

At an exciting time of organisational growth and development, Compass Collective is looking to grow our Board in 2026–27 by welcoming new Trustees and replacing our outgoing Treasurer. If you are interested in joining our Board, we'd love to hear from you!

The role of Trustee is a voluntary position.

ABOUT COMPASS COLLECTIVE

We are an arts charity supporting young refugees and sanctuary seekers to integrate and thrive in the UK. We deliver specialist programmes in theatre, film and music; creative online English classes; employability projects; cultural trips; 1:1 welfare casework support; and referrals and signposting.

Our vision is that young people seeking sanctuary in the UK are welcomed, celebrated, heard and understood; that they are able to take meaningful and fulfilling next steps; and that they are supported to fulfil their potential, achieve their dreams and make positive change.

Our mission is to provide high-quality creative opportunities that support young sanctuary seekers to develop skills, build confidence, learn English, make friends, express themselves and belong to a community.

We were founded in 2019 and became a charity in 2021. Since then we have supported more than 1,000 young people across the UK through more than 70 programmes and hundreds of workshop sessions. We work directly with around 350 young people every year, the majority of whom are aged 16–25 and in the initial stage of the asylum process, having arrived in the UK without family.

We work in person across Greater London, where we are based, and the Highlands, our Scottish hub, which was established in 2025. We also occasionally work with regional partners elsewhere. Our online programmes reach young people across the UK.

OUR BOARD OF TRUSTEES

The Board of Trustees is legally responsible for ensuring that the charity is well governed, financially sustainable and delivering on its charitable objectives. We currently have a board of seven wonderful Trustees, all of whom have been with Compass for a number of years. They are:

- Fatimah Adesanya (Treasurer) – outgoing
- Mohammed Al-kaisi
- Azadeh Fatehrad
- Bruce Goodison
- Toby Jones
- Florjan Manallari (Young Trustee)
- Wendy Solesbury MBE (Chair)

Our Trustees bring a range of perspectives, lived experiences and professional expertise in the humanitarian, creative, technology and financial sectors. Of our current seven trustees, three are female, three are of the global majority, and four have experience of migrating to the UK, including two who came to the UK as young refugees.

The Trustees work closely with our Co-Directors, providing oversight, support and constructive challenge, and holding the organisation to account. They also support the Compass team and the organisation's overall development.

ABOUT THE ROLE (ALL TRUSTEES)

As a Trustee, you will play an important role in guiding the charity's strategy and ensuring that it is well run. You will work with fellow Board members to make decisions in the best interests of Compass Collective and the community we serve.

We're looking for people who are passionate about our mission, able to think strategically, willing to ask thoughtful questions and committed to good governance.

We welcome applications from people with a wide range of backgrounds and experiences, particularly those with lived experience of migration or forced displacement.

ABOUT THE ROLE (TREASURER ONLY)

We are looking for one current or former **qualified Chartered Accountant** to take on the role of Treasurer, providing financial expertise and working closely with our Executive Director and Finance Officer to oversee and support our financial operations and processes.

In addition to the responsibilities shared by all Trustees, the Treasurer will provide financial expertise and guidance to the other Trustees and the team, and will take a particular role in overseeing the charity's financial sustainability and financial management.

KEY RESPONSIBILITIES

As a Trustee, you will:

- Help shape the strategic direction of Compass Collective.
- Ensure the charity complies with its governing document, charity law and other relevant regulations.
- Oversee the charity's financial sustainability and effective use of resources.
- Support and constructively challenge the Co-Directors and senior leadership where appropriate.
- Contribute to Board discussions and collective decision-making.
- Act in the best interests of the charity at all times.
- Provide financial expertise and guidance to the other Trustees and the team **(Treasurer only)**.



<u>SKILLS AND EXPERIENCE</u>	ESSENTIAL / DESIRABLE
Commitment to supporting sanctuary seekers in the UK.	E
Passion for the creative arts and Compass Collective's mission.	E
Able and willing to contribute time, skills and experience.	E
Able to think strategically and exercise sound judgement.	E
Able to work collaboratively and respectfully with others.	E
Able to maintain confidentiality and act with integrity.	E
Commitment to keeping children, young people and adults at risk safe.	E
Qualified Chartered Accountant (Treasurer role only)	E
Experience in the charity sector.	D
Experience of youth work or working with refugees and asylum seekers.	D
Keen to get involved by attending events in either London or the Highlands.	D
Experience or expertise in any of the areas listed below.	D

In addition to the financial expertise that will be brought by the new Treasurer, we are particularly interested in hearing from people with professional experience or expertise in any of the following areas:

- Human Resources (HR)
- Marketing, communications or public relations (PR)
- Philanthropy and major donor fundraising
- Individual giving and supporter fundraising
- Law

These skills are desirable rather than essential.

We would love to hear from you whether you have previous experience as a Trustee or not.

LOCATION

While this is a role that can be done remotely, we would particularly like to hear from you if you are based in Greater London or the Highlands, where we are delivering programmes.

EXPENSES

Reasonable and necessary travel expenses for attending in-person meetings will be reimbursed. The majority of Board meetings take place online or have a hybrid option for joining remotely.

TIME COMMITMENT

The expected commitment is approximately:

- Four Board meetings and one AGM each year.
- Reading Board papers in advance of meetings.
- Occasional support between meetings, including reviewing documents and approving decisions by email where required.
- Responding to occasional emails and messages from the Chair, Co-Directors and fellow Trustees.
- **Treasurer only:** monthly finance catch-ups with the Executive Director and Finance Officer.

Length of term: 3 years, after which you may stand for re-election.

APPLICATION PROCESS

If you are interested in finding out more or would like to apply, please email **leigh@compasscollect.com** with your CV and an introduction to yourself, telling us why you are interested in becoming a Trustee of Compass Collective and what skills and experience you would bring to the role.

Feel free to include any questions you have. Please specify in your email whether you are applying for the role of Treasurer.

Deadline: Monday 9 November 2026, 9:00 am

