Medic Assist International



Chair of Trustees Recruitment Pack

An opportunity and a challenge

Medic Assist International (MAI) works alongside Christian hospitals and health centres providing accessible, high-quality healthcare in some of the world's poorest, most underserved and most challenging communities. Our current portfolio includes projects in South Sudan, Chad, India and South Africa.

Our vision is 'to bring health and hope to people in the hardest times'. We believe every human being deserves quality medical care and that those living in extreme poverty are equally worthy of life-saving treatment, dignity and compassion.

We partner with those that provide healthcare without partiality to people of all faiths or none, and like our partners, believe everyone should have the opportunity to hear the good news of the gospel and know the love of their Heavenly Father.

Over more than 20 years, MAI has developed strong local partnerships, a base of loyal supporters and good relationships with foundations and trusts.

We believe God is now inviting us to build on this small but strong foundation: deepening existing partnerships, responding carefully to new opportunities and enabling more people to receive excellent and affordable healthcare and experience the love of Christ.

Our current Chair of trustees is standing down after seven years of excellent service and we are seeking a new Chair.

The person that we are looking for will have a strong personal faith and a proven track-record of leading small charities or organisations to grow organically. It would also be helpful, but not essential, for them to have an understanding of the challenges of working in low-resource overseas contexts and an interest in growing God's kingdom through medical or other projects.

If this sounds like you, then please read on!

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About us

MAI was founded in 2003 to provide healthcare to vulnerable people of all faiths and none.

Release International, which serves persecuted Christians, had been funding medical treatment for victims of ethno-religious violence in Nigeria. However, they were constrained by their constitution which only allowed them to support Christians, even though many others urgently needed help.

That's why MAI was created – to form a new charity dedicated to helping local Christians provide healthcare for all people in desperate circumstances, regardless of race, age, class or creed. Since then, MAI has worked alongside partners in Nigeria, Uganda, Lebanon, Sri Lanka, Nepal, South Sudan, Chad, South Africa and India.

MAI does not employ staff working overseas, as we believe that enabling and resourcing local nationals to develop and deliver their own healthcare projects is the approach which offers best long-term returns, authenticity and sustainability. Our partnerships are locally led and built on long-term relationships with Christian health leaders who live within and therefore understand the needs of the communities they serve.

Over more than 20 years, MAI has developed a distinctive, relational approach that listens to partners and responds to their priorities. We currently have flourishing partnerships in four countries, all of which are expanding and developing. More information on the individual projects can be found on our website and in MAI's Annual Review 2025/26.

In addition to the local partners, MAI often works alongside other agencies and funders, such as BMS World Mission in Chad.

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Our projects



South Africa

Embo is an informal settlement of 50,000 people in KwaZulu Natal province. Initially there was no local medical provision despite an exceptionally high prevalence of HIV and TB. The local church had developed a team of Community Caregivers who provided basic care and support within individuals' homes.

Over the last decade our partnership has facilitated expansion of the Community Caregivers team including better training and medical oversight; the building of a clinic and an extension for TB patients; trusted partnership with the local health authority to ensure staffing and sustainability; patient transport vehicles, solar panels and a sustainable food programme.

We are now exploring with them a further building extension to provide access to dental care.

India



Chinchpada Christian Hospital (CCH) is set in a remote rural area in Maharashtra State. It is the only such project in an extremely poor rural district and serves a population of over 500,000. Alongside an excellent secondary care facility, CCH operates a near-unique palliative care outreach programme.

The hospital and its community programmes are recognised as a beacon of excellence and the local health authority is investing in training programmes to spread best practice to other areas.

MAI's partnership with CCH started in 2018. Since then MAI has supported the Enhanced Community Palliative Care Team, facilitated the building of an Isolation Ward, a new Intensive Care Unit and General Ward.

Looking towards 2027, we are exploring exciting opportunities to support CCH further as they support a partner hospital to expand its services and learn from CCH's development journey.

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Chad



Chad is one of the poorest countries in the world, with 36.5% of the population living in extreme poverty. 1 in 10 children under five will not see their fifth birthday here.

MAI began a partnership with Guinebor II Hospital (G2H) in 2021 focussing on affordable care for pregnant mothers and malnourished children through community education and maternity services.

Since then, we have helped build a new Women's Ward and have supported a Child Development Centre to support children with physical disabilities or mental health problems. During 2026 we have been excited to help set up a new prosthetics and orthotics service.

South Sudan



This area exemplifies the challenges of working amongst vulnerable communities. MAI funded the building of the Romogi Primary Health Care Centre in Kejo-Keji, but not long after opening the area was overtaken by civil war and the local population fled to refugee camps in neighbouring countries. Whilst internal civil war violence has stabilised and the population have started to return, cross-border violence remains an issue. We remain committed to this community and are still working with our local partner to explore a viable model to reopen this facility.

At the same time, we have supported the Martha Health Care Centre in Yei which has continued to operate and where we are currently exploring greater involvement in the future.

In 2025, support provided through MAI helped our partners deliver healthcare and support to more than 14,500 people and reach a further 35,500 with essential health information.

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Leadership and Governance

Executive Director – Steve Travis

MAI currently has just one full-time member of staff, our Executive Director, Steve Travis. He also oversees a number of external consultants for communications and grant applications. His role spans organisational leadership, partner relationships, administration and fundraising.

Steve was appointed in 2018 and is based in Banbury. He is an international development practitioner and charity leader with more than 30 years of experience in strategy, governance, programme management, fundraising and organisational development. He has previously held senior leadership roles with World Vision UK and Christian Outreach Relief and Development (CORD). Having spent several years living overseas, Steve has led humanitarian and community development programmes across Africa and Asia and has advised charities and NGOs on governance, programme quality, evaluation and organisational change.

He is passionate about supporting local partners that want to see those living in extreme poverty in their community know they have the same God-given dignity, identity, and vocation as everyone else, and that want to sensitively share the good news of God's love in their community. For MAI, this translates as supporting partners that believe those who are extremely poor are just as worthy of the highest level of life-saving healthcare as any of us.

The Board of Trustees/Directors

MAI is a Registered Charity and a Company Limited by Guarantee where the company directors are also the charity trustees. The board comprises six people who bring a good balance of skills and experience in the provision of medical services; financial/organisational management, marketing and overseas development work. The Trustees are based in different parts of the UK, largely reflecting the regional locations of previous Trustees. We meet as a full board quarterly – usually three times by Zoom and once in-person, plus have a Finance sub-committee which meets twice per year.

Sharon Radcliffe

Following a trip to South Sudan with MAI where she taught Basic Health Care and some Basic Midwifery Care, Sharon joined the board in 2013. Along with medical knowledge she also brings business experience. She feels it is a privilege to think

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that in some small way she helps to influence drastic change in healthcare for the better for lives of some of the most needy people in our world.

Jenny Corps (Treasurer)

Jenny joined the board in 2018 after having seen first-hand the need and the work being done in our Embo project. She is based in Oxfordshire and brings financial and operational experience from both business and church backgrounds.

Daphne Storeng

Daphne joined the board of MAI in 2022. Having been aware of MAI's projects overseas for some time, she welcomed the opportunity to get involved when she began semi-retirement. Based in Northern Ireland, Daphne has worked in healthcare and has experience in business.

Becca Thomson

Becca works as a midwife and is based in the midlands. With a passion for healthcare, impacted from serving alongside missionaries across four African nations, Becca was keen to support the needed work of MAI and joined the board of trustees in 2021.

Gareth Shrubsole

Gareth joined the board in 2023 upon his return to the UK after four years working as General Manager at Guinebor 2 Hospital (G2) in Chad, during which time the partnership between MAI and G2 was established. He has spent the past 15 years in international mission and development work with BMS World Mission, The Leprosy Mission and others, and is passionate about supporting the most vulnerable and marginalised to be able to access life in all its fulness, wherever they are. He is based in Cardiff.

Peter Moriarty

Peter is Head of Marketing at a Christian charity, with over ten years' experience in marketing, fundraising and supporter engagement. He is motivated by MAI's support for local healthcare teams working in challenging circumstances to reach people who might otherwise go without essential care. He joined the board in 2025.

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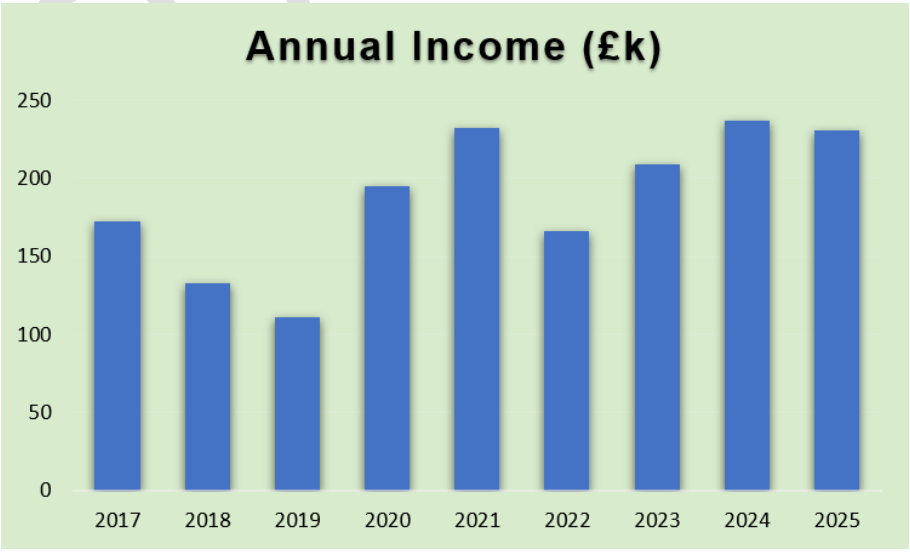
The Challenge - Capacity

The need for the support that MAI can give is almost limitless, especially in a climate where Governments and other major international donors are reducing overseas aid budgets. However, our ability to respond to the opportunity is severely limited by capacity – in terms of both staff to develop new partnerships and projects and our ability to build new sources of funding.

MAI intentionally develops deep, long-term relationships with carefully selected Christian health partners for whom our funding, encouragement and expertise can make a meaningful difference. This relational approach is one of MAI's greatest strengths, but identifying suitable partners and sustaining these relationships requires significant leadership time. It also means that each partner's primary skills and resources are in medicine and healthcare, so part of our work includes helping them to voice their own stories, needs, successes and impact.

MAI is blessed with a loyal supporter community of individuals and partner churches as well as relational networks around our health partners. Around 100 committed supporters currently provide approximately £43k in regular income. Our regular donors are geographically widespread – again reflecting the locations of previous Trustees and the supporter groups they fostered. However, we have struggled to grow the number of regular supporters, develop the networks systematically and reach significant new audiences due to limited capacity.

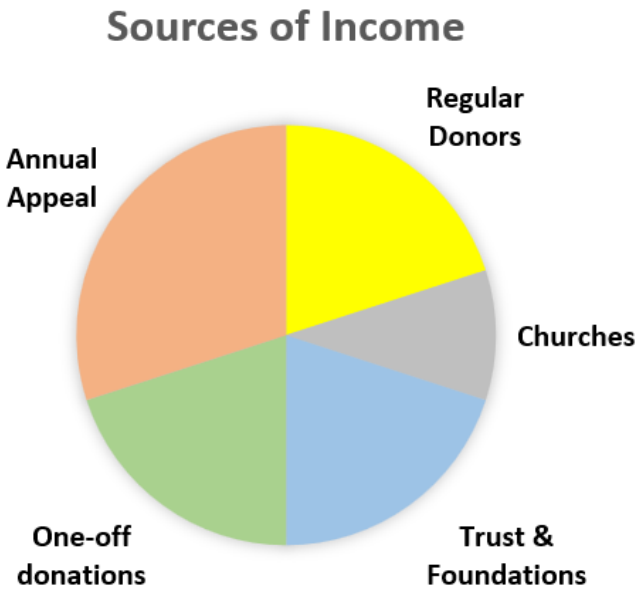
Similarly, whilst we have seen steady growth in income over the last decade, it is relatively modest and we have not achieved the consistent year-on-year growth that we seek.



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Having participated in the Big Give, the charity has developed its annual match-funded appeal – Twice Gold, which runs every October. This has become highly successful with matched funding provided by a range of individual supporters and committed trust funds, and now accounts for around one-third of annual income.

The new projects that are being developed are each bringing new supporter communities to MAI and we believe these creates a clear opportunity to broaden our supporter base.



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About you – the person we're looking for

We are seeking a new Chair of Trustees who has proven experience of growing an organisation. This will be someone who understands the challenges and rewards of working with a small charity and can help us develop the strategic actions to achieve larger step changes in our growth and impact.

The attached Role Profile sets out some details of the role. Much of it relates to the standard role of Chairperson – overseeing meetings and line management of the Executive Director. More important is your character, your motivation and the experience that you bring to the board.

We have previously commissioned fund-raising strategy reports and have even briefly employed a fund-raiser. We have ideas on what could or should be done. What we need is someone with the drive, skills and experience to support the Executive Director and lead us through the process in the most effective manner.

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Role Profile – Chair of the Board of Trustees

Role Purpose

The Chair provides leadership to the Board of Trustees, ensuring that the charity is governed effectively, fulfils its charitable objectives, and remains faithful to its Christian vision, values, and mission.

The Chair works closely with the Executive Director to support the organisation's strategic development while maintaining appropriate governance and accountability.

Key Responsibilities

Christian Leadership

- Uphold and champion the Christian ethos, values and mission of the charity.
- Encourage prayerful and discerning decision-making.
- Model servant leadership, humility, integrity and Christ-like character.

Leading the Board

- Lead the trustee team to make collective, well-informed decisions in the charity's best interest.
- Ensure effective succession planning for the trustees.

Board Meetings

- Plan and chair board meetings efficiently, ensuring clear agendas and meeting objectives, plus clear minutes and follow-up actions.
- Chair board meetings effectively, ensuring all trustees have the opportunity to contribute while promote constructive discussion, challenge, and consensus.

Strategic Oversight

- Together with other board members, help set the charity's long-term strategy, culture and direction.
- Work with the Executive Director to develop a realistic growth plan and the capacity to deliver it.
- Model and develop a boldness in growing the charity's income and supporter base, trusting in God's provision.

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Governance and Compliance

- Ensure the board complies with its governing document, charity law and regulatory requirements.

Supporting the Executive Director

- Build a strong and supportive working relationship with the Executive Director.
- Supervise, support and act as the main communication link between the board and the Executive Director
- Support the Executive Director to develop new contacts and networks.

External Representation and Advocacy

- Act as a figurehead and ambassador for the charity at public functions.
- Help to strengthen relationships with existing external stakeholders such as churches, supporters, funders, partners and donors
- Engage with our overseas partners to understand their work and needs.

Person Specification

Essential

Christian Commitment

- A mature and active Christian faith.
- Commitment to the charity's vision, and values.
- There is a Genuine Occupational Requirement that the Chair should be an active Christian, evidenced by membership of a local church and able to demonstrate a Christian faith consistent with the charity's origins and values.

Leadership and Governance

- Experience of leadership at a senior level in the charitable, church, public, or commercial sector.
- Experience of board, trustee, governor, or non-executive leadership.
- Experience of growing a small organisation
- Ability to chair meetings effectively and build consensus.
- Strong strategic thinking and decision-making skills.

Personal Qualities

- Excellent interpersonal and communication skills.

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- Sound judgement and discernment.
- Ability to listen well and encourage diverse viewpoints to be expressed.
- Courage and sensitivity to address difficult issues constructively.
- Commitment to teamwork and an inclusive and collaborative approach.

Desirable

- Previous experience as a Chair or Vice-Chair.
- Knowledge of charity governance and regulation.
- Experience of growing fundraising, donor engagement, or stakeholder relations.
- Understanding of the charity's area of ministry and service.
- While overseas travel is not essential, a willingness to visit partners (say one visit every two or three years) would be helpful.

Time Commitment

- Attendance at all board meetings (once a quarter -three on Zoom, one face to face)
- Attendance at the finance sub-group (two per year)
- Quarterly in-person meetings with the Executive Director
- Attendance at key charity events and stakeholder meetings
- Estimated commitment: approximately two days per month, with flexibility during periods of strategic change or major projects.

Term of Office

The Chairperson is appointed by the Board of Trustees for an initial term of three years, renewable subject to the charity's governing document and trustee term limits.

The role is unpaid outside of reasonable expenses.

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How to apply or seek further information

If you think that you could be the person that we're looking for, please send an up-to-date CV and a covering letter (maximum three pages of A4) outlining how you fulfil the requirements of the role to nick@medicassistinternational.org

Please also include details of three references, one of whom should be your local church leader/minister.

The deadline for receipt of applications is **midnight on Sunday 6th December 2026.**

Alternatively, if you have any questions or would appreciate more information, please also contact us at nick@medicassistinternational.org

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