



Opportunity International UK Chair of Trustees

Candidate Pack
August 2024



charisma
CHARITY RECRUITMENT



OPPORTUNITY
International



CONTENTS

Section one - Letter

- Welcome from the Chair

Section two - Introduction

- One opportunity can change everything
- About OIUK
- 2024 Annual Report

Section three - Role description

- The role
- Main responsibilities
- Further opportunities
- Who we are looking for
- Desirable experience

Section four - Applications

- How to apply

1

A letter from our Chair

After joining the Board in 2013 and serving as Chair since 2016, I am stepping down with immense gratitude and pride in all that Opportunity International UK has achieved. It has been a joy to witness first-hand the incredible impact our work has had in communities across Africa and beyond.

From supporting entrepreneurial women to empowering smallholder farmers and providing vital education finance, OIUK's mission has continued to grow in both reach and depth. What has always inspired me most is seeing our clients transform their lives with dignity and purpose, living out our vision of a world free from poverty.

As we look ahead, I am confident that Opportunity's best days lie before it. We have strengthened our governance, expanded our partnerships, and embraced new innovations such as impact investing. These foundations will enable the next Chair to guide the organisation into an exciting new chapter, building on our strong Christian values and commitment to serving those at the margins. There is no doubt that these are very challenging times for the sector, with cuts to overseas development aid, increased conflicts across the world and displaced people on the move, especially in Africa.



I have faith in the OIUK team to navigate these to continue to serve our clients with passion and excellence.

I leave deeply thankful for the dedicated team, my fellow trustees, and all our supporters who make this work possible. I look forward to cheering on Opportunity's continued growth and transformation in the years to come.

Best Regards,

Cliff

Cliff Hampton
Chair of Trustees

2

Introduction



charisma
CHARITY RECRUITMENT

2

Introduction

One opportunity can change everything.

A small loan can spark a business. A savings group can support a village. A digital bank account can help a family plan for tomorrow. These are the stories we hear every day, and the change you will help guide.

Thank you for your interest in becoming Chair of Trustees at Opportunity International UK. This is a rare and meaningful opportunity to help shape the lives of tens of thousands of people across Africa through tools that unlock potential and restore dignity.

Motivated by our Christian faith, we are driven by a deep commitment to serve those at the margins. Through our Microfinance Plus model, combining small loans, savings groups, digital banking and financial training, we help people take control of their futures, one decision at a time.

Our clients are the ones doing the hard work. What we offer is a fair chance and the support to take it. With your guidance, we will grow our impact, expand our reach and build a future where opportunity is no longer the exception but the norm.

If you believe a small loan can spark a business, a savings group can support a village and the right support can change a future, we would love to hear from you.

One opportunity can change everything.



2

Introduction

About Opportunity International UK.

Opportunity International UK, a charity registered in England, was founded in Oxford in 1992 and is part of the global Opportunity International network, established in 1971.

Our vision is a world in which all people have the opportunity to achieve a life free from poverty, with dignity and purpose.

Our values are Commitment, Humility, Respect, Integrity, Stewardship and Transformation. Together, they form the word CHRIST and guide how we work.

We provide financial tools that help people generate income, grow businesses, save for the future and invest in their families and communities. Our Microfinance Plus model includes digital savings accounts, small business loans, agricultural finance and hands-on training delivered through trusted local partners.

We focus particularly on women, refugees, smallholder farmers and other marginalised groups, because they are often excluded from traditional financial systems despite being powerful agents of change.

Our Patron, HRH The Princess Royal, has supported our work for many years, helping us raise our profile and build new relationships.

We also work closely with our subsidiary, Opportunity Microfinance Investments Ltd, which channels investment into financial institutions and social enterprises across Africa.

[You can read our 2024 Annual Report here.](#)

3

Role description



charisma
CHARITY RECRUITMENT

3

Role description



The role

As Chair of Trustees, you will do more than lead a board. You will help shape the future of an organisation delivering real, measurable change, from cocoa farms in Ghana to classrooms in Uganda.

You will support and challenge our leadership team to stay focused, innovative and rooted in our Christian mission. You will help us keep our promises to clients, partners and supporters by guiding strategy, strengthening culture and ensuring accountability.

This is a pivotal moment in our story. Our foundations are strong. Our partnerships are expanding. Our innovations in impact investing, digital tools and performance-linked finance are gaining momentum. Yet these are very challenging times for the sector, with cuts to overseas development aid, increased conflicts across the world and displaced people on the move, especially in Africa. Now We are looking for someone ready to lead with wisdom, vision and humility.

You will line manage the CEOs of OIUK and OMIL, offer strategic counsel and encouragement, and help us nurture high-trust relationships across our network from HRH The Princess Royal to leaders in the global Opportunity community.

You will also be a trusted voice with donors and partners, someone who can speak clearly and credibly about our mission and who believes deeply in the people we serve.

This is more than a governance role. It is a chance to champion a movement where one opportunity leads to another, where training turns into harvests, savings turn into schools and potential turns into progress.

Main responsibilities

- Lead the Board and shape the strategic direction of OIUK and OMIL
- Ensure high standards of governance and a transparent, inclusive culture
- Support fundraising and resource development by building strong relationships with current and future donors
- Represent OIUK publicly, including in relationships with our Patron and international partners
- Line manage and support the CEOs of OIUK and OMIL
- Engage with our programmes at home and overseas, including potential in-country visits
- Help guide innovation and sustainability through new funding models and partnerships

3

Role description



Further opportunities

This role is about more than leadership. It is about connection and contribution.

You might visit a savings group in rural Malawi and hear how one woman used her loan to open a market stall. You might step into a school in Ghana and see children learning in classrooms their parents helped fund. You might help shape our role in Africa's evolving financial ecosystem or oversee our involvement in new impact funds that will sustain our work long into the future.

You will help shape our global influence, including our involvement in institutions like Opportunity International Savings and Loans in Ghana and Opportunity Bank Uganda Ltd in Uganda. You will guide how we measure impact, steward resources and stay close to the people and principles that define us.

Who are we looking for

We are seeking someone who shares our Christian faith and brings the skills, heart and humility to lead a growing, impact-driven charity.

Essential attributes and experience:

- A strong and active Christian faith
- Strategic leadership experience, ideally at Board or Chair level
- A track record of building relationships and inspiring philanthropic support
- Experience in the charity sector, preferably in international development or inclusive finance
- A commitment to inclusion, integrity and a healthy governance culture
- Willingness to travel internationally and attend in-person meetings at least four times a year

Desirable experience:

- Prior experience as Chair or senior Board member
- Understanding of financial services, regulation or impact investment
- Familiarity with federated or international organisational structures

4

How to apply



charisma
CHARITY RECRUITMENT

4

How to apply



Opportunity International UK are working exclusively with Charisma Charity Recruitment.

Expressions of interest should be submitted through the [Charisma website](#), and include:

- A comprehensive CV
- A supporting statement, explaining how you believe you match the requirements of the role and describing any potential conflicts of interest.

For an informal and confidential discussion about the role, please contact Adam Stacey, Managing Director of Charisma Charity Recruitment on 01962 813300 or email info@charismarecruitment.co.uk.

We warmly welcome applications from people of all backgrounds. In line with our Christian foundation, it is a genuine occupational requirement that the Chair is a practising Christian.

Closing date: 13 October 2025

Interviews with Opportunity International UK: w/c 27 October and w/c 3 November 2025





charisma
CHARITY RECRUITMENT