



lepro

Fighting disease,  
poverty and prejudice

Candidate Pack  
Chair  
June 2020

Trustees  
Unlimited

# Contents

About Us	Page 3
What We Do	Page 4
Our Vision, Mission & Values	Page 5
Our Strategy	Page 6
Case Studies	Page 7
Organisation Chart	Page 10
Our Trustees	Page 9 - 11
Role Description & Person Specification	Page 12 - 13
How to Apply & Timetable	Page 14



# About us

We are a UK registered international charity, focusing on people affected by leprosy. We support them to overcome prejudice and to improve their health, lives and livelihoods.

Founded in 1924, our patron is Her Majesty the Queen and our Vice President is His Royal Highness the Duke of Gloucester.

Our founding values still resonate today, we are evidence-led and secular, discriminating against no one and delivering high quality services according to need.

Currently we work mainly in India and Bangladesh, with smaller activities implemented with partners in Zimbabwe and Mozambique.

Leprosy remains a scourge for millions of people because of the prejudice and discrimination that is still prevalent. This is still the case since LEPROA pioneered the first cure for the disease in 1945. Lepra today continues to stand out as a beacon of hope and professionalism in the battle against the world's oldest identifiable disease.



# What We Do

We have 90 years of experience in helping people affected by diseases and by their social and economic impact. The ways we do this include:

- Diagnosing and treating leprosy
- Integrated approaches: leprosy and lymphatic filariasis
- Health education
- Health worker training
- Fighting prejudice
- Improving livelihoods
- Referral centres
- Protective footwear
- Community disability care
- Self care training
- Self help groups
- Building and supporting community based organisations
- Scientific and operational research
- Advocacy
- Active participation in global forums
- Publishing Leprosy review
- Exploring the uses of technology to help change lives



# Lepra Vision, Mission & Values

..... lepra .....  
We will beat leprosy together

## OUR VISION

A world free from prejudice and disability due to leprosy.



OUR MISSION

Led by evidence, we work with people affected by leprosy, particularly the neglected, reducing transmission and promoting wellbeing.



## OUR VALUES

-  People centred
-  Inclusive and collaborative
-  Evidence-led
-  Transparent and accountable
-  Innovative and bold leadership
-  Effective and efficient

..... [www.lepra.org.uk](http://www.lepra.org.uk) .....

# Lepra Strategy

## Restoring lives: Our strategy 2016-2020

Our strategy renews our efforts to make leprosy a disease of little consequence; easily diagnosed and treated, leaving no obvious disability and attracting no stigma. It compels us to support children, women and men to live healthy and economically secure lives, participating and contributing to their communities.

**Our vision is to be a leader in reducing the incidence and impact of leprosy and other neglected diseases.**

**We have three goals to help us achieve this vision...**



### Our values:



People centred



Transparent and accountable



Innovative and bold leadership



Effective and efficient



Collaborative

## Mandula's Story



I am Mandula, aged 45. I work as an agricultural labourer. I have four children and share a house with my 2 brothers and 14 family members. I developed deformities of my hands and feet. I saw private doctors a few times. I then went to the Blue Peter centre at Cherlapally. Here I was diagnosed with leprosy. I was referred to my local mehboobnagar centre for treatment and given 12 months of antibiotics. My father had leprosy and developed deformities. When I learnt I had leprosy I did not want to attend family gatherings. My family were supportive. I practise foot care by soaking my feet but I have ulcers at the moment. Working and earning money is important to me, protecting my hands is not possible in the fields. I have referred several people with possible leprosy to the referral centre. My message is Take medicines and you will get better.

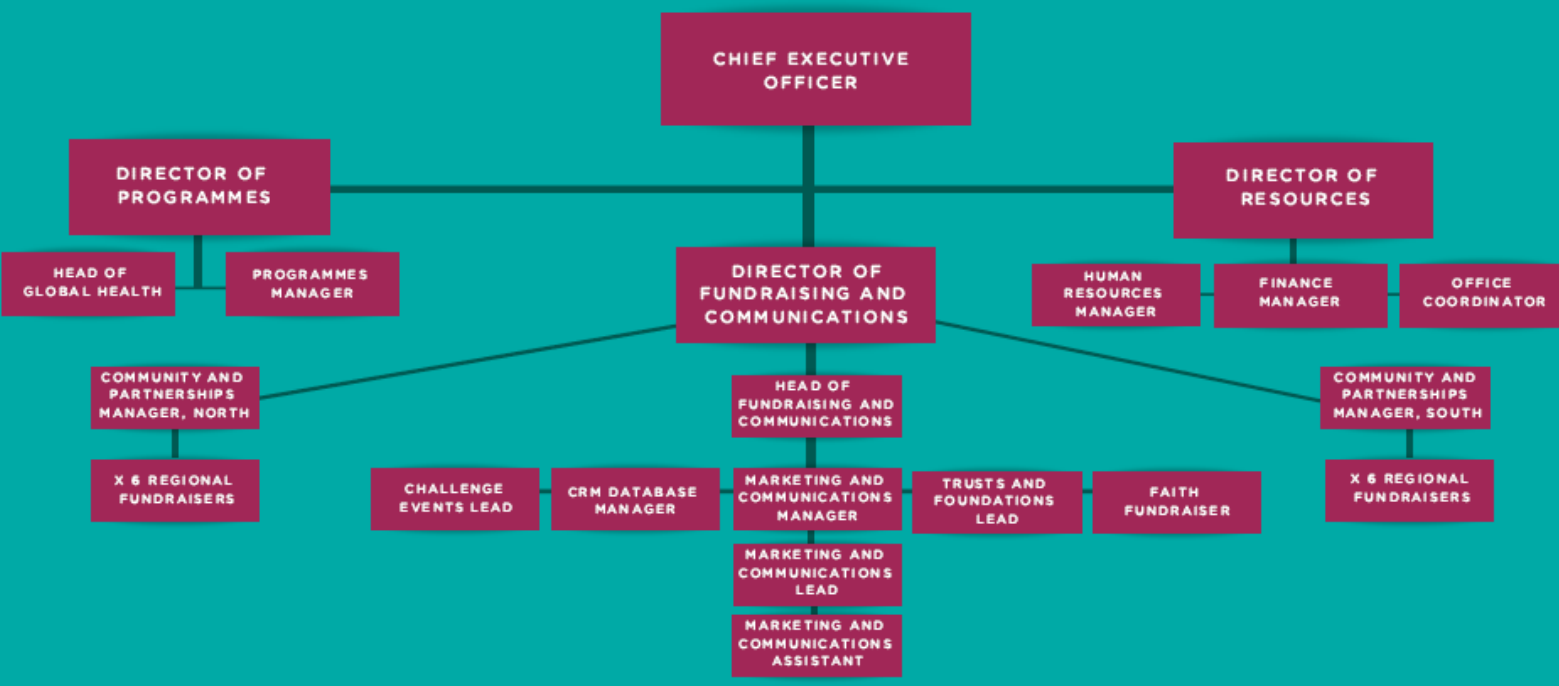
## Mannekamma's Story



I am Mannekamma, aged 52. My leprosy was diagnosed very early because my parents had leprosy and we lived in a leprosy colony in Dichpalli, Nizamabad District. I came to Secunderabad, aged 16 to work in the Lepra guest house. I became a lab attendant and then promoted to lab assistant at BPHRC in 2013. In 2000 I developed a pale patch on my hands. I showed it to the doctor who diagnosed leprosy. I was treated with a single dose of Rifampicin, Oxfloxacin and Minocycline. used to treat early leprosy. I was not upset by my diagnosis because my parents had leprosy and I knew about the disease. I have not experienced discrimination because and I grew up and lived in a leprosy colony where many people had the disease. I have 3 daughters aged 38, 35, and 29 who are married and live with their own families in Nizamabad.

I am happy that I can share my own experience of the disease and support new patients at BPHRC. I can make them more comfortable by talking to them. I would say to newly diagnosed patients, "there is no need to be worried of the disease and it can be cured through regular medication and treatment".

# Organisation





# Lepra's Board of Trustees

## Charles Bland (Current Chair of Trustees)

Since 2009, Charles has been on Lepra's board and was appointed as Chair of Trustees in 2015.

Prior to his role with Lepra, Charles was the Executive Vice President for Policy and Corporate Affairs at BG Group, a UK-based FTSE 100 oil and gas company. In that role he had global responsibility for political risk and government relations, communications, corporate responsibility, sustainable development and business principles. This role followed on from his position as President at BG Kazakhstan.

## Dinesh Dhamija

Dinesh Dhamija is of Indian decent. He read Law at Cambridge University, getting an MA degree in 1974. He is also an MBA from Harvard Business School. He started his own, bricks and mortar travel business, in 1980, called Flight Bookers and converted it into an ecommerce travel company in 1999, called ebookers.com.

During this journey, Dinesh was awarded Entrepreneur of the year in the UK, in 2003 he became a member of the British Travel Hall of Fame in 2004. He was also named the Asian Man of the Year (UK) in 2004.

Since 2005, Dinesh has focused his investments in India, Romania and the UK; and charities in India and the UK. He is Vice Chair of the Global Board of TiE, the entrepreneurs' organisation in Silicon Valley.

In addition to his business commitments, he is Deputy Treasurer of the Liberal Democratic party. Recently he was elected an MEP (Member of Parliament) representing the London constituency.

## Dr Rukmini Rao

Elected trustee this year, Rukmini is also chair of Lepra's Indian organisation. She is a leading human rights activist and feminist with a wide range of activities in India and internationally. She is the founder of Gramya, an organisation set up in India to safeguard baby girls belonging to marginalised communities and to fight for women's rights.

## Katie Bigmore

Katie has worked in a variety of senior roles in a range of leading international development organisations, including; DFID, Sida, the World Bank, The Global Fund, UNAIDS, Futures Group, Action Aid and Lepra.

She has 20 years of practical experience providing policy advice and implementation support to country driven development programmes and an exceptional track record of delivering results in challenging operating environments ranging from; Somalia, Kenya, Mozambique, Rwanda, Ethiopia, Uganda, Ghana, Malawi, Angola, India and Brazil.

She also holds a master's degree in Public Health (LSHTM), a master's degree in Development Studies and a bachelor's degree in Geography.

## Mehmood Khan

Mehmood has over 40 years of experience working in various international positions, including being the Global Leader of Unilever Process.

He is the Founder President of the IIM Network in Europe and is a Managing Trustee of the Rasuli Kanwar Khan Trust, which helps transform lives in rural Mewat and across India.

Nominated as Person of the Year in 2009 by Forbes India and awarded NRI Bharat Samman Award in 2011, Mehmood's areas of expertise include: entrepreneurship and employment generation, innovation, and sustainability.

---

### Michael McGrath

Michael joined the Board of Trustees at Lepra at the start of 2017.

Michael has been a professional fundraiser for over 18 years in the UK and international charity sectors. Since 2012, he has been at the national UK children's charity, the NSPCC, where he is currently the Head of Partnerships. Previously, his roles at the NSPCC have included leading the central philanthropy team; and leading a cross-organisational campaign for Childline.

Michael's has specialised in high value philanthropy and partnerships, senior relationship and institutional fundraising. His career experience includes child protection at the NSPCC; international microfinance with the MicroLoan Foundation; older people's services with Independent Age; and voluntary education projects in London, South Africa and Cameroon.

Michael is an Alumnus of the University of Newcastle upon Tyne, the Open University and the Windsor Leadership Trust.

### Natalia Bucci

Natalia Bucci works as a portfolio manager at Lombard Odier Investment Management, focusing on equity-linked products for institutional and retail investors. Prior to that, she was at Goldman Sachs in New York, working on strategic asset allocation for high-net worth individuals, within their Private Bank unit.

She holds a Master's degree in Finance from Princeton University and a BA in Economics from Bocconi University in Milan. She is also a CFA charter holder. She has experience in academic research and teaching at university level on financial and statistical subjects.

She is Italian and has travelled extensively around the world, involved in projects to support young homeless individuals and low income families, working with food banks, soup kitchens and shelters both in London and in New York.

### Nayan Patel

Nayan, a Risk Management specialist and social entrepreneur, has over 35 years of international banking experience. He has expertise in building links between organisations including NGOs multinational corporations, and government officials. Nayan is the Special Representative for the Rotary International and its charity branch The Rotary Foundation, as well as, volunteering his time on humanitarian efforts internationally.

He has been heavily involved in advocacy for the Rotary's flagship international programme to eradicate polio globally, and as an advisor to The Rotary India Literacy Mission to help eradicate illiteracy and poverty in the Indian sub-continent. He serves on the International Advisory Board at Somerville College, University of Oxford providing direction and advice on their Oxford India Centre for Sustainable Development.

Nayan is also a Trustee of Council for Education in the Commonwealth, a parliament based NGO, and was formerly Trustee of EDV Global Foundation, an NGO dedicated to help prevent domestic violence and abuse against women and children worldwide. He is a current patron for Medical Aid Films which uses media to transform health and wellbeing of women and children globally, and also an advisor to MPower India that helps end prejudice around mental health.

### Neil Thapar

Neil Thapar joined us as a trustee in October 2014.

He is a director of Luther Pendragon, a communications consultancy, and devises media and PR campaigns. This follows more than 20 years as a senior business journalist with national and international news organisations.

His previous roles were with Bloomberg, The Business, Evening Standard, The Independent, The Mail on Sunday and The Sunday Telegraph.

### **Nina Amin MBE**

Nina Amin MBE, was a partner and head of Asian Markets at KPMG until 31 January 2018. She now is the Chair of the investment committee at Unicorn Ascension Fund a UK based technology fund. She is a chartered accountant and has many awards hailing her one of the best in the industry.

In 2013, she was awarded an MBE for services to the Asian business community and she also has a 2008 award for Professional of the Year and the 2009 Asian Who's Who Leadership award.

She is a board member of TIE London, a body that promotes entrepreneurship in the UK and elected as President on 1 January 2018. She has recently been appointed on the Cancer Research UK Catalyst board.

### **Professor Diana Lockwood**

Diana Lockwood is an infectious disease physician and was until recently the only UK leprologist, providing a national referral service for leprosy patients in Britain.

She has also worked overseas in Ethiopia, Zimbabwe and in the Blue Peter Research Centre we set up in Hyderabad.

Diana was the editor of Leprosy Review from 1996 to 2012 and leads a global leprosy research team at the London School of Hygiene and Tropical Medicine.

### **Rod Hay**

Rod Hay is emeritus professor of dermatology and works as a consultant in the specialised field of infectious skin diseases at the London Bridge Hospital.

He is a member of the WHO Technical Advisory Group on Buruli Ulcer and Neglected Tropical Diseases of the Skin (Skin NTDs) and also advises the International League of Dermatology Societies, the global Body representing Dermatology, on Health Inequalities.

Rod has also been the Chairman of the International Foundation for Dermatology as well as having been President of the British Association of Dermatologists, British Society for Medical Mycology and the European Confederation of Medical Mycology.

### **Sampa Bhasin**

Sampa's background stretches 28 years as an investment banker, guiding clients through acquisitions, joint ventures and providing insights for their business strategies and plans.

Utilising her skills and expertise, Sampa is the Honorary Treasurer for Lepra.

She has worked with clients across Europe, India and the UK, specialising in cross border transactions. As a former Cross Border Leader for transactions between Europe and India with EY, Sampa has utilised her skills in mentoring start-ups to articulate their business plans, meet investors and raise finance since 2015. She is also a NLP Master Practitioner and a certified NLP Health Coach.

Sampa holds a Bachelor of Science degree and MBA from IIM Ahmedabad, India's premier institute of management. She also is a corporate finance trainer for EY and is a Governor of a local London school.

### **Sri Sharma**

Sri is CEO and Co-founder of Increasingly, an award winning AI technology for ecommerce. Previously, Sri founded and sold two digital marketing technology businesses. He has won National Business Awards' highly commended Entrepreneur of the Year, Sunday Times Tech Track 100 and Deloitte Tech Fast 50.

He has also won a Google awarded scholarship to study AI and futuristic technology at NASA.

# Chair of Trustees Role Description

The role of the Chair of the Board is to lead the process of decision making of the board in an objective and impartial manner and to ensure that the organisation uses its available resources efficiently towards the achievement of its objectives.

## Main tasks:

- To lead the trustee body in ensuring that it fulfils its responsibilities for the governance of the organisation by ensuring that the charity acts in accordance with its constitution and by managing its activities in accordance with agreed budgets and objectives.
- To ensure that the trustee body receives the information that it requires to make decisions in a timely manner and an appropriate format
- To ensure the skills and experience of individual trustees are used to the maximum benefit for Lepra
- To work in partnership with the chief executive to achieve the mission of the organisation.

## Trustees

- In close consultation with the nominations subcommittee and the chief executive to make recommendations on the composition of the trustee body, and future chairmen of the trustee body (with a view to succession).
- To ensure that the trustee body regularly reviews its structure, role, and relationship to staff and implements agreed changes as necessary.
- To define and keep under review selection and performance criteria for trustees.
- With the chief executive to ensure that all trustees receive appropriate advice, training and information relating to their role.

## Meetings

- With the chief executive to develop appropriate and relevant agendas for meetings.
- To chair meetings of the trustee body; see that it functions effectively and carries out its duties.
- To ensure that all trustees have an equal voice in discussions and make sure that conflicting views can be aired
- Endeavour to achieve a consensus of the Board on all decisions and only move to a vote if it is clear that consensus cannot be reached
- Sign minutes, accounts and reports on behalf of the trustees

## General

- To ensure that the trustees set strategy and policy objectives in the short, medium and long term in consultation with the chief executive and staff.
- To ensure that appropriate resources (personnel, financial, material) are secured in order to achieve agreed goals.
- To monitor progress of the organisation in light of its objectives and against agreed plans.

## Staff

- To support, monitor and review the work of the chief executive. In conjunction with at least one other trustee nominated by the board, to conduct the annual appraisal of the chief executive
- To receive regular informal progress reports of the organisation's work through the chief executive and to act as a sounding board for the chief executive
- To ensure that the organisation has appropriate procedures, to comply with current employment and equal opportunities legislation and good practice
- To reflect to the trustee body any concerns staff have in regard to the role of the trustee body, its sub-committees or members; to relate the concerns of the trustee body and other constituencies to the chief executive
- In consultation with the chief executive, to agree an annual calendar of meetings of the trustees and major events for the organisation.

## Financial

- Working with the finance subcommittee and the chief executive to set the financial strategy of the organisation and ensure it is adhered to.
- With the Honorary Treasurer to ensure that the organisation's financial dealings are legally compliant, prudently and systematically accounted for, audited and publicly available.
- Promotion of the Organisation
- To promote the organisation to a wider audience of potential donors and beneficiaries
- To act as an ambassador for the organisation
- To keep the president and vice president informed and engaged with the work of the organisation

## Lepra India

To act as an ex officio member of the board of Lepra India

## Term of office

The Chair receives their authority from the Board, which elects the Chair for a period of up to 3 years. The Chair may be re-elected once. No individual may hold the Chair for more than 6 years in total either consecutively or held at separate times.

# Person Specification

In your written application please give evidence of examples of proven experience in each of the selection criteria in Part One of the Person Specification. These responses will be developed and discussed with those candidates invited for interview, together with the other criteria listed in Part Two.

## Part One

- Understanding of the legal duties, responsibilities and liabilities of Trusteeship and an understanding of the respective roles of the Chair, Trustees and Chief Executive
- Demonstrable board skills obtained from previous experience as a Trustee or Chair of a charity
- Experience of contributing strategically at board level
- The ability to work diplomatically having experience of engaging with multiple stakeholders
- A willingness to learn about the context in which Lepra works and the disease of leprosy itself

## Part Two

- An understanding of, and commitment to, impartiality and fairness
- The ability to promote effective working relationships among board members and with management
- A track record of being able to process detail and get to the heart of an issue
- The confidence to act in an ambassadorial role
- A willingness to devote the time and effort required to effectively discharge the duties of this role including three trips to India per annum

---

# How to Apply

To apply for this position, please provide the following two pieces of information:

- A comprehensive CV, including details of your achievements in each role and including details of two referees.
- A supporting statement, explaining how you believe your skills and experience match the requirements of the role, directly addressing the person specification.

For a confidential discussion please contact Ian Joseph on 07825 267500 or [ian.joseph@russam.co.uk](mailto:ian.joseph@russam.co.uk)

## Timetable

**Closing Date:** Monday 10th August 2020

**Interviews with Lepra:** Late August, early September 2020 (please let us know of any dates which do not work for you).

