

Appendix 5

1. RHA BOARD DIRECTOR – ROLE PROFILE

About the RHA

The Road Haulage Association (RHA) is the UK's leading member-led trade association for road transport, representing hauliers, coach and van operators, and logistics professionals across the four nations. Since 1945, we have championed high standards, supported compliance, influenced policy, and provided trusted services to more than 8,500 members. Our values — Collaborative, Trusted Partner, Supportive, Quality, Knowledgeable, Relevant — underpin everything we do.

Purpose of the Role

RHA Board Directors provide strategic oversight, governance and leadership to ensure the RHA delivers value to its members and promotes the long-term health and sustainability of the road transport industry. Directors contribute professional expertise, help shape organisational strategy, and uphold strong governance in line with the Articles and Rules.

Key Responsibilities

Strategic Leadership

- Contribute to the development and review of the RHA's corporate strategy.
- Ensure strategic decisions reflect the Association's values.
- Promote innovation, relevance and continuous improvement.

Governance

- Comply with the Articles, Rules, Board Code of Conduct, and legal duties of a Director.
- Maintain high standards of integrity, accountability and professionalism.
- Approve budgets, monitor financial performance and oversee effective risk management.
- Identify and manage potential conflicts of interest.

Representation & Advocacy

- Act as a senior ambassador for the RHA at regional, national and industry events.
- Represent the views and issues of the Region from which the Director is elected (where applicable).
- Engage with stakeholders, including government, industry partners and members, promoting the RHA's mission.

Collaboration & Culture

- Foster a collaborative Board culture built on respect, inclusion and constructive challenge.
- Support and advise the Executive Team, while maintaining appropriate oversight.

Committees

- Serve on Board committees where required, contributing actively and constructively.
- Ensure committee decisions are aligned with the strategic objectives of the Association.

Skills and Attributes

- Senior leadership or governance experience within the road transport industry or related sector.
- Strong analytical and decision-making skills.
- Exceptional integrity, sound judgment and commitment to service.
- Effective communicator able to represent the RHA confidently in public forums.
- Commitment to the RHA values and Code of Conduct.

Term

- Three-year term, renewable in accordance with the Articles and Rules.

2. RHA NATIONAL CHAIRPERSON – ROLE PROFILE

Purpose of the Role

The National Chairperson provides overall leadership to the Board of Directors, ensuring that governance is strong, strategic objectives are delivered, and the Association operates in accordance with its mission and values. The Chairperson is the senior ambassador for the RHA and the profession.

Key Responsibilities

Board Leadership

- Lead the Board in a collaborative, inclusive and constructive manner.
- Set Board agendas with the Senior Leadership Team and Company Secretary.
- Ensure the Board functions effectively, with clear priorities, robust decision-making and strong oversight.
- Promote excellence in governance and uphold the highest ethical standards.

Representation

- Act as a principal spokesperson for the RHA.
- Represent the RHA with government, media, industry partners and national stakeholders (supported by the RHA media team).
- Provide sector leadership and visibility across the UK.

Culture & Conduct

- Model the values and behaviours expected across the Association.
- Foster open dialogue, inclusive debate and mutual respect among Directors.
- Encourage learning, development and performance within the Board.

Engagement

- Maintain regular engagement with Directors, Regional Chairs and the Executive Team.
- Facilitate strong two-way communication between the Board and Regional Councils.

Skills and Attributes

- Significant leadership experience at a senior or national level.
- Strong communication and media presence.
- Ability to build consensus and lead through influence.
- Deep understanding of the road transport industry and member needs.

- Demonstrated commitment to professionalism, transparency and the RHA values.

Term

- Three-year term, renewable once in line with the Articles.

3. RHA VICE CHAIRPERSON – ROLE PROFILE

Purpose of the Role

The Vice Chairperson supports the National Chairperson in leading the Board and deputises in their absence. The role helps ensure continuity, strong governance and effective member representation.

Key Responsibilities

- Act as deputy for the National Chairperson, including chairing Board meetings when required.
- Support the Chair in shaping agendas, governance priorities and Board effectiveness.
- Promote an open, collaborative and inclusive culture.
- Represent the RHA at events, meetings and industry forums.
- Maintain strong communication with Directors and Regional Councils.
- Uphold the RHA values and promote high professional standards.

Skills and Attributes

- Strong leadership and communication skills.
- Ability to step confidently into the duties of the National Chairperson when required.
- Commitment to the responsibilities and behaviours expected of an RHA Director.

Term

- Aligned with the National Chairperson term cycle.

4. RHA REGIONAL COUNCIL CHAIRPERSON – ROLE PROFILE

Purpose of the Role

The Regional Council Chairperson leads the Regional Council to ensure members' voices are heard, regional priorities are addressed, and communication between the region, the Board and the wider RHA is effective and constructive.

Key Responsibilities

Council Leadership

- Lead Regional Council meetings and set the agenda in collaboration with the Regional Operations Manager.
- Ensure meetings are effective, inclusive and aligned with the RHA's mission and values.
- Promote a culture of open debate, respectful challenge and active participation.

Member Representation

- Advocate for the interests and concerns of members in the region.
- Ensure diverse member viewpoints are gathered, understood and fed into national discussions.
- Review and validate new member lists in accordance with the Rules.

Governance & Compliance

- Ensure the Regional Council complies with the Rules and Code of Conduct.
- Monitor attendance levels and address non-compliance.
- Support succession planning, including the Vice Chair(s).

Stakeholder Engagement

- Work collaboratively with the Membership Director and Regional Operations Manager.
- Represent the RHA at regional events, meetings and media opportunities where appropriate.

Skills and Attributes

- Strong leadership and facilitation skills.
- Ability to ensure inclusive engagement across the region.
- Good knowledge of the road transport sector.
- Commitment to the RHA values, governance and Code of Conduct.

Term

- Three-year term, renewable in accordance with the Rules.

5. RHA REGIONAL COUNCIL REPRESENTATIVE – ROLE PROFILE

Purpose of the Role

Regional Council Representatives ensure members' voices, experiences and concerns are understood and communicated within the RHA. They support the campaign, policy and service priorities of the Association and help strengthen engagement at a regional level.

Key Responsibilities

Member Engagement

- Build and maintain strong relationships with members and relevant stakeholders across the region.
- Proactively gather feedback, concerns and insights and share these with the Council.
- Help promote RHA initiatives, training, campaigns and priorities.

Representation

- Attend Regional Council meetings, which includes a minimum of 4 each year (or 2 for the Scotland and NI region).
- Represent the region professionally at RHA events and, where requested, in relevant stakeholder forums.
- Support the Vice Chair and Chairperson where necessary.

Local Policy Insight

- Monitor legislative, regulatory and operational developments affecting the region.
- Provide feedback to support policy development and regional/national advocacy.

Communication

- Communicate relevant information to members and help foster engagement with RHA resources and digital platforms.
- When appropriate and supported by the RHA media team, act as a regional spokesperson within areas of personal expertise.

Skills and Attributes

- Up-to-date industry knowledge and relevant business experience.
- Strong communication and relationship-building skills.
- Passion for the industry and commitment to the RHA values.
- Adherence to the RHA Code of Conduct.

Term

- Three-year term in accordance with the Rules.