



## **BLAGRAVE YOUNG TRUSTEES – VOLUNTARY POSITION**

### **RECRUITMENT INFORMATION**

The Blagrove Trustees have decided to recruit two additional young trustees to the Board. The Blagrove Trust is a youth-focused funder supporting work that enables young people aged approximately 14-25 year old's to transition to adulthood successfully. We mainly work in the South East of England in the counties of Berkshire, Hampshire, Wiltshire and Sussex, but we also do fund some national initiatives.

We make grants of under £2 million per year to organisations in three areas:

- Charities who are working to improve young people's lives in the here and now with work in areas like employability skills, information and advice, homelessness and child sexual exploitation;
- Advancing work that improves the way in which the voluntary sector listens to young people as well as initiatives that give young people a voice in their communities and society at large; and,
- Supporting work that informs and influences policy on behalf of this age group – this is a relatively new area of work.

See [www.blagravetrust.org](http://www.blagravetrust.org) for more information about what we do.

Because we are focused on young people, it is both important and appropriate that our own decision making is informed by young people's perspectives and is equally valued alongside other relevant expertise. We believe a Board's strength lies in its collective experience and skills and that its important therefore that young people are given an equal voice within our own governance structure.

The current Board comprises of 5 individuals, who provide experience ranging from investment management, property, funding and the youth sector, philanthropy and academia.

**We are looking for two young Trustees to support our mission. They will need to have:**

- The ability to listen to the different views and unique experiences of young people and reflect their perspectives to a Board of 5 others

- The confidence to communicate their views effectively to a wide range of people and a diverse group of fellow Trustees
- Some personal experience of the charity sector and/or the kinds of issues that young people from disadvantaged backgrounds require help with
- An understanding and/or interest in how children and young people can influence change
- A passion for social change and an interest in learning how funders can support social change for young people at national and local levels and how they partner with charities and others to deliver their mission.

### **Training, induction and on-going support**

Every effort will be made to ensure that the young people are able to fulfill the role to the best of their abilities and that this is a learning and development opportunity for them.

- We will provide access to online resources available to individuals who are becoming Trustees as well as formal training via a 3<sup>rd</sup> party organization<sup>1</sup> to ensure that all aspects governance is covered, including any training in the charity sector more broadly if necessary
- The opportunity to meet with the existing Trustees to talk to them about the role and to hear about their areas of expertise as part of your induction.
- Time spent with the Blagrove staff to learn about all aspects of the Trusts work including potential visits to partner charities as part of the induction.
- The opportunity to meet the Blagrove Director and/or other staff face to face or via skype prior to every Board meeting to talk through any issues or matters arising. 6-weekly phone calls to touch base. Depending on the experience of the new trustees we will consider matching you with a mentor from another Trust or Foundation who can provide independent advice and guidance.
- If necessary, we would be prepared to negotiate with the young person's employers, in order that all Trustee work is supported and we would request that young people inform their employers prior to applying
- All expenses will be covered by the Trust

### **Commitment Required**

- Attendance at 4 x annual Board meetings, lasting approximately 3 hours each. Reading all background materials beforehand so as to be prepared. These are held either in London or regionally (usually 1 p.a.) in the areas we fund. Timing of meetings is set to accommodate all Trustees and their own work commitments, i.e. if necessary meetings are held after work hours.
- Attendance at Blagrove annual partner meeting 1 x annually for a day
- Willingness to undertake some specific tasks relating to Blagrove's work e.g. meeting young people and visiting charities we support to hear more about their work and experiences (approximately 5 days p.a.)

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<sup>1</sup> For example, Student Hubs, British Youth Council and Ten Years Time are all offering training

- We are asking for a minimum 2-year commitment, with a view to extending if appropriate.
- We are keen to learn from the experience diversifying our Board and to share that learning with other funders, so we would also ask that the Trustees be willing to write up a blog or share their own reflections on the process and what they learn as appropriate

### **How to apply**

- Interested candidates to submit a CV and letter to [grants@blagravetrust.org](mailto:grants@blagravetrust.org) by no later than December 11<sup>th</sup> 2017
- Shortlisted candidates will be invited to an interview with Blgrave staff and some other young Trustees – c. week of the 18<sup>th</sup> December or early January tbc
- New Trustees will join their first board meeting in January to meet the team, but will undertake formal induction during February and March 2018 before the March meeting.
- For reasons of logistics we would prefer young people from the region we fund or from London. We welcome applicants from all ethnic backgrounds, male or female.

If you are interested in this position, but would like to have an informal chat with Jo Wells, the Trust Director first, then please drop us an email via [grants@blagravetrust.org](mailto:grants@blagravetrust.org) and we'll arrange a time for a phone call.