



WE'RE RECRUITING NEW TRUSTEES

The Young Trustees Movement is looking to appoint **five** new Trustees to our Board. If you're aligned to our mission and values, we'd love to hear from you.

KEY DATES

- [Online Information session for applicants](#) (optional): Thursday 24th September, 5:30 – 6:30pm
- **Deadline for applications:** Wednesday 7th October, midday
- **Application outcome:** by Thursday 15th October
- **Interviews (online):** Thursday 22nd, Friday 23rd & Saturday 24th October
- **Interview outcome:** by Wednesday 28th October
- **Start date:** Monday 2nd November
- **Board Away Day:** Saturday 5th December (London)

ABOUT YTM

The [Young Trustees Movement](#) (YTM) is made up of current and aspiring young trustees, employers and allies. We exist to transform charity boards by growing and centring youth leadership, through disruption and collaboration across the sector.

This is a key moment for us and our sector. The need for our work has never been clearer and we are at an exciting time in our development.

The need

We believe passionately in the value of young trusteeship. Young trustees bring new perspectives, new energy, new ideas and new networks to Boards; recruiting new people who ask questions about the way things are done leads boards to challenge long-established approaches which do not necessarily reflect contemporary best practice and to focus on representation and inclusion – not just of young people but also other under-represented groups and people with lived experience of the issues charities address. Bringing young people onto Boards also helps succession planning at a time when [Charity Commission data](#)

suggests that the median age of a trustee is between 65 and 69, an increase from 60–62 in 2017.

But there is a problem – the same data which shows a vast over-representation of older people on charity Boards also shows a huge under-representation of young people, with just 1% of charity trustees aged under 30. The need for our work, with young trustees and those who aspire to be trustees, as well as with the charities which would like to have greater youth representation on their Boards, is very clear.

An exciting time for our movement

While the need is clear, so is our response. Over recent months, alongside our continued work with young people and Boards, we have been focusing on strengthening our foundations: we have registered as a **Community Interest Company** and applied to convert into a **Charitable Incorporated Organisation**.

Thanks to the stability provided by donations from a number of trusts and foundations, we are reviewing our strategy, updating existing programmes and developing new offers.

We have lots of data which shows how much our participants value our programmes – for example, 98% of participants on our flagship Board Boost programme said it increased their confidence and 90% said they would recommend it to others – but we want to do more to measure and demonstrate our impact with young people and charities.

At the same time, we are strengthening our own organisational foundations, putting in place new finance, HR and data protection processes, enabling us to transition from being fiscally hosted to being a fully independent organisation.

All these steps have the same aim: to ensure that we are having the biggest impact possible and that our work continues for the long-term.

ROLE OVERVIEW

Trustees are collectively responsible for ensuring that YTM is well run, financially sustainable, and working effectively towards its purpose.

This is a voluntary role with a **three year term**, which can be renewed once.

The Board meets quarterly online and in-person up to twice a year (usually in London). There are also opportunities for Trustees to join our Finance, Operations and Risk Committee, attend events and act as a representative of YTM.

All reasonable expenses will be reimbursed and opportunities for learning and development will be available. You will also have the opportunity to be matched with a current trustee who will be your buddy during the first 6 months.

Successful candidates will initially be appointed as Company Directors of the Community Interest Company, until our application to convert to a Charitable

Incorporated Organisation (CIO) is approved by the Charity Commission, at which point Directors will become Trustees.

To ensure our Board remains reflective of the movement, two vacancies will be reserved for applicants aged 18–27 (i.e. people who will be under 30 for their first full three year term). You will be able to indicate on the application form whether you would like to be considered for one of these spaces.

KEY RESPONSIBILITIES

The Board has responsibility for ensuring the charity is well run, financially sustainable, and working effectively towards its charitable purpose.

In addition to the below statutory duties, each trustee should use any specific skills, experiences or perspectives they have to help the Board reach sound decisions that are in the best interest of the charity. This will involve scrutinising board papers, participating fully in discussions, analysing key issues and providing advice and guidance to the staff team as required.

- Ensuring that the organisation pursues its stated purpose, as defined in its governing document, by developing and agreeing a long-term strategy in collaboration with the CEO, staff team and wider movement.
- Ensuring that the organisation complies with its governing document, charity law, company law and any other relevant legislation or regulations.
- Ensuring that the organisation defines its goals and measures its performance against agreed targets.
- Safeguarding the reputation and values of the organisation.
- Ensuring the effective and efficient administration of the organisation, including having appropriate policies and procedures in place.
- Ensuring that the organisation applies its resources exclusively in line with its charitable objects and ensuring the financial stability of the organisation.
- Following proper and formal arrangements for the appointment, supervision, support, appraisal and remuneration of the CEO.

SKILLS AND EXPERIENCE

Essential:

- Embodies and believes in [YTM's values](#);
- Can communicate clearly in both verbal and written form;
- Able to think strategically and creatively;
- Able to work as part of a team;
- [Eligible to serve as a charity trustee](#).

When appointing members of our Board, we will be appointing individuals who can offer complementary skills, experiences and perspectives in order to ensure that we have a balanced board that can best support YTM into the future.

For this round of recruitment, we are looking to appoint individuals who have skills or experience in:

- Digital skills, including cyber security and Artificial Intelligence (AI)
- Fundraising – community & events, corporate, or trusts & foundations
- Policy, campaigning and influencing
- Community organising and movement building
- Working with young people, e.g. youth work or education
- Legal expertise, including HR
- Lived experience as a young trustee or aspiring young trustee (or involvement in another type of governance role as a young person)

We are keen to maintain a diverse and intergenerational Board, who can offer a range of perspectives to the movement. We recognise the importance of diversity of thought and experience in informing the board's decision making and so we welcome applications from all, including people who have not been trustees before.

Currently, the majority of our board members are university-educated. We know this is not reflective of the world we live in, therefore we actively encourage applications from those who have taken vocational routes, such as apprenticeships.

HOW TO APPLY

To apply, please complete our [application form](#). Applications close on **Wednesday 7th October at midday**.

You will be asked to answer four short questions, each in no more than 300 words. To help you to prepare your application, you can find the questions [here](#). The form won't allow you to save your progress and return at a later date, so we'd suggest downloading and completing these questions yourself first.

We also encourage applicants to complete our [Diversity Monitoring Form](#).

We will be hosting an information session for applicants at **5:30–6:30pm** on **Thursday 24th September**, where you will be able to hear from some of our current trustees. Register [here](#) to receive the link to join or a recording of the session. This will be an opportunity to ask any questions, and you can submit these in advance if you are unable to join live.

If you require any reasonable adjustments to the application process, or if you have any questions, please email us on hello@youngtrusteesmovement.org.

We will process all data shared as part of the application process in line with our [privacy notice](#).