

Candidate Pack

Role: Member of the Retail Committee and Remuneration & People Committee

British Heart Foundation

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Appointment of Member of the Retail Committee and Remuneration & People

Dear Candidate,

Thank you for your interest in becoming a member of the Retail Committee and Remuneration & People Committee at British Heart Foundation (BHF). As Chairs of these committees, we are privileged to support the UK's leading heart charity and one of the world's largest independent funders of cardiovascular research.

BHF has been at the forefront of advances in heart and circulatory disease research and health for over six decades, saving countless lives. Despite this progress, we stand at a pivotal moment in our story. The challenges we face have changed but are just as critical. Every three minutes in the UK a family loses a loved one to cardiovascular disease, and millions are living with the devastating consequences that these conditions can have on everyday life.

At the same time, we are faced with immense opportunity. Revolutionary advances in areas such as AI, genomics and regenerative medicine hold the potential for lifesaving breakthroughs that belonged in the realms of science fiction just a few years ago. Having recently launched our new strategy - a bold plan to accelerate progress in preventing, treating, and even curing some heart diseases - we know the only way to get closer to a world free from the fear of heart and circulatory diseases is to invest in pioneering research with the greatest potential to save and improve lives.

Achieving this ambition depends not only on outstanding science, but on the people and volunteers who make our work possible. As the UK's largest charity retailer, BHF Retail plays a vital role in funding our work and keeping our mission visible and meaningful for millions of people across the UK. The Retail Committee is central to supporting that work, providing expert advice, constructive challenge and crucial insight to the senior retail team.

This joint role reflects the vital relationship between our retail and people priorities. As a member of both Committees, you will help ensure that our retail transformation, people strategy and organisational development remain aligned to BHF's mission and long-term ambitions.

This candidate pack provides further information about the role, our organisation and our future ambitions If you have the skills and experience we are seeking, share BHF's values of being brave, informed, compassionate and driven, and want to make a difference for everyone affected by heart and circulatory diseases, we hope you will feel inspired to apply.

Thank you for your interest in this role.

David Boynton
Chair, Retail Committee

Louise Wilson
Chair, Remuneration and People Committee





Role description

Role title	Member of the Retail Committee and Remuneration & People Committee
Date	October 2026

Overview of BHF Retail

History

The BHF Retail division was established 40 years ago as a means of raising millions of pounds of unrestricted income to help the BHF fund life-saving research into all heart diseases, stroke, vascular dementia, and diabetes. It has always operated as a professionally run, profit-focused organisation with its own support office based in Northampton. In the early 2000's the division diversified into operating large Home (Furniture and Electrical) stores which now account for more than half the revenues. Up until 2020 it had averaged one new shop opening a fortnight across this period, peaking at 740 shops.

A key factor in the success of the Retail Division has been the guidance, support and challenge provided by the Retail Committee since its formation

Current performance

Today, BHF Retail is the largest and most successful charity retailer in the UK, having historically contributed c20% of BHF's overall net income. However, performance over the last 18 months has, in line with most non-food retailers, proved more challenging as we face the challenge of a sales slowdown and employer cost inflation and is currently focused on a major sales recovery and cost reduction programme. The Retail estate is also a key asset in communicating the BHF mission, creating brand awareness and attracting fundraising support. Our retail division operates in 3 channels:

- c452 standard high street shops with a turnover of £99m in 2025/26.
- c174 larger format Home stores with a turnover of £113m in 2025/26.
- A fast growing online and eBay business with a turnover of £15m in 2025/26

BHF Retail employs c3,500 paid staff, supported by around 18,000 retail volunteers who generously gift their time. Our shops depend on volunteering support and a key focus is ensuring we develop the skills for the future and that we implement a thorough and effective EDI strategy. Nearly a quarter of employed retail positions are filled by those who have previously volunteered for the BHF, often by people who have had difficulty gaining paid employment elsewhere.

This year our shops will save around 55,000 tonnes of donated goods from going to waste, including 11,000 tonnes of preloved clothes and 185,000 sofas and armchairs. Through the reuse and recycling of donated items significant CO2 emissions are avoided.

Whilst the High Street shops are largely supported through over the counter donations, our Home stores are supplied with donated stock through an extensive logistics operation comprising over 400 contracted vehicles and van crews who provide a home and business collection service throughout Great Britain.

The scale and professionalism of the retail operation has enabled us to successfully partner with many national retailers who value the ESG benefits of being able to ethically and conveniently dispose of unwanted inventory or provide solutions to their customers seeking to donate the item being replaced.

Whilst free corporate donations are always preferable, we are also able to purchase stock and therefore offer a complete solution to organisations with excess or unwanted inventory or assets. We operate a significant warehouse operation in Corby to process these corporate donations or purchases.

There is also a significant new goods operation run by a team of 20 people that manages a turnover of over £40m pa on complimentary categories to the donated offer, ranging across categories such as accessories, Christmas cards, furniture and electricals.

Future strategy

Despite the increasing cost and operational challenges facing many high street retailers we believe that our offer combines incredible value, huge choice, genuine sustainability and community locations positions us well for the future as the retail sector evolves. Alongside transforming our store estate and growing and diversifying our online offer, we are reviewing our retail operating model to ensure it remains fit for the future and supports an evolving, sustainable and agile operation. We are also continuing to grow and diversify our online offer, innovating stock generation, and focusing on empowering and equipping our people.

Our eBay operation employs circa 100 people, is set to sell over 550,000 high value and unusual items this year and is the largest eBay for charity shop in the world. As this enables us to re-sell items that would not be able to be offered in shops, such as office, industrial or catering equipment, there is huge scope to expand this in future years through our investments in new listing capabilities.

BHF is in the process of implementing an organisation wide systems programme called Enterprise Foundations. As part of this retail is being re-platformed from Microsoft AX2012 to D365, which will bring significant operational and functional benefits, including the ability to have a single view of our customers and to use AI to help value stock donations and identify optimal selling channels. There has also been significant investment in property and volunteering systems. Support and challenge from the Retail Committee during a period of transformation will remain a key part of our future success.

Our overall governance framework

British Heart Foundation (BHF) is a registered charity in England & Wales, Scotland and on the Isle of Man, and a company limited by guarantee. As such, the Board of Trustees has full legal responsibility for the actions of the charity under the Charities Act 2011 and the Companies Act 2006. The Charity is also accountable to a variety of stakeholders including the Information Commissioner and Fundraising regulator.

The Board of Trustees retains overall responsibility for governance and strategic direction and is supported by a structured committee framework operating across Governance, Operational and Advisory streams. Governance Committees provide assurance and oversight in areas including risk, audit, nominations, remuneration and people matters. Operational Committees exercise delegated authority in specialist areas such as research grant-making and investments, while Advisory Committees, including the Retail Committee, provide expert insight, stakeholder perspectives and challenge to inform Board and Executive decision-making.

Purpose of the Retail Committee

The Retail Committee is an Advisory Committee tasked with providing insight, comments and advice on the strategy, performance and management of the Retail Division, general 'retailing' and consumer market trends, health and safety best practice, and any other areas that may be relevant to BHF's store or online retail operations and performance.

The Committee comprises up to nine members, in addition to the Chair, with relevant senior retail experience across a range of product categories and disciplines, and members of the Executive Team. The Committee is currently chaired by David Boynton, a member of our Trustee Board.

Purpose of the Renumeration and People Committee

The Remuneration & People Committee is a Governance Committee which supports the Board of Trustees by providing oversight and assurance on remuneration, reward, people strategy and safeguarding. Its remit includes senior remuneration, reward policies, delivery of the Strategic People Plan, major people change programmes, employee and volunteer engagement, equality, diversity and inclusion, safeguarding oversight and relevant external reporting.

The Committee comprises up to four suitably qualified members, including wherever possible one member of the BHF Retail Committee and at least one member with specific knowledge or expertise in safeguarding, together with ex officio members including the Chair and Deputy Chair of the Board of Trustees, the Chief Executive and the Chief People Officer. The Committee is currently chaired by Louise Wilson, a member of our Trustee Board.

Importance of the joint role

This role will provide strategic advice, independent insight and constructive challenge across both committees, helping BHF consider its retail and people priorities in an integrated way.

The successful candidate will advise on the people, culture and organisational implications of BHF's retail transformation and wider strategy. They will support the Retail Committee in considering workforce, volunteering, capability and change matters, while contributing to the Remuneration & People Committee's wider oversight of people strategy, reward, engagement, safeguarding and organisational change.

Key responsibilities (Retail Committee)

The Committee shall:

- Provide input and advice to inform the BHF Retail budget, medium to long term strategy, major projects, policies and values.
- Provide comments and feedback on the execution of strategic plans, the Retail Division's management of risk, and performance against budget.
- Provide advice, commentary and assistance to the Executive Team members of the Retail Committee on the external retail environment and matters affecting the retail sector.
- Bring to the attention of the Board of Trustees, generally via the Chief Commercial Officer, any significant matters under consideration by the Retail Committee and any urgent or critical matters that may affect BHF's Retail operations and/or the reputation of the BHF.

Responsibilities retained by the Board:

- Approving the overall policy in relation to the BHF's Retail Division, including the approval of the Retail Budget and High-Level Plan.
- Approving the Corporate Risk Register, with specific powers in relation to the scrutiny and monitoring of Retail Internal Audit Reports which may be delegated to the Audit & Risk Committee.
- Formally approving the business case for any major projects and/or items of capital expenditure relating to the BHF's Retail Division - specific powers in relation to the ongoing monitoring of such projects may be delegated to the Audit & Risk Committee.
- Approving the Chief Commercial Officer's salary, and performance assessment under the terms of any bonus scheme, which responsibility may be delegated to the Remuneration & People Committee.

The Chief Executive shall retain overall responsibility for:

- Maintaining satisfactory Health & Safety standards and compliance, with specific responsibility delegated to the Chief Commercial Officer for reviewing and implementing policy within all shops and offices under their control.
- The appointment of the Chief Commercial Officer.

Key responsibilities (Remuneration and People Comittee)

The Committee shall:

- Determine the overall policy, remuneration and benefits for the Chief Executive and Executive Group.
- Provide the Board, Chief Executive and Chief People Officer with an independent view on the effectiveness and appropriateness of BHF's remuneration policies and practices.
- Review remuneration and related policies for all BHF staff, including the alignment of incentives and rewards with culture.
- Ensure that clear and effective arrangements are in place for the appraisal of the Chief Executive, and that the outcomes are reported to the Board of Trustees.
- Provide oversight and assurance to the Board on delivery of the Strategic People Plan and key workstreams.
- Review major people change programmes, including organisational design, future skills, smarter working, automation and initiatives affecting colleagues and volunteers.
- Assist the Board of Trustees in fulfilling its oversight and governance duties in relation to safeguarding.
- Review feedback from employee and volunteer engagement surveys and seek assurance that appropriate action is being taken.
- Review initiatives relating to equality, diversity and inclusion, ensuring the Executive promotes a culture where everyone at BHF is treated equally, with respect, and able to give of their best.
- Review and approve employee-related external reporting, including gender pay reporting.

Person specification

British Heart Foundation

We are seeking a candidate who combines substantial senior retail leadership experience with strong HR/people, culture and organisational change expertise. The core criteria include:

- Substantial current or recent senior-level experience within a retail organisation, bringing direct insight into retail strategy, operations, customer trends and the wider retail landscape;
- Significant executive-level accountability for people, culture, organisational change and workforce strategy, ideally within a large and complex organisation;
- A strong track record of shaping and leading workforce strategy, organisational and transformational change, culture, talent, reward, employee relations, equality, diversity and inclusion, and employee engagement, ideally across a large and dispersed workforce;
- Relevant experience in a substantial retail or consumer-facing organisation, with an understanding of the people implications of commercial strategy and operational delivery;
- The ability to contribute strategically and constructively in a non-executive committee environment;
- Alignment with BHF's mission and values; and
- The capacity and willingness to serve actively on both committees.

Committee membership and meetings

- The Retail Committee meets quarterly, currently we have two full-day meetings in person (March and Sept), and two 3-hour meetings held online (June and December). One of the in-person meetings is off-site and one in GLH.
- The Remuneration & People Committee normally meets twice a year, with meetings generally lasting 2-3 hours.
- Overall expected commitment of approximately 1–2 days per quarter.
- The appointment is for an initial three-year term, renewable for a second term, subject to approval and continued contribution.

The successful candidate will be expected to attend meetings of both committees, prepare thoroughly for discussions, participate in induction and keep up to date with relevant developments across BHF Retail and the wider people agenda.

About us

British Heart Foundation holds a very special place in our hearts, as it does for millions of people.

For more than six decades, our mission has powered a transformation in what is possible for people with cardiovascular disease (conditions of the heart and blood vessels), backing the best scientists and ideas to drive progress that has saved lives and brought hope around the world. And yet our work has never been more needed.

Cardiovascular disease remains the world's biggest killer. In the UK, a family loses a loved one to it every three minutes, and more than eight million people are living with a heart or circulatory condition at a time when health services are struggling. Too many face long waits for diagnosis and treatment, difficult decisions, and there are widening inequalities in care and outcomes. This is a reality we will never accept.

Research has powered progress that has saved countless lives – the number of people in the UK dying from cardiovascular disease each year has fallen by nearly half since BHF was founded. Treatments that were once science fiction are now part of everyday care.

Today, we are accelerating the next phase of progress. We're backing advances in data science and AI, regenerative medicine and gene therapies that offer a lifeline of hope to millions of people.

Our strategy is shaped by urgency and a bold ambition to grow our ability to make even more impact by backing the best science and ensuring we drive the best treatment and care for all.

Thanks to our incredible supporters, we expanded our research portfolio to nearly £500 million in 2025-26, the highest level since the pandemic, and reached millions of people with trusted health information and support and delivered a record year for fundraising despite significant external pressures.

These pressures, including rising costs and changing shopping and donation habits for our shops, means we must also adapt how we operate to ensure we can continue to generate the vital funds that power lifesaving research.

But with researchers, clinicians, volunteers, people affected by cardiovascular disease, colleagues, partners and supporters by our side, we remain steadfast in our drive to stop heart disease before it starts, save more lives, and support everyone to have a healthier heart for longer.

"CPR and heart surgery saved my life when I was six. Research made that happen."

Jadyn Briggs



Being a responsible charity

Over 2025-26, we continued to make sustainability part of how we work, because protecting the environment also helps protect heart health.

Extreme heat and cold can put extra strain on people living with cardiovascular disease, so we are reducing our environmental impact while acting responsibly as a charity, employer, research funder and retailer.

We're committed to becoming a net zero organisation by 2045 at the latest. By 2030, we aim to cut emissions by 50% compared to our 2022–23 baseline.

Our roadmap to net zero continues to focus on the following priority areas:

Energy-efficient and zero-emission buildings

Electricity consumption reduced by 8% compared with the prior year, partially driven by rationalising our office space and continuing to roll out energy-efficient LED lighting in shops and stores, as well as by raising awareness and encouraging behavioural change on energy use by staff. Gas consumption also reduced by 19%, as we continued to phase out gas boilers across our retail estate.

Zero emissions transport

Our company car fleet is now fully electric or hybrid, and we have continued to explore lower-emission options for our commercial van fleet and wider transport network.

Product sourcing and suppliers

During 2025-26 we began a structured programme of engagement with suppliers to improve the quality of carbon data and understand where practical reductions can be made.

Streamlined Energy and Carbon Reporting (SECR) emissions

Our SECR disclosures show an overall reduction in operational emissions in 2025-26, with total reported emissions reducing 11%.

Waste and the circular economy

We have continued to improve recycling and waste management across our sites, and have adapted 20 of our shops to become our first Zero Waste Stores. These stores optimise every available waste stream to remove all avoidable waste. We will use learnings from these sites to inform wider improvements across our retail estate.

Responsible research funding

We continue to work with the research community to understand and reduce the environmental impact of the research we fund.



Our strategy

Our vision and goals set out the difference we want to make, while our strategic priorities set out how we'll do it. Our full strategy is available here.

Our vision

A world where everyone has a healthier heart for longer

Our goals

What we're trying to achieve

Stop

Stop heart disease before it starts



Save

Save more lives from heart disease



Support

Support everyone with heart disease to live a longer healthier life



Our priorities

How we'll achieve it

Inspire

Inspire support and income to power lifesaving research



Advance

Advance the scale, breadth and impact of cardiovascular research



Transform

Transform the information, care and support available to all people affected by heart conditions

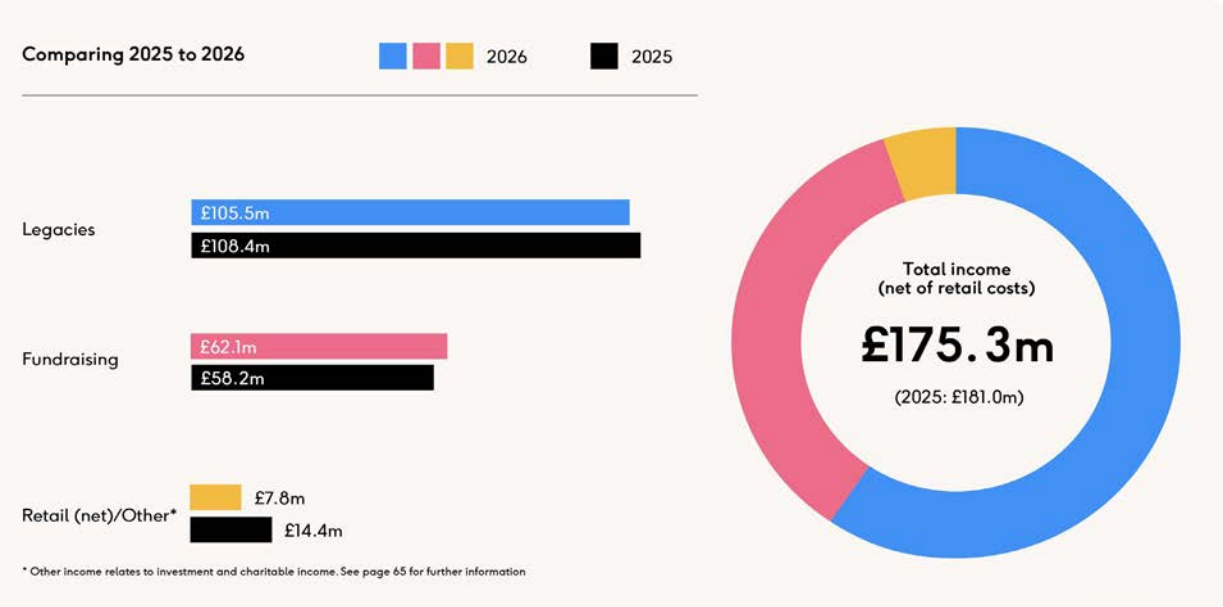


Accelerate

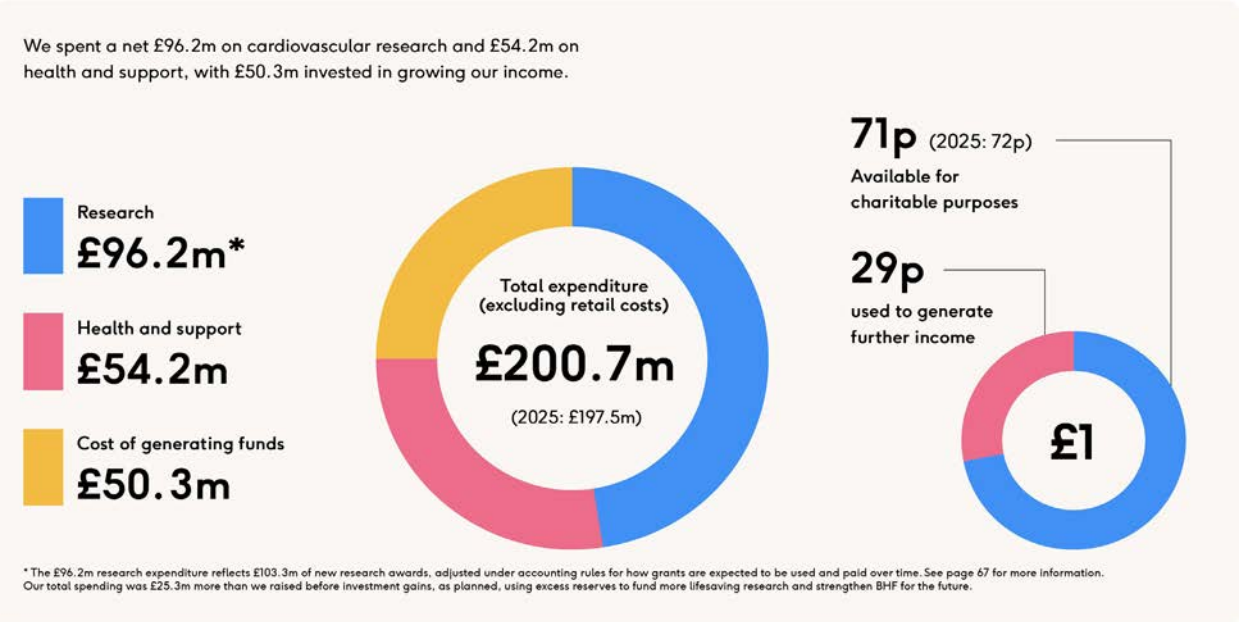
Accelerate impact by unlocking the potential of our people, technology and culture



Where our money came from in 2025-26



How our money was spent in 2025-26



Funding world-leading research

British Heart Foundation is the biggest independent funder of cardiovascular research in the UK. In 2025-26, our lifesaving research portfolio grew to nearly £500 million, the largest since the Covid pandemic. These are the 15 cardiovascular conditions and risk factors that receive the largest amounts of our research funding.



This analysis is derived from the total value of research projects in progress as at 31 March 2026, totalling £484.8m.
This differs from the net financial liability outstanding at that date, as set out in note 11 to the financial statements.
This chart shows the 15 conditions receiving the most research funding.

Advancing cardiovascular research

Advance

Advance the scale, breadth and impact of cardiovascular research



Millions of people across the UK are living with heart conditions, or they are at increased risk of developing them. There is still an urgent need for research that delivers real change for people living with cardiovascular disease.

Over the course of the financial year, 2025-26, we awarded £103m in research to meet this challenge. Alongside this, we have strengthened our leadership across the UK research landscape. Our approach to funding follows three guiding principles: diversifying our research base, building ambitious partnerships, and working with others to unlock additional funding and expertise. By doing so, we are increasing the scale and pace of research, enabling scientists to tackle the biggest challenges in cardiovascular disease.

We have delivered this while maintaining stability for the research community: refreshing programmes without pausing applications, upholding rigorous governance and transparency, and ensuring patient benefit remains central to every funding decision.

Our objectives:

- Grow the UK's investment in cardiovascular research, helping to close the UK's funding shortfall in research to tackle cardiovascular diseases.
- Grow the strength, breadth, and diversity of the UK's cardiovascular research workforce, enabling it to power the discoveries of the future.
- Increase BHF's investment in prevention research, innovation, and partnerships to stop heart disease before it starts.
- Increase BHF's research investment in strategic funding initiatives and Grand Challenges to discover the diagnostics, treatments and cures of the future.
- Significantly grow BHF's investment in clinical and translational research, leading to faster translation of scientific discoveries into patient benefit.

Transforming information, care and support

Transform

Transform the information, care and support available to all people affected by heart conditions



Ensuring everyone living with cardiovascular disease gets the right care, information and support, when they need it, is an essential part of our mission. Over the course of the financial year 2025-26, we championed new models of care, made trusted information and support available to more families, and we have expanded lifesaving skills in communities across the UK.

By working closely with the NHS, government bodies and local partners, we are actively influencing policies and services to address health inequalities and enhance access for those at greatest risk. Our collective efforts are paving the way for a future where more people can live longer, healthier lives – supported, informed, and empowered every step of the way.

Our objectives:

- Grow the scale and scope of BHF's healthcare innovation funding, leading to pioneering models of care being rolled out across the NHS.
- Make BHF's information and support available to every family in need, at the point of need.
- Grow numbers of people trained in CPR and able to access a defibrillator, contributing to an improvement in out-of-hospital cardiac arrest survival rates.
- Influence the governments and health services in all four UK nations to prioritise tackling cardiovascular disease and reduce health inequalities.

Inspiring more support and income

Inspire

Inspire more support and income to power lifesaving research



In one of the toughest economic environments on record, we delivered a recordbreaking fundraising year, raising more than £62m in fundraising income and increasing people's consideration to donate to BHF, as well as raising a further £106m from legacies. Our fundraising achievement is especially significant given the wider sector has seen year-on-year declines in total income, average gift and donor numbers, according to research by Charities Aid Foundation.

Yet the broader income picture was not without pressure. Like many high street retailers, we are seeing how rising costs and changing shopping and donation habits are reshaping the retail landscape. To ensure our retail income remains strong and sustainable for the long term, we need to adapt how we operate to ensure we can continue to generate the vital funds that power our lifesaving research.

Our objectives:

- Raise the profile of cardiovascular disease as the world's biggest killer.
- Grow our fundraising income by significantly growing our supporter base and the value of their support.
- Strengthen our position as the UK's leading charity retailer, by evolving our offer in response to changing market conditions and customer demands.
- Transform our organisation to be truly customer centric in everything it does.

Accelerating impact through people, technology and culture

Accelerate

Accelerate impact by unlocking the potential of our people, technology and culture



Over the past 65 years, we've help transform what's possible for people affected by cardiovascular disease. But the pace of change is increasing – and we must match that momentum.

Through our Accelerate objectives, we are strengthening the foundations that enable everything we do: investing in the skills, diversity and wellbeing of our people; using technology to work smarter and reach further; and operating as an agile, well-governed and financially sustainable charity. Together, these priorities help us move faster, work more effectively, and make the best possible use of every pound raised to deliver lasting, lifesaving change.

Our objectives:

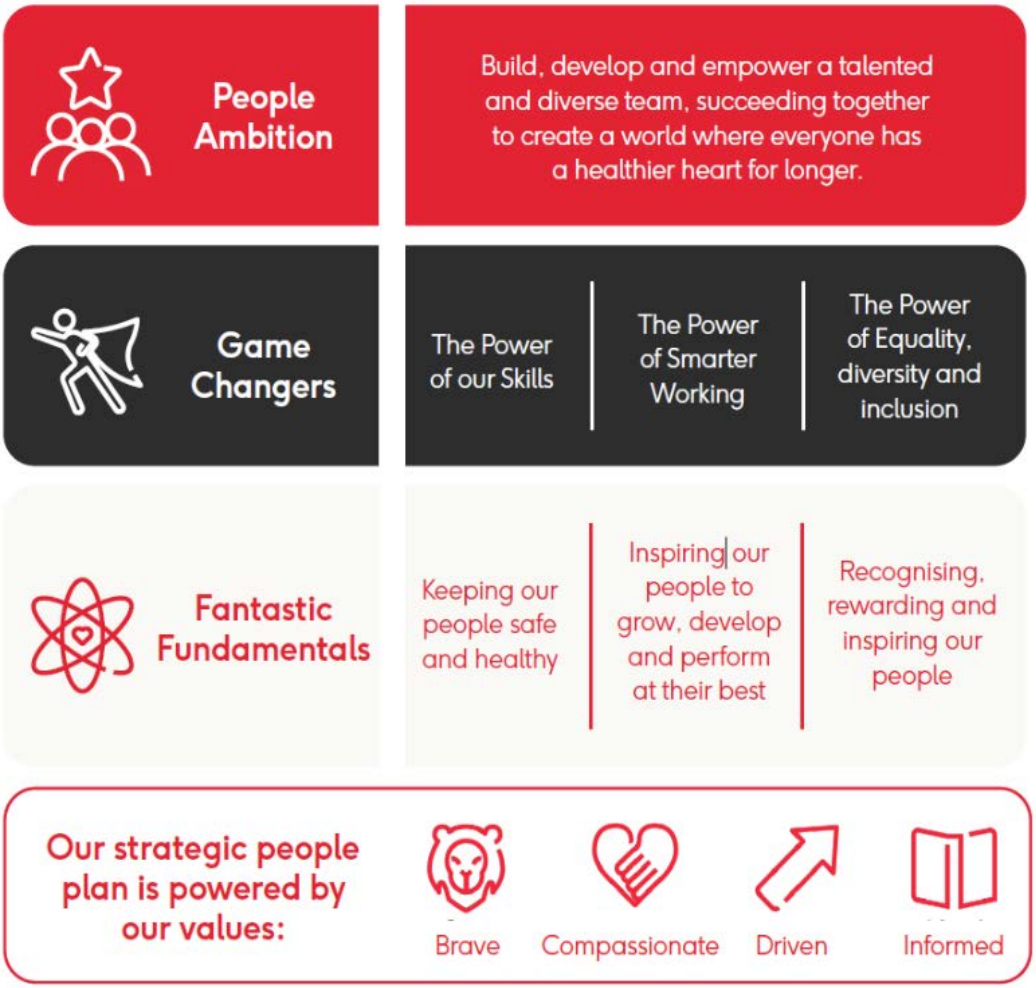
- Build, develop and empower a talented and diverse team to deliver BHF's mission.
- Lead the charity sector in creating a sustainable, fair and well-governed BHF with equality, diversity and inclusion at the centre of everything we do.
- Transform our technology foundations, harnessing data and AI to significantly improve our security, income, customer focus and impact.
- Create a culture of excellence where we consistently look for ways to learn, innovate and continuously improve.

Our People Power

Our colleagues and volunteers are at the heart of everything we do. Our People Power strategic plan is about helping everyone reach their full potential, supporting learning and development, and making sure every person feels valued and included.

We focus on three main priorities:

- **Skills:** We help colleagues and volunteers build new skills and confidence, offering clear pathways for learning and growth. This means people can develop their abilities, move into new roles, and contribute in meaningful ways.
- **Smarter working:** We encourage everyone to use digital tools and self-service systems, making everyday tasks easier and freeing up time for innovation and improvement. This helps people work more efficiently and feel empowered in their roles.
- **Equality, diversity and inclusion (EDI):** We are committed to creating a fair, welcoming environment where everyone can succeed. By removing barriers and supporting inclusive leadership, we aim to close any remaining gaps in experience and opportunity across the organisation by 2030.



Belonging

We know a more diverse research community delivers better science, and that being representative of the communities we serve makes us a more powerful team.

Since launching our first EDI strategy, Igniting Change, in 2022, we have strengthened the policies, practices and culture that help colleagues feel valued and able to succeed. Our three-year evaluation showed minority ethnic staff representation increased from 10% to 14% (meeting our target), and 90% of colleagues say they are treated fairly irrespective of background, up from 85% in 2022.

We have introduced a Workplace Adjustment Policy and Support Needs Working Group, and expanded development for underrepresented groups through programmes including Ignite Aspiring Leaders. We also reported a 0% pay gap for gender and ethnicity, as well as supporting nine active Affinity Groups and published our position on anti-racism.

We're pleased this progress has been recognised externally, with awards from HR Excellence, British HR Awards and In-House Recruitment, and being included in both the Financial Times and Glassdoor lists of best UK employers.

Building on these foundations, we published new ambitions to 2030 to set clearer goals for representation, progression and culture; we know we still have more to do, so over the year ahead we will deepen our focus on belonging, embed inclusive leadership expectations for managers and senior leaders, and strengthen our intelligence, metrics and governance to identify and reduce disparities across the colleague lifecycle, from recruitment and development to performance and progression.



Building an inclusive and supportive environment

We recognise the importance of ensuring BHF offers an environment that allows all our colleagues and volunteers to thrive. Our equality, diversity and inclusion (EDI) commitments, continues to deliver positive improvements.

Whilst working at BHF, we actively encourage our colleagues to feel safe to bring their true selves to work. We strive to create a culture where colleagues are inquisitive about diversity and keen to get involved in all activities which make individuality and inclusivity part of what we do every single day.

Improving diversity in research

We are strengthening the UK's cardiovascular research workforce by supporting a broader and more diverse community of researchers, and making it easier for talented people to build long-term careers in the field.

To address long-term challenges in the UK research system, we have worked with partners including UK Research and Innovation and the National Institute for Health and Care Research to strengthen the pipeline of clinical academics. This includes contributing to a new national framework bringing together available funding routes, and co-signing a statement calling for sustained growth in the number of funded clinical academic roles. This kind of system level work helps create clearer, more stable career pathways for researchers.

Staff engagement

Every year we reinforce our EDI commitment through a colleague engagement survey, to help us understand how we can continue to improve.



Our three-year evaluation showed minority ethnic staff representation increased from 10% to 14% (meeting our target), and 90% of colleagues say they are treated fairly irrespective of background, up from 85% in 2022.

Enhancing our benefits

We aim to empower and support the health and wellbeing of everyone who works at BHF, and so we continually review our staff benefits to ensure they are fair and attractive both to current and potential employees.

We have a holistic and flexible Support Leave provision for everyone. This provides extra paid time off to support colleagues or others close to them during a life event.

Celebrating Pride

Pride is a chance for us to learn and show support for the LGBTQIA+ community. BHF colleagues have taken part in Pride events across the country since 2018, including Pride marches in Edinburgh, Cardiff, Belfast and London.

Wellbeing

We take immense pride in fostering an environment that prioritises the health, safety, and wellbeing of our employees, volunteers, and customers. Our excellence in health, safety and wellbeing is about cultivating a culture where every individual feels valued and safe.

One of our standout initiatives is the Live Well Work Well project group, which plays a pivotal role in enhancing workplace wellbeing. This group organises a myriad of activities and resources aimed at promoting and supporting mental, physical, social and financial health.

At BHF, we believe that a safe and healthy workplace is the foundation of success. As we continue to innovate and grow, our commitment to health, safety, and wellbeing remains unwavering. Join us and be a part of an organisation that not only values your professional contributions but also cares deeply about your overall wellbeing.

A flexibly connected organisation

We know that flexibility helps people do their best work. Our Flexibly Connected approach empowers colleagues to work in ways that support wellbeing, collaboration and impact, while staying connected to each other and our mission. Our approach was awarded the Best Flexible Working Strategy at the HR Excellence Awards.

Join us at BHF and be part of a team that truly cares about your wellbeing. Together, we can work towards a world where everyone has a healthier heart for longer, while supporting each other every step of the way.



Our values

We are proud that the work we do is funding groundbreaking, lifesaving research. Our vision is a world in which everyone has a healthier heart for longer.

That's why our values are key to defining who we are, how we do things and how we can achieve our ambitions so that every pound we raise funds the research that helps keep millions of hearts beating.



Brave

We speak out.
We're decisive.
We're innovative.



Compassionate

We're open and honest.
We respect others.
We care.



Informed

We're clear.
We're open minded.
We work together.



Driven

We're focused.
We're determined.
We keep learning.

Appointment process

Deadline for applications: 24th November 2026

The British Heart Foundation is partnering with Nurole, to find our new committee member for our Retail and People committees.

To arrange an informal conversation or in case of any other queries, please contact Joshua Dernie via joshua.dernie@nurole.com



British Heart Foundation

British Heart Foundation is a registered charity in England and Wales (225971), Scotland (SC039426) and the Isle of Man (1295). A company limited by guarantee, Registered in England and Wales (699547) and the Isle of Man (6201F). Registered office: Greater London House, 4th Floor, 180 Hampstead Road, London NW1 7AW.

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