



TRUSTEE - ROLE DESCRIPTION

- Salary:** This is an unpaid position
(Reasonable travel expenses will be paid.)
- Term:** 3 years (with the option to extend to a second 3-year term)

Do you want to work with a vibrant, dynamic and youth-led organisation that is committed to advancing child rights and creating healthy futures for children across the UK and abroad by improving our global, national, and local food systems?

Be part of the creative, agile and growing team behind Bite Back's exceptional teenage activists from England and Scotland. Join us as a Trustee and contribute to our campaigning journey to help make the food system healthier and fairer. See below for more details about the role and how to apply.

At Bite Back we are committed to ensuring our Board is representative of the diverse world around us and therefore encourage candidates from diverse backgrounds to apply. At Bite Back we are inclusive and want to ensure we uphold our multicultural environment.

Trustee Role & Responsibilities

As a Trustee, you will share collective statutory responsibility duties for the governance and strategic direction of Bite Back:

- **Strategic Oversight:** Ensure Bite Back pursues its charitable objectives by approving and monitoring our long-term strategy and organisational goals
- **Compliance & Governance:** Ensure that compliance with governing documents, charity law, company law, safeguarding standards, and all relevant statutory regulations in England & Wales, and Scotland.
- **Financial Stewardship:** Protect and manage the charity's assets, ensuring financial stability, proper investment, and exclusive application of funds toward our charitable mission.
- **Risk & Performance Management:** Evaluate performance against agreed strategy, monitor organisational risks, and ensure proper internal controls and policies are in place.
- **CEO Support & Governance:** Provide support, constructive challenge, and oversight to the Chief Executive Officer.

In addition to statutory duties, Trustees act as critical friends and champions for Bite Back. You will draw on your professional skills, networks, and lived experience to advise the Board and Senior Leadership Team, scrutinise board papers, and support key strategic initiatives.

Person specification

Following a recent governance review and skills audit, we are seeking up to three new Trustees to join our Board during an exciting phase of expansion across the UK. Candidates should bring deep expertise in at least one of the following core priority areas:

1. **Scottish Youth Charity & Governance Expertise:** Senior leadership experience from across Scotland's charity sector (ideally, but not necessarily, within the children and young people's sector), with strong professional networks across Scottish government, civil society, and funders to help guide our growing footprint and programmes as a registered Scottish charity (SC055240). In addition to strong

Scottish safeguarding and child protection experience, and Scottish charity governance knowledge.

- 2. Youth Voice / Education Charity Leadership Expertise :** Senior leadership experience within the youth sector (youth voice / development / advocacy) or education sector working with young people, or experience scaling high impact social ventures that improve lives of young people, or movement building, or philanthropic and donor networks to support income generation, organisational growth, and governance trajectory. In addition to strong child safeguarding experience.
- 3. Political Strategy & Campaign Expertise:** Expertise in building high-impact strategic campaigns to influence policy, with strong PR/media/political professional networks to support Bite Back's young campaigners' efforts to hold Big Food accountable via fresh, innovative, and digital-forward ways.

Core Qualities Required for All Trustees

- A deep commitment to Bite Back's mission, values, and youth-led ethos, alongside the strategic vision to help steer a dynamic, growing national movement
- Good, independent judgement and thinking, and the willingness to speak your mind candidly while constructively challenging executive leadership
- A clear understanding and acceptance of the statutory duties, responsibilities, and legal liabilities of trusteeship under charity and company law
- An ability to think creatively, embrace fresh perspectives, and navigate complex policy public health, and campaigning landscapes
- An ability to work effectively as an active member of a team, building strong, supportive relationships with fellow Trustees, Youth Activists, and executive leadership
- An openness to leveraging personal and professional networks to support elevating the voices of Bite Back's young people and their campaigns.
- A genuine willingness to devote the necessary time, energy, and effort to prepare for board meetings, advise on sub-committees, and champion the organisation externally
- A steadfast commitment to diversity, equity, inclusion, and belonging alongside full alignment with Nolan's Seven Principles of Public Life (Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty, and Leadership)

Time Commitment & Location

- Board meetings: 4 meetings per year (held virtually or in London, with hybrid access)
- Sub-Committees: Participation in one Board sub-committee where relevant
- Ad-Hoc Support: Occasional strategic guidance, reading time, and attendance at key Bite Back events or youth showcases

Our Organisation & Governance

Bite Back is a registered charity in England & Wales (1180969) and Scotland (SC055240).

Bite Back is led by young people - not consulted as an afterthought, but led. Over 70+ core youth activists who sit on our Youth Board directly shape our strategy, campaigns, and communications, supported by thousands of young people engaged across our UK networks. Our staff team of about 30 people works in partnership with our Youth Board, using their professional networks and expertise to create platforms for young leaders to drive systemic change.

Bite Back is overseen by a dedicated Board of Trustees, led by [Chair Dr. Dolly van Tulleken](#). The Board is responsible for ensuring the charity fulfills its mission, remains strictly youth-led, and maintains robust financial and operational governance. Our Board currently includes experienced professionals across health, education, finance, campaigns, and youth engagement, alongside Youth Trustees who bring essential lived experience to our governance. Our Board has a Finance Sub-Committee to support specifically with the long-term financial sustainability of the charity.

Everything we do is guided by the core values developed by our Youth Board: Fresh, Resilient, Energetic, Real, and Respectful.

Diversity, Equity, Inclusion & Belonging (DEI-B)

As part of our commitment to making meaningful progress towards a movement where everyone feels valued, respected, and empowered, Bite Back's DEIB vision statement has been co-developed by Bite Back's young people, staff and trustees:

*A fair food system means our working culture and values - **Real, Respectful, Resilient, Fresh and Energetic** - reflects this vision. We support our staff, ambassadors and trustees to live Bite Back's values in their work.*

At Bite Back, DEIB means that our people are able to join and navigate the workplace, trusting they'll be supported to thrive, and that we'll respond with compassion and make change when things fall short. We recognise the systems of oppression which keep marginalised groups from power, and seek to proactively build equity. We are intentional about representation. We actively recruit under-represented voices, ensuring our staff team and youth board are representative of a wide variety of lived experiences.

*We push to improve outcomes for those kept furthest from power, celebrate differences and ensure accessibility is built in, not added on. Our aspiration and intention is that Bite Back is an organisation that recognises, shares and **acts on its power and responsibility to young people**, employees, community and wider society, driving equity and inclusion in every space, and in every decision.*

[You can read more about how we approach DEI-B on our website.](#)

We are intentional about representation and equity:

- **Youth-Led Representation:** We ensure our core movement including over 70+ Youth Activists and thousands of young campaigners across England and Scotland reflects the rich diversity of young people most impacted by food insecurity and junk food marketing.
- **Proactive Inclusion:** We actively recruit under-represented voices to our staff team and Board of Trustees, celebrating difference and embedding accessibility into everything we do by design.
- **Continuous Improvement:** We continually review and embed inclusive practices across our recruitment, organisational culture, campaign priorities, and board governance.

How to Apply & Timeline

We are operating a fast tracked, rolling recruitment process for these appointments to onboard new Trustees ahead of our next Board meeting in September. Applications will be reviewed upon receipt, and early application is strongly encouraged.

To Apply:

Please submit your CV along with a covering statement (maximum 2 pages) addressing the following four points:

1. Why are you passionate about joining Bite Back, and what does a genuinely youth-led organisation mean to you in practice?
2. How do your specific skills, background, or networks align with at least one of our three core priority areas? What immediate ideas do you have to best harness these assets for the young people of Bite Back?

3. What experience do you have in providing senior strategic oversight and fostering collective decision-making within an organisation? *This could be previous trustee experience, or senior leadership experience as a CEO/Director, or for first time Trustees any relevant experience advising, guiding, or leading teams.*
4. Can you confirm you have capacity to meet the required time commitment?

Please send your application to: recruitment@biteback2030.com

We kindly ask all applicants to complete our anonymous [Equal Opportunities Monitoring Form](#) upon submission to help us ensure our recruitment remains fair and inclusive. Your answers will be anonymous and will solely be used for internal purposes as we strive to be better in our representation of diversity. Applications will be handled in line with our [Recruitment Privacy Policy](#).

Recruitment Timeline

This trustee recruitment phase will remain rolling until the roles are filled. The first phase will be for potential appointment by early September, and the second phase will be for potential appointment by early December.

- Applications Open: 3 August 2026 (Rolling Review)
- Interviews: w/c 24 August 2026 (Virtual/Face to face)
- Target First Round Appointment Date: 3 September 2026

If you have general queries, please contact recruitment@biteback2030.com.

If you have specific questions about the role, please contact our CEO D'Arcy Williams - darcy.williams@biteback2030.com

About Bite Back

We're surrounded by junk food. From the moment children are born, every second of every day, they are targeted. Giant food companies manipulate them with colourful, clever marketing, deceive families with misleading packaging, and flood communities with products high in fat, salt, and sugar. It has become the cultural wallpaper and it risks destroying the health of a generation.

In the UK, nearly a third of children aged 2-15 are at risk of developing preventable food-related health conditions like type 2 diabetes and heart disease.

The good news? It is completely preventable. And we're biting back.

Launched by celebrity chef Jamie Oliver and philanthropist Nicolai Tangen in October 2019, Bite Back burst onto the scene as a unique, youth-led movement, focused on a singular mission to put an end to the global epidemic of food-related ill health. Bite Back develops brilliant young leaders through empowering them with the opportunities to speak directly to those with the power to make food environments healthier, preventing ill health before it happens.

Bite Back is a genuinely youth-led charity, from our award-winning Youth Board who guide our strategy and decisions, to one third of our Trustees being young people. From the moment they join our movement for food justice, they receive personalised training and skills development, as well as unparalleled opportunities to lead change by challenging power. Our Youth Board are at the heart of Bite Back's every win. They shape national policy, they challenge food giants at Corporate AGMs, speak directly to Ministers and MPs, and redesign food environments in their own schools, communities and local authorities.

And guess what? Our model works.

Over the last 7 years, our young people have played a critical role behind 10 major UK government policy wins at the national and local levels. Some of these include Westminster commitments around mandatory healthy sales reporting for big businesses, banning the sale

of energy drinks for under 16s, and restricting junk food advertising online and on TV. And even at the local level, [supporting former-Mayor Andy Burnham](#) to remove junk food marketing from public transport across Greater Manchester. Most recently, as part of [Bite Back's 7 years of school food campaigning](#), our young people were on the frontlines of securing the government's recent commitment to expand Free School Meals to all children in England on universal credit, reaching half a million more young people from disadvantaged backgrounds, in addition to securing commitments to update the School Food Standards in England for the first time in over a decade. Additionally, our tried and tested *Bite Back in Schools* programme has seen over 30,000 students empowered to transform the food environments of over 200 schools across England - while also recently expanding into Scotland in 2026.

Bite Back has also made waves beyond the UK, through a global partnership with UNICEF in more than 15 low- and middle-income countries around the world that has trained up hundreds of youth campaigners to transform food environments from South Africa, to Jamaica, to Jordan, to Viet Nam, to Fiji. Our UK teenage activists are often asked to headline major public health conferences around the world, including UN General Assemblies, World Health Assemblies, and food industry fora.