



BLAGRAVE YOUNG TRUSTEE – FINANCE

RECRUITMENT INFORMATION

The Blaggrave Trustees are looking to recruit a new trustee to its Board. This is part of a wider recruitment which will entail a new Chair and 3 further young trustees during 2019.

The Blaggrave Trust's mission is to bring lasting change to the lives of the most disadvantaged young people aged 14-25 to enable a positive transition to adulthood. We work in the South East of England in the counties of Berkshire, Hampshire, Wiltshire and Sussex, but we also fund other national and London based work. We make grants of c. £2 million per year.

Our core ambitions are:

- To promote and empower young people as powerful forces for change, and ensure their voices are heard in matters that affect them
- To achieve social impact beyond our immediate partners in pursuit of a fair and just society

Our strategic areas of work are:

- Funding outstanding youth organisations working directly with 14-25's
- Initiatives that give young people a stake in society and support their own social change efforts
- Influence policy on behalf of this age group
- Working with the wider funding community to share learning and improve grant-making

Our ways of working are:

- Collaborate and partner with others in all areas of our work
- Critically assess what we do, adapting and innovating in response to what we learn
- Encourage, listen, consult and communicate frankly with those we fund
- Use all of our resources and knowledge in pursuit of our mission

The Trust is run by a small team of four paid staff: the Director, a Regional Partnerships Manager, a Policy Manager and the Listening Fund Project Manager.

See www.blagravetrust.org for more information about what we do.

We currently have a board of seven, two of whom are young people aged 24 and 26. At the end of 2019 our current Chair is standing down as are one or two of our other long-standing trustees. We are therefore recruiting 4 new trustee roles: a Chair of trustees; two trustees under 25, and this advertised role for a further 'young' trustee – ideally, 30 or under. The slightly upper age limit for this role reflects the specific remit on finance, which we feel may

require a different skills set and professional confidence, however we are very open to someone who is aged 18 and above.

It is essential that the Trust has strong financial skills on our Board – to inform and monitor our investment strategy; to ensure adequate oversight of all our expenditure and income; to support the Director during the audit period. Whilst the Chair will obviously maintain strong oversight over these aspects of our work and we will also establish a Finance and Investment Committee, which could comprise external paid advisors to support us, the Board feels that it is also important that we recruit a younger Board member in line with our mission who can bring these skills. The Finance and Investment Committee will allow for some focused time to look at finance and investments: property, accounts, investment funds, financial forecasting and AOB.

We are looking for young people who have:

- Strong financial literacy and a qualification or equivalent experience in this area of work. E.g. A relevant A-level or other qualification e.g. business studies, economics, maths
- Ideally some professional experience - in a finance team or an investment setting
- Willingness to undertake training to build skills and knowledge
- Interest in and/or experience of Trust and Foundation endowments and investment policy
- Ability to communicate and explain financial information to the rest of the Board
- For reasons of logistics we would prefer young people from the region we fund or from London.

In addition, the young people we recruit must demonstrate:

- A passion and belief in the work and values of the Blagrave Trust
- An ability to listen to the different views and unique experiences of other young people and willingness to reflect their perspectives to the rest of the Board
- Strong and respectful communication skills and commitment to diversity of knowledge and experience and working in a team
- Some personal experience of the charity sector is preferable
- An understanding and/or interest in how children and young people can influence change
- An interest in specifically learning about independent funders unique role in social change.

Training, induction and on-going support

Every effort will be made to ensure that you are able to fulfill the role to the best of your abilities and that this is a learning and development opportunity. **You do not require any previous governance experience in order to apply.** Any support offered will be alongside your fellow new trustees so you will be learning together. We will offer:

- Access to trustee training to ensure that all aspects of governance are covered as well as the opportunity to access wider training for the sector as appropriate and in this case specific finance training e.g. with our auditors Sayer Vincent who run charity training courses
- The opportunity to meet with all the existing Trustees to talk to them about the role and to hear about their areas of expertise as part of your induction. If required, in addition an existing Blagrove trustee may also be selected to play a buddy or mentoring role
- 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.
- If required, we will engage the services of www.2027.org.uk - an organization set up specifically to support greater diversity in the Trust and Foundation world, to support you and connect you with experienced mentors who can provide advice and guidance for the first 18 months of your role.
- If necessary/relevant, we would be prepared to negotiate with your employer, in order to support this role and we would request that young people inform their employers prior to applying if possible or certainly if you are shortlisted
- This is not a paid role, but all expenses incurred as a trustee will be covered by the Trust

Commitment Required

- Attendance at 6 x annual Board meetings, lasting approximately 2.5 hours each. Reading all background materials beforehand so as to be prepared. These are held either in London or occasionally outside (usually 1 p.a.) in the region where we fund. Timing of meetings is set to accommodate all Trustees and their own work commitments, i.e. currently they start at 4.30pm but we would change this if necessary
- Attendance at the Finance and Investment Committee meeting approx. x 2 p.a.
- 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 – this is negotiable but ideally to put aside 1-2 dys p.a. for this
- We are asking for a minimum 3-year commitment (the minimum legal term for a Charitable Incorporated Organisation), with a view to extending for a further 3 year term.
- We are keen to learn from the experience diversifying our Board and to share that learning with others, 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 along the way

How to apply

- We welcome and encourage applicants from working class and BME backgrounds
- Interested candidates to submit a CV and letter to jo.wells@blagravetrust.org by the end of June.

- Shortlisted candidates will be invited to an interview with Blgrave staff and a minimum of one Trustee
- We hope to recruit this new position by the start of August. Our plan is to allow plenty of time for induction, meeting the Board and staff, undertaking any training, after the summer.
- 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 first to find out more then do drop Jo Wells, an email and we will make arrangements.