

Trustee

The Blaggrave Trust, 3-year initial term

Remuneration:	The role of Trustee is not accompanied by any financial remuneration, although expenses for travel are covered by the Trust, the Trustees will be supported with learning support covered by the Trust where needed.
Location:	The majority of Board meetings take place in London, however once or twice a year the Board will travel outside London for our annual partner meeting and a team away day.
Time commitment:	Up to 5 Board meetings per year. All board meetings are currently held out of office hours, usually 4.00 – 7:00pm and alternate between 3-hour in person meetings and 1.5-hour online meetings. We also hold an away day once a year as a board.
Reporting to:	Chair of the Board of Trustees
Timeframe:	We will be running an in person mock board meeting the week commencing 8 th May for shortlisted candidates, which will be followed by online interviews with the CEO, Chair of trustees and one other trustee in the w/c 15 th May 2023.

Background to this role

The Blaggrave Trust's mission is to bring lasting change to the lives of young people; investing in them as powerful forces for change and acting upon their right to be heard in pursuit of a fair and just society. We fund organisations that work in the South East of England in the counties of Berkshire, Hampshire, Wiltshire and Sussex. We also fund policy work and run programmes which fund work nationally. The grants we make total c. £3 million per year.

Our core ambitions are to:

- Increase civil society's accountability to young people; By investing in its capacity to support, listen and be held to account by young people.
- Investing in young people to create change; By funding young people directly and building the infrastructure support they need.
- Investing in better youth policy; By supporting young people to engage in democracy and participate in policy-making; and funding experts to research and advocate on their behalf where necessary.

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 highly committed team of eight: the CEO, a Head of Programmes, a Policy Manager, Head of Programmes, two Youth Led Change Programme Leads, a Team and Grants Assistant and a Finance and Governance Manager.

Detailed documents outlining Blaggrave's approach, values and core areas of work can be found on our website www.blagravetrust.org/about/approach. The Trust has been through a significant period of change, with the most recent decision to move towards becoming a youth-led rather than youth-focused funder. This means that during 2019, the Trust recruited 3 more young trustees to our Board, followed by the development of a new strategy for the next 4 years in partnership with paid young advisors which led to the hiring of two Youth Led Change Programme Leads. Eli our new CEO joined us in 2022 to further grow our ambition and commitment to young people and youth-led change. As such, we are seeking a dynamic new Trustee to take our governance forward into this next phase.

The successful Trustee will need to be able to demonstrate real passion and skills in matters relating to youth-led change. You will work closely with the CEO, Chair of the board and the wider board to develop a shared working culture. The organisation is also keen to grow the impact of our work by exploring the full extent of our assets, inclusive of property and wider capital investments which we hope the successful Trustee is also committed to exploring.

The Blaggrave Trust prides itself on the way it works with those it funds and its other stakeholders. We are open, passionate, collaborative and energetic – our culture is one of partnership and we place great value in the knowledge and expertise of others. We believe that relationships and trust are crucial ingredients to support social change, and our processes mirror these values. We keep bureaucracy to a minimum and are willing to challenge the status quo of grant-making. This approach does not compromise our commitment to accountability, transparency and professionalism. We are also extremely adaptable – learning and continuously refining and reflecting on what we are doing and whether there is a better way.

We are looking for a new Trustee who is totally committed to and actively supports these approaches.

Role Description

Objective

The Trustee will work with the other trustees to hold the organisation to account, supporting Blaggrave to live its values, advance its strategic aims and ultimately support young people. Where appropriate you will also support and challenge the CEO and ensure that the Board functions as a unit and works closely with the entire Executive of the charity to achieve agreed objectives.

Principal responsibilities

Strategic support

- Uphold Blaggrave's focus on its core ambitions.
- Advise on the charity's strategic direction and financial stability.
- Approve the organisational strategy and annual budget.
- Set and monitor the performance and risk parameters of the Trust.
- Use specific skills, knowledge and experience to help the Board reach sound decisions.
- Keep up to date with charity law, company law and the environment in which the Trust operates.
- Maintain appropriate confidentiality, abiding by the charity's code of conduct and disclosing any conflicts of interest.
- Ensure that the Charity operates within its charitable objectives and be an active part of providing the trust with a clear strategic direction.
- Ensure that the organisation is able to regularly review major risks and associated opportunities; and satisfy itself that systems are in place to take advantage of opportunities and manage and mitigate the risks.
- Ensure that the Board fulfils its duties to ensure sound financial health of the charity, with systems in place to ensure financial accountability.

External Relations

- Be an ambassador for and if appropriate act as a spokesperson for the Blaggrave Trust.
- From time to time represent the charity at sector external functions, meetings and events

Efficiency and effectiveness

- Serve as an active and engaged Trustee, ensuring that decisions are taken in the best, long-term interests of the Charity and that the Board takes collective ownership.
- Monitor that decisions taken at meetings are implemented.

Additional information

The Blaggrave Trust is committed to personal development, and will be offering the services of www.2027.org.uk to its newer younger trustees to support them in role. We are happy to discuss the same arrangement or a mentoring role, for our new Chair and any other personal development needs they may have.

About you

We are looking for a candidate who fully believes in the mission of the Blaggrave Trust. We are open to candidates from all backgrounds, but we will prioritise those who will help us to continue to diversify the voices heard in philanthropic work and in particular centering young people in all we do. We are committed to creating an equitable environment where all can thrive. We will ensure that the recruitment process and decision making ensures representation of both age and other forms of diversity.

Person Specification

The Blaggrave Trust is looking for a Trustee who can relate to and identify with fellow younger Board members – ideally we are looking for the right balance of youth and experience in our new Trustee in line with our mission as a youth-led funder. We encourage applications from younger candidates and for those for whom this would be a first time Trustee role, provided that have relevant previous experience serving in a trustee capacity. They must exhibit the following qualities and experience:

- Direct experience of working in a social change context, ideally working with young people/ youth-led change.
- Experience of working in the youth sector and/or the Trust and Foundation world is desirable
- A firm commitment to anti racism and oppression.
- A strong and demonstrable commitment to the charity, its strategic objectives, ways of working and values.
- Ability to foster and promote a collaborative team environment – in particular, experience of working with young people.
- Tact, diplomacy, with the ability to listen and engage effectively.
- Ability to commit time to conduct the role well, including travel and attending events out of office hours.
- Experience and understanding of charity governance and working with or as part of a Board of Trustees (desirable).
- Experience of chairing meetings and events.

Desirable experience

The Blaggrave Trust is keen to ensure that our board represents as many skills, disciplines, and thinkers, with a range of both lived and professional experience, as possible. As such we are really keen to complement our current trustees' skills with a trustee who has experience or interest in one or more of the below areas:

- Youth-led change/ youth work

- Campaigning or organising around issues of a social justice nature
- Climate justice activism
- Legal expertise
- Property, housing, community-led property development, land justice
- Investments, community wealth building, economic justice

Terms

The charity's board members will serve a minimum three-year term to be potentially eligible for re-appointment for one additional term.

How to apply

To apply for the role of Trustee at the Blaggrave Trust, please send your CV along with a covering letter (maximum two pages of A4) outlining your interest in the role and how you meet the role specification sending your email to HR@blagravetrust.org. Please note that the covering letter is an important part of your application and will be assessed as part of your full application. We are also open to receiving CVs and covering letters that are not in written form, for example video or creative applications in order to ensure our recruitment process is as accessible as possible.

Please ensure that you have included your contact telephone numbers, as well as any dates when you will not be available or might have difficulty with the recruitment timetable.

Please provide details of two professional referees together with a brief statement of their relationship to you and over what period of time they have known you. Referees will not be contacted without your prior consent. Please also complete a diversity monitoring form which will be stored separately from your application and will at no time be connected to you or your application.

The recruitment process will be made up of one in person mock board meeting, at our offices in Angel, London, in which the Chair, CEO and one other board member will attend. This mock board meeting will be led and facilitated by 2 members of the Blaggrave team. This will be an opportunity for shortlisted candidates to get a sense of how our board meetings look and feel whilst also serving as an interactive part of the interview allowing candidates to demonstrate their skills based on the requirements of the role (as shared in the above person specification). The mock board meeting will be followed up by an online interview with the Chair of Trustees, CEO and one other board member. The mock board meeting will take place the week commencing 8th May and will be followed by an online interview on the week commencing 15th May.

Blaggrave commits to cover all reasonable travel costs to enable you to attend the in person mock board meeting.

Recruitment Timetable

Deadline for applications: **Friday 14th April 2023**

Mock board meeting: **w/c 8th May**

Interviews with Blagrove: **w/c 15th May**

The successful candidate will be appointed subject to DBS checks and references at the Blagrove full **Board Meeting on 21st June 2023 (in person)**.

Should you have any questions about this application process please contact the Blagrove team on the following email address: HR@blagravetrust.org.