**Shaw Trust Trustee**

**About this Role**

* Board + 4 Committee meetings per year + ad hoc meetings / strategy days / Board visits
* UK – London
* Pro bono
* Closing date: Midnight on 9th January 2025

# **About Shaw Trust**

Shaw Trust believes that everyone has the right to live a decent and dignified life through good employment. From humble beginnings, finding jobs for disabled people in the village of Shaw in Wiltshire, it has grown to be the UK's largest not-for-profit social enterprise in the employment sector. Today, it is a complex and diverse charity committed to employment as the core pathway to a better life.

The Trust's 3,000 employees and 400 volunteers share its vision of a future where good employment is accessible to all in society, irrespective of life circumstances. Its beneficiaries are those who face social and economic challenges, and may also be disabled or have complex needs. The Trust has supported nearly 320,000 people across the UK in the last year alone, through a revenue of £302m. The Trust remains committed to employment as the core pathway to a better life, recognising that the right support at the right time can make a huge difference to an individual's life.

Shaw Trust's mission for the next 10 years is:

* To help individuals facing barriers to work and social inclusion to achieve their full potential.
* To multiply our social impact by delivering innovative system-change partnerships and programmes.

The Trust's Child to Career tenet focuses on joining up and layering its nationwide services to provide tailored, people-centric support. It is driven by impact, not profit, and uses a 'charitable heart with a commercial brain' approach. Shaw Trust works in partnership, not competition, within an ecosystem of other purpose-led organisations who strive for a fairer, more equal society with opportunities for all.

# **Role specification**

The Board of Trustees holds ultimate accountability for the affairs of Shaw Trust. Its job is to ensure that it is solvent, well-run, and delivers charitable outcomes for the benefit of the public for which it has been set up.

As part of their role, Trustees:

* Contribute to the setting and shaping of strategic direction as well as to good governance, including financial stewardship, stability and sustainability.
* Offer valuable resource in terms of supporting, questioning and holding to account the Executive, and engaging in particular projects from time to time.
* Call on their personal and professional networks and contacts in support of the Trust's activities and reputation, and act as ambassadors.
* Ensure that the organisation complies with its governing document, charity and company law and any other relevant legislation or regulations.
* Ensure that the organisation pursues its objects as defined in the governing documents, safeguard its good name and value and protect its resources.

# **Person specification**

Shaw Trust is looking for two new Trustees to appoint to the Board, who will bring senior experience in one of the following:

* **Local Authority experience:** Candidates will bring senior leadership experience and first-hand knowledge of how best to work with local authorities, as well as government departments and employers across the country, in order to deliver the best outcomes for the people it supports.
* **Background in fundraising:** Candidates will bring extensive funding experience to the Board, bringing valuable insights and expertise to help the charity achieve its financial goals. Individuals will provide strategic guidance, specifically in relation to its Charitable Foundation, bringing expertise in the building of relationships with major donors and sponsors.

Above all, the successful candidates will have a passion for the Trust's impactful and important work and have personal values which align with those of the Trust.

# **Board composition**

Paul Baldwin

Olly Benzecry, CBE (Chair)

Audrey Coutinho

Deborah Dorman

Annamarie Hassall, MBE

Carl Nicholson

Mike Nussbaum

Lara Oyesanya

Kalm Paul-Christian

Stephen Pegge

Steve Shaw

James Stewart, OBE

Christine Swabey

Learn more about the Board [**here.**](https://shawtrust.org.uk/about-us/)

# **Terms of appointment**

This role is unremunerated, but reasonable, pre-agreed domestic travel expenses will be reimbursed.

It is estimated that the time commitment will amount to one to two days per month. Board meetings are held four times per year and all Trustees are also members of at least one, possibly two, of the four Committees, which also meet quarterly. There will also be an annual strategy away day, extraordinary Committee meetings as required, as well as ad hoc engagement with the Trust's staff, stakeholders and the people it supports. Board meetings and the annual strategy day are in person in different locations, but Committee meetings are held virtually.

The appointment is for a three-year term, which can be renewed twice at the discretion of the Board.

# **Role timetable**

Deadline for applications: Midnight on 9th January 2025

Candidates can expect to be contacted by: 23rd January 2025

Interviews with a panel: Thursday 30 January 2025 – preferably in person in central London.

Informal interview with CEO and Chair: 13 February 2025 – preferably in person in central London.

Successful candidates to observe the Board meeting being held on Wednesday 26 February 2025.

Induction sessions: Wednesday 5 March 2025 pm and Friday 7 March 2025 am.

# **Apply today**

If you’re ready to use your experience to help us create a fairer, more inclusive society, we’d love to hear from you.

Please contact Carol McKinley for a further discussion or email your CV with a covering letter to **companysecretary@shaw-trust.org.uk****.**

**Applications close midnight on the 9 January 2025.**