

About Us

Big Change is a catalyst for long-term system change. We want to see a society working together to ensure all young people thrive.

We back the pioneers who are rethinking support for young people on the frontline; unite a community of supporters to direct funds and energy to the areas of greatest impact; and activate diverse allies in the UK and globally who share our hopes for change in education.

Together we aim to tackle the root causes of issues affecting young people, teachers, parents and carers, rather than treat the symptoms of a broken system. These projects and pioneers work across a range of areas: from reducing exclusions to improving mental health; transforming support to teachers and leaders to tackling exclusions.

Our approach has already inspired some remarkable successes. As of 2020, we've helped more than 700,000 young people, supported 36 projects with £4m in direct funding, and have helped project partners unlock more than £40m in follow-on funding.

We believe in the potential of both individuals and the collective to make change, and that great things happen when you build connections, trust and relationships. Working with our projects, supporters and wider network, we challenge old assumptions about how to support the next generation, recognising complexity whilst anticipating a hopeful future based on our [10 hopes for education](#).

Role Purpose

Big Change is looking to appoint a trustee who has experience of at least some of the following areas:

- Playing a key role in a complex system change initiative either in education or in another arena with similar dynamics
- Leading multi-stakeholder work that includes public engagement, campaigns and coalition building to bring about social change
- Actively engaging young people, communities and/or those with lived experience as key agents of the change, creating platforms and structures that ensure they are supported to lead

Responsibilities

Each trustee is accountable to the Board as a whole, led by the Chair and has [six main duties](#), first amongst them directing the affairs of the organisation and ensuring that we deliver on our mission. In addition, the trustee will be expected to:

- Surface, advise, input, and guide the Board and Leadership Team on key youth and education-related issues in a timely and structured way;
- Assist the Board in highlighting key trends and changing approaches within the education or youth sector more broadly;
- Act as an ambassador to the organisation, pro-actively developing the charity's network in the private, public and third sectors;
- Explore opportunities that further the aims and objectives of the charity;
- Assist with accessing new potential donors and supporters, inputting on fundraising issues and attend meetings with donors, when relevant;
- Contribute to overall strategic planning, good governance, and financial oversight.

Experience

- Experience of operating within a board in a charitable, public sector or commercial organisation desirable
- Demonstrable experience of building and sustaining relationships with key stakeholders, colleagues, and other board members to achieve organisational objectives
- A track record of sound judgement and effective decision making
- A history of impartiality, fairness and the ability to respect confidences
- A track record of commitment to promoting equality and diversity

Knowledge, Skills & Understanding

- Commitment to Big Change and our mission
- Ability to devote the necessary time and effort to the trusteeship e.g. scrutinising Board papers, preparing for meetings, participating in internal and external events.
- Preparedness to make recommendations, even unpopular ones, to the Board, and a willingness to speak your mind
- Availability to staff for advice and enquiries on an ad hoc basis
- A clear understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship
- A clear understanding of the respective roles of the Chair, Trustees and Chief Executive

Approach to Diversity

We aim to put diversity, equity and inclusion at the heart of everything we do, from the young people and project partners we work with to the way we behave and operate as a charity and to the people we bring into the organisation. We welcome applications from people of any gender, disability, age, sexual orientation, race or religion and belief, and particularly from people with diverse backgrounds or have overcome challenging experiences.

Time Commitment & Term

Normally the time commitment per quarter won't be more than 10 hours. Trustee meetings are currently held weekdays from 9am - 12pm once a quarter (virtually for now); preparation for these and other meetings or events (internal and external) may add a few more hours per quarter. We want our opportunities to be open to as many people as possible so if these times present any problems please let us know.

Once elected, Big Change expects their trustees to commit to a minimum two-year term.

Our current Board consists of 7 people from a variety of public, private and charity organisations, and meets four times a year. They attend special events where possible, and form sub-committees when required.

Salary

Trustees serve as unpaid volunteers; however, expenses such as travel costs will be reimbursed.

How to Apply

If you're inspired by what we do, and have the skills and experience that could help us increase our impact further, please email info@big-change.org with your CV (or linkedin profile) and a short covering letter to explain why you are interested in applying for the role and how you meet the role requirements

The next step will be to arrange a brief, initial conversation with our CEO or COO to get to know one another as we know you'll be choosing us as much as we are choosing you. If you have any additional questions, please do get in touch - we'd love to hear from you.

More information about Big Change can be found on www.big-change.org

We are keen to ensure that all of our opportunities are accessible to everyone, so if you have any specific circumstances or accessibility requirements which prevent you from completing an application online, please let us know by email and we'd be happy to help.

*The statutory duties of a Big Change trustee are:

- To ensure the organisation complies with its governing (our [articles of association](#)).
- To ensure that the organisation pursues its objectives as defined in its governing document.
- To ensure the organisation applies its resources exclusively in pursuance of its objectives.
- To contribute actively to the Board of Trustees' role in giving firm strategic direction to the organisation, setting overall policy, defining goals and setting targets and evaluating performance against agreed targets.
- To safeguard the good name and values of the organisation.
- To ensure the effective and efficient administration of the organisation.
- To ensure the financial stability of the organisation.
- To protect and manage the property of the organisation and to ensure the proper investment of the organisation's funds.
- If the organisation employs staff, to appoint the Chief Executive Officer and monitor his or her performance.

In addition, with other trustees, to hold the charity "in trust" for current and future beneficiaries by:

- Ensuring that the charity has a clear vision, mission and strategic direction and is focused on achieving these.
- Being responsible for the performance of the charity and for its "corporate" behaviour; ensuring that the charity complies with all legal and regulatory requirements.
- Acting as guardians of the charity's assets, both tangible and intangible, taking all due care over their security, deployment and proper application.
- Ensuring that the charity's governance is of the highest possible standard.