



British Asian
Trust

October 2026

Head of Human Resources Welcome Pack



Welcome



Thank you for your interest in the role of Head of HR at the British Asian Trust.

The British Asian Trust was founded in 2007 by King Charles III, then The Prince of Wales, alongside a group of British Asian entrepreneurs and philanthropists.

Their ambition was to create a different kind of organisation, one that could combine entrepreneurial thinking, private sector partnerships and innovative finance to address poverty, inequality and injustice in South Asia at scale.

That founding intent continues to shape the organisation today. Over the past decade, the Trust has grown significantly, with over £17m income targeted for 2026/27 and a portfolio that reflects both scale and innovation. This includes the \$50m Child Opportunity Fund (KAWACH) programme, a £30m education financing initiative, and a mental health programme that has reached millions of people. Our merger with Elephant Family in 2019 expanded our work into conservation, adding a new dimension to our mission.

We are now entering the next phase of our development. As we build a more focused, scalable and globally relevant organisation, we need to ensure that our people, culture and ways of working support that ambition. With teams based in Bangladesh, the UK, India and Pakistan, this means building a shared organisational culture while recognising and responding to local needs and contexts.

Our impact depends on the talent, commitment and collaboration of our colleagues, and on creating an environment in which they can do their best work. This role will be central to that endeavour.

We are seeking an HR leader who can bring strategic perspective alongside practical, hands-on delivery. The priority will be to develop a people approach that supports our organisational goals, strengthens our ability to attract, develop and retain talent, and equips managers to lead effectively. Alongside this, you will help ensure that our HR foundations — our policies, processes and systems — are robust, proportionate and responsive to the needs of a growing organisation.

Working closely with me and colleagues across the Trust, you will help translate our ambitions into clear people priorities and meaningful action.

You will support organisational change, strengthen management capability, and help foster a culture in which clear expectations, accountability and high performance sit alongside inclusion, wellbeing and respect.

This is a role for someone who combines sound judgement with empathy and the confidence to act. You will bring strong HR expertise, experience of supporting organisations through growth and change, and the ability to build trusted relationships at every level. You will be skilled at working collaboratively with teams in a matrix structure, using influence, trust and clear communication to build alignment and shared ownership. You will be comfortable moving between strategic questions and day-to-day challenges, offering clear advice, handling sensitive matters with discretion, and bringing structure and consistency without unnecessary bureaucracy.

Above all, we are looking for someone who understands that effective HR is about enabling both people and purpose. You will care about the experience of our colleagues and the impact they make, and want to help build an organisation where people feel valued, supported and able to contribute to meaningful, lasting change.

If this resonates with you, we would love to hear from you.

Hitan Mehta
CEO



About us

The British Asian Trust is working towards a South Asia that is free from poverty, where everyone can meet their full potential. Our work unlocks the potential of disadvantaged people by maximising the impact and support of the South Asian diaspora.

Vision and Mission

Vision: A South Asia that is prosperous, inclusive and sustainable.

Mission: The British Asian Trust brings together the South Asia diaspora and partners to create bold, innovative and scalable solutions that catalyse systemic change and unlock the potential of communities.



How we work

The scale and complexity of the challenges in South Asia demand innovative and ambitious approaches to tackling them. We work in partnership to design and deliver programmes, raise funds and convene partnerships that combine new social finance tools, philanthropy and technology to deliver impact at scale. We focus on pioneering outcomes-driven programmes delivering and measuring real change for the communities we serve.

We run programmes in India, Pakistan, Bangladesh and Sri Lanka and have reached over 18.8 million people since we were founded. Our aim is to make the greatest possible impact through our programmes which tackle problems and inequalities in the areas of education, livelihoods, mental health, child protection and conservation.



Our programmes

Our programmes aim to reduce poverty and propel communities in South Asia. To achieve the greatest possible impact on the scale and complexity of the challenges, we disrupt the traditional development agenda and seek new, effective solutions.

Education

Whilst school enrolment has improved, the standard of education continues to be a major challenge across South Asia. Our programmes focus on improving learning outcomes and achieving better education results.

Mental health

There is a mental health crisis across South Asia. By raising public awareness, developing new services and challenging stigma, we are transforming the situation for millions of people with mental health issues.

Livelihoods

More than 700 million people in South Asia survive on less than \$2.50 a day. We support women and young people to get jobs and create businesses through developing their skills and investing in entrepreneurship.

Child protection

We aim to create safe spaces that prevent the abuse and exploitation of vulnerable children and ensure that they can live their lives to the fullest potential.

Conservation

In South Asia, millions of people live alongside the world's most endangered species. Our work enables people and wildlife to coexist, ensuring all life can thrive in shared space. There is an urgent need to halt biodiversity loss and protect wildlife.

Highlights

- Launched a \$50m Child Opportunity Fund that will give millions of children better opportunities for the future and lead a life safe from violence and exploitation.
- The Animal Ball 2023 raised £2 million for our conservation work and Wonders of the Wild in May 2025 raised £750k.
- Launched a new Climate Innovation Fund in Bangladesh to help build resilience to climate change.
- Improved learning for 200,000 children through our award-winning and innovative Quality Education India Development Impact Bond.
- Delivered an Aid Match campaign with the UK Government, securing £4m to enable a major Livelihoods programme to create jobs for thousands of women in Pakistan.
- Launched \$14m Skill Impact Bond with the Government of India to transform the skills ecosystem and focus on securing and retaining jobs, especially for women.
- Launched LiftEd to support up to four million children across five years in foundational literacy and numeracy.
- Partnered with Mir Khalil ur Rahman Foundation and GEO, the largest media conglomerate in Pakistan to deliver Milkari, a nationwide awareness raising campaign to address the mental health crisis.

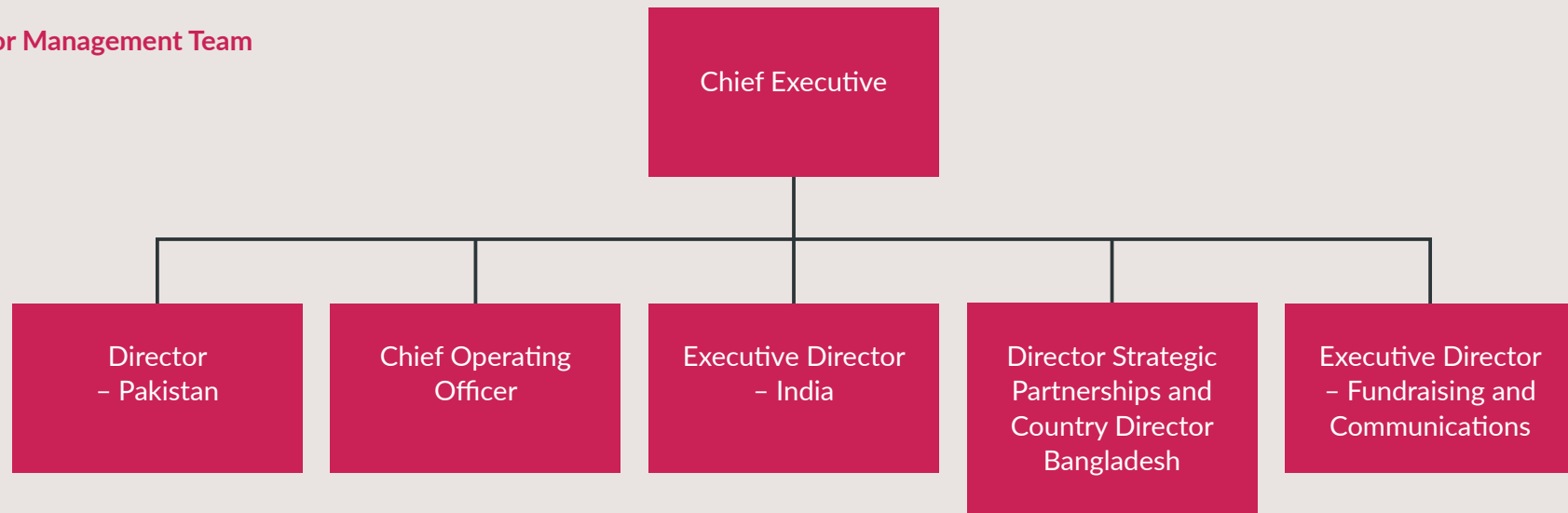
Our impact

Annual Report:
[2024-2025](#)

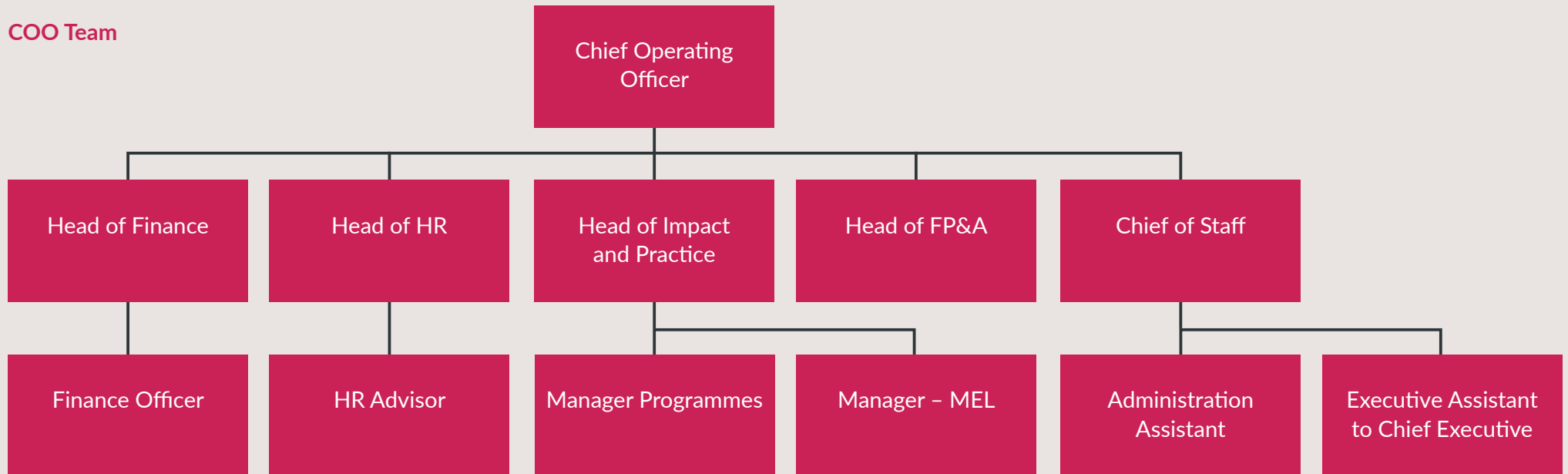
British Asian Trust's Theory of Change:
[Unlocking the potential of communities in South Asia](#)



Global Senior Management Team



COO Team



Role profile

Job Title:	Head of HR
Reporting to:	Chief Operating Officer
Direct Reports:	HR Advisor Dotted line responsibility for Country HR Teams
Salary:	GBP 70,000
Location:	London, United Kingdom Hybrid working

Key accountabilities

Job purpose

The Head of HR at the British Asian Trust (BAT) will lead the People and Organisational Development strategy shaping and delivering a people strategy that enables BAT to operate with agility, resilience, and impact as the organisation evolves. The role requires a whole-system, organisation-first approach, with strong cross-organisational influence and the ability to translate strategy into sustained people outcomes.

The role plays a pivotal role in enhancing organizational effectiveness by partnering closely with global and regional leaders to align HR strategies with BAT's mission and priorities. This role is strategic and innovative, supporting business growth and talent acquisition and development in a matrixed environment, and embedding a culture of agility, data-driven decision-making, and strategic partnership. The Head of HR collaborates closely with the Senior Management team and Country Directors to ensure adherence to global standards while incorporating regional and local adaptation to address specific labour laws, cultural contexts, and emerging business needs. Working in a matrixed environment, this role fosters collaboration with Country Directors and local HR teams.

Key Business Partnering responsibilities include:

- Acting as a trusted adviser to the Global Leadership Team and, with the People Business Partners, other senior leaders, providing expert guidance on People-related organisational design implications, workforce planning, leadership effectiveness, and succession planning.
- Working collaboratively with the Executive Leadership Team to define, plan, and embed BAT's organisational strategy, delivering people outcomes that support long-term organisational health and strategic ambitions.
- Leading and role-modelling BAT's values acting as a critical accountability partner to the Senior Management Team on leadership behaviours, culture, and the creation of a psychologically safe, high-trust environment.
- Developing and leading the People function in alignment with BAT's strategy, driving improvements in colleague engagement and progressing the digitisation of the end-to-end people experience.
- Leading, coaching, and motivating a high-performing People team, fostering collaboration, accountability, and performance.
- Championing and embedding people-centred transformation and change programmes, ensuring they are sustainable and widely adopted.
- Using internal and external insights to shape future thinking around organisational design, operating models, and culture, enhancing BAT's long-term resilience.

Strategic HR Leadership

- Actively participate in leadership team strategic planning, contributing HR insights that drive organizational objectives.
- Develop and implement the HR strategy in alignment with the British Asian Trust's mission, values, and organisational objectives.
- Act as a trusted adviser to the CEO and Senior Leadership Team on all people-related matters, including organisational design, workforce planning, and culture.
- Lead on diversity, equity, and inclusion initiatives, ensuring the Trust reflects the communities it serves.
- Mentor and coach senior managers to enhance effectiveness.

Talent Management – Acquisition, Development and Retention

- Oversee end-to-end recruitment processes, ensuring the Trust attracts and retains high-calibre talent across its UK and South Asia operations.
- Develop employer branding and talent pipelines that position the Trust as an employer of choice within the charity and international development sector.
- Deliver the talent pipeline in collaboration with functional leaders and advise on the hiring and contracting models relevant to each country.
- Design and deliver a career framework that builds organisational capability and supports career progression.
- Oversee the performance management cycle, ensuring it drives accountability, growth, and alignment with strategic goals.
- Identify leadership development needs and implement succession planning across the organisation.

Employee Relations and Wellbeing

- Provide guidance on employee relations matters, including disciplinary, grievance, and performance management processes while equipping managers to navigate sensitive matters successfully.
- Lead compliant employee relations practices through transparent and fair policies, processes and procedures that mitigate risk and enhance employee experience and trust.
- Champion staff wellbeing and mental health, fostering a supportive and inclusive working environment.
- Ensure robust safeguarding policies are embedded across all HR practices.

Reward and Recognition

- Manage the Trust’s compensation and benefits framework, conducting regular benchmarking to ensure competitiveness within the charity sector and ensure internal standardization and pay equity.
- Oversee payroll processes in partnership with Finance.

Culture and Change Management

- Build and sustain strategic HR partnerships with regional leadership, line managers, and cross-functional teams.
- Lead organisational change and transformation initiatives, ensuring effective communication and stakeholder engagement throughout.
- Promote and embed the Trust’s values and behaviours across all levels of the organisation.
- Support cross-cultural working practices, given the Trust’s operations across the UK and South Asia.
- Support employee engagement initiatives and support monitoring regional action plans.

HR Operations, Systems and Governance

- Develop, review and monitor global HR policies, ensuring compliance with local standards and labour laws through regular auditing and timely corrective actions.
- Drive implementation of global HR systems, tools and processes facilitating continuous compliance reviews and identifying future needs to enhance effectiveness.
- Develop and present People KPIs to leadership, leveraging data analytics to drive informed HR and business decisions.
- Ensure compliance with GDPR and data protection obligations relating to employee data.

Key relationships

Internal

Senior Management Team, All Line Managers

External

HR services suppliers, Learning and Development Providers, Recruitment Platforms and Agencies, Legal advisors

Job-related knowledge, skills, and experience

Essential

- Minimum 10 years of progressively responsible HRBP experience, ideally within a matrixed, and global organization with experience of INGO environments.
- Proficiency in HR analytics and evidence-based decision making.
- Proven ability to partner, coach and influence at senior leadership levels, with credibility.
- Experience working with culturally diverse and geographically dispersed teams.
- Demonstrable experience of digitising the people experience and increasing people data maturity.
- Strong strategic thinking and problem-solving skills combined with operational execution capabilities.
- A collaborative leadership style, balancing support and challenge, with high personal accountability and a commitment to equity, continuous learning, and improvement.
- Ability to navigate ambiguity and lead change with resilience and creativity.

How to apply

For any queries, please contact Fiona Wansborough at People Beyond Profit via fiona@peoplebeyondprofit.co.uk

Timetable

Closing date: 15 November

People Beyond Profit interviews:
19–26 November

British Asian Trust interviews:
3–4 December

Final Panel interviews:
w/c 7 December

To apply, please upload your CV along with a brief supporting statement (500 words max), outlining why you are interested and how you meet the points in the person specification via the following link:

peoplebeyondprofit.co.uk/jobs/bathr

Please ensure that you have included any dates when you will not be available or might have difficulty with the recruitment timetable.

Equity, Diversity and Inclusion

British Asian Trust is an equal opportunities employer and we welcome applications regardless of sex, gender, race, age, belief in any religion and none, gender identity, ethnic origin, class, sexuality, nationality, appearance, disability, responsibility for dependants and any other matter which causes a person to be treated with injustice.

Please note, the British Asian Trust is not able to sponsor a work visa for this position, therefore candidates will be required to evidence their right to work in the UK.

If you need us to make an adjustment or provide additional support as you apply for the role, please email fiona@peoplebeyondprofit.co.uk to discuss this in further detail.

Equal Opportunities

People Beyond Profit is committed to supporting our clients build more inclusive teams. To understand how we are performing, we ask that you kindly complete the brief equal opportunities questionnaire when you submit your application via our website. Please be assured that your responses are kept confidential, separate from your candidate record, and are not part of any application you make.





People
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