to account, therefore we are particularly looking for applications from trans people, women, People of the Global Majority, people without a degree, working class people and people of faith.

BOARD STRUCTURE

Profiles can be viewed [here](#).



BOARD PARTICULARS, CONT.

FY27 Board Schedule

The Chair leads all Board Meetings (in bold), and additionally joins at least one sub-committee. Board meetings are mainly held in person for 90 minutes and sub-committees meet online for 60-90 minutes.

Thu 4 June 2026 - Board Meeting

Tue 7 July 2026 - HR & Remuneration Committee

Mon 13 July 2026 - Fundraising and Communications Committee

Tue 8 Sep 2026 - Audit & Risk Committee

Thu 17 Sep 2026 - Board Meeting

Mon 16 Nov 2026 - Fundraising and Communications Committee

Tue 24 Nov 2026 - Audit & Risk Committee

Thu 10 Dec 2026 - Board Meeting

Thu 14 Jan 2027 - In-person Board Away Day

Tue 2 Feb 2027 - HR & Remuneration Committee

Tue 9 Feb 2027 - Audit & Risk Committee

Mon 15 Feb 2027 - Fundraising and Communications Committee

Thu 11 March 2027 - Board Meeting



KEY RESPONSIBILITIES



The Chair is responsible for fostering a high performing board that brings constructive, supportive partnership to the CEO and Senior Leadership Team in a fast changing geopolitical landscape.

Strategic Oversight

- Ensuring that Kaleidoscope Trust agrees a strategy, priorities, and targets for the future development of the charity.
- Ensuring that Kaleidoscope Trust continues to operate within its remit as outlined by the memorandum and articles of association.

Governance and Board Culture

- Setting meeting dates and draft agendas with the support of the Chief Executive Officer, chairing Board meetings and facilitating constructive debate, contribution and decision-making from all members of the board.
- Promoting high standards of governance by championing Board effectiveness, performance, and succession planning reviews.
- Participating in the recruitment and induction of new Board members.
- Ensuring an annual board appraisal process is in place and arranging appropriate support, training, and mentoring, as required and where budget allows.
- Ensuring compliance with guidance from the Charity Commission and other appropriate regulatory bodies.
- Ensuring the Board takes external professional advice, if needed.
- Promoting the highest standards of integrity, in accordance [with the Nolan Principles](#) (the Seven Principles of Public Life).
- Promoting Kaleidoscope Trust's Equality & Diversity policy within the Board's business.
- Maintaining contact with Board members and Committee Chairs to ensure items of concern or celebration are considered when setting board and committee agendas.

KEY RESPONSIBILITIES, CONT.



Executive Team Partnership

- Promoting effective working relationships and open communication between board members and the Senior Leadership Team.
- Establishing a constructive working relationship with the Chief Executive Officer, based on mutual trust and support and recognising their role and responsibilities.
- Taking the lead in appraising the performance of the Chief Executive Officer.
- Collaborating with the Senior Leadership Team to deliver Board members accurate, timely, and clear information and updates.

Fundraising & Ambassadorial

- Playing an active role in supporting Kaleidoscope Trust's fundraising efforts, working alongside the Chief Executive Officer to build and strengthen relationships with key donors, corporate partners, and funding bodies.
- Acting as a spokesperson for the Board and Kaleidoscope Trust at appropriate events, positioning the organisation as the UK's leading authoritative, legitimate voice on LGBTI+ equality internationally.
- Building and maintaining relationships with senior policymakers, funders, and influential stakeholders in the LGBTI+, human rights, and international development sectors.
- Leveraging networks that enhance Kaleidoscope Trust's visibility, influence, and mission-aligned strategic partnerships.

Personal Development

The Chair will remain both curious and well-informed about the opportunities, challenges and risks facing the charity, ensuring the Board is well placed to give appropriate leadership advice and support.

PERSON SPECIFICATION



We're looking for someone familiar navigating complex human rights systems with the ability to foster high performing governance that enables our team to build connections and to recalibrate for best impact.

Experience

- Chair, non-executive or sustained Director level board exposure.
- Significant leadership credentials including strategy building and people management.
- Proven ambassadorial and/or business development experience.
- Track record chairing meetings inclusively and effectively.
- Desirable: non-executive, advisory or executive experience in an LGBTI+, human rights or social justice focused organisation.

Knowledge and Skills

- Broad understanding of LGBTI+ issues globally, and the populations that Kaleidoscope Trust serves, through personal lived experience or allyship.
- Financially astute with a robust knowledge of organisational financial and risk management.
- Facilitative with the ability to oversee debate, consensus building and follow-through.
- Curious, supportive leadership that empowers and enables others.
- Fluency and credibility in representing Kaleidoscope Trust, our work and strategy to partners and stakeholders.
- Complete values alignment to our work in support of LGBTI+ rights.
- An appreciation of governance boundaries and the legal duties of a charity.

HOW TO APPLY

For a conversation about this opportunity, please contact Tanya Stevens at our search partner, All Leaders, at tanya.stevens@allleaders.co.uk.

To apply, please submit your CV and a two-page maximum cover letter explaining:

- your interest in joining Kaleidoscope Trust as Chair, and
- your relevant experience as per the person specification outlined above.

Applications should be sent to Tanya Stevens at tanya.stevens@allleaders.co.uk.

The closing date for applications is **midday on Tuesday, 23 June 2026**.

Shortlisted candidates will be invited to an online 1:1 chemistry conversation with CEO Alex Farrow on **Tuesday 7th July 2026** followed by an online interview with the board search committee that will take place shortly thereafter. An in person meeting with Kaleidoscope Trust will then be organised for the preferred candidate,

The appointment will be subject to clean references and digital footprint check.

