

SOPHIE HAYES

F O U N D A T I O N

Candidate Pack
Trustee – Finance



Sustainable freedom from modern slavery

THE ROLE: TRUSTEE- FINANCE

Location:	Remote/Hybrid (4-6 in-person meetings in London)
Time Commitment:	Approximately 2 days per month (Board meetings, preparation, committee involvement)
Term:	3 years with potential to extend for a second term
Remuneration:	Voluntary with reasonable expenses reimbursed

Commitment to Diversity underrepresented & Inclusion: We strongly encourage applicants from underrepresented communities and/or with lived experience.

WELCOME

Thank you for your interest in becoming a Financial Trustee of the Sophie Hayes Foundation (SHF). We are a dynamic charity, focussed on helping survivors of modern slavery rebuild their lives and achieve sustainable freedom by providing invaluable training, coaching, work experience and advocacy across the UK. It is now three years since we launched a new strategy from which we have increased our impact whilst strengthening and broadening our services for survivors of modern slavery. In these challenging times it is even more important that we continue to be bold, resilient and effective.

We are looking to a Trustee – Finance with extensive financial experience who will help us strengthen our financial stewardship and contribute to the growth of our impact.

As a trustee of the Sophie Hayes Foundation, you will be part of a small team of volunteers who are collectively responsible for developing and guiding the strategic direction of the organisation and ensure that we continue to support and advocate for survivors of modern slavery.

The Trustees, Sophie Hayes Foundation

ABOUT US

Our Mission and Strategy

Mission

Founded in 2011 by Sophie Hayes, a British woman trafficked into sexual exploitation overseas, Sophie Hayes Foundation's work has always been centred around sustainable freedom. Sustainable freedom means freedom from exploitation, slavery, and trafficking; and freedom to look to the future with renewed confidence, rebuilt skills, and a sense of purpose for survivors.

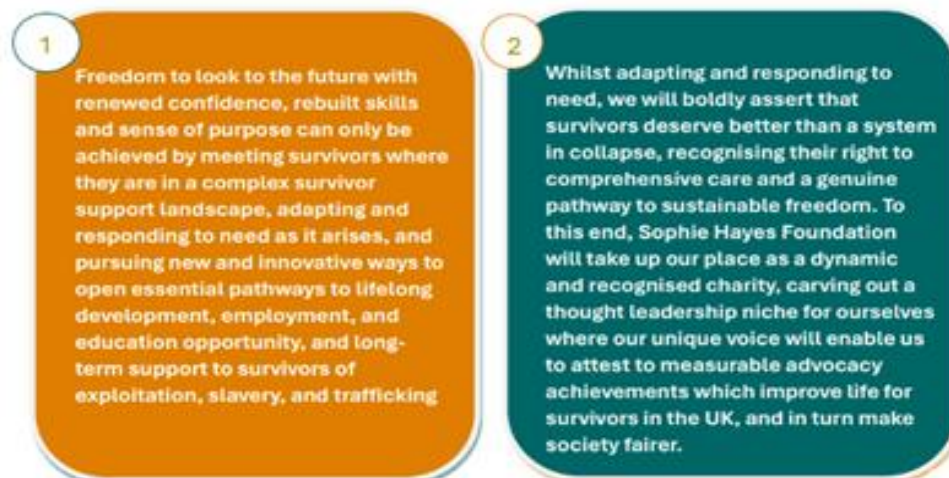
Whilst our mission of sustainable freedom has continued over the last 15 years, forms of exploitation, as well as the landscape of support to survivors of exploitation, has changed beyond recognition. To adapt and respond to this, our new clearly defined and executed mission, coupled with enhanced brand awareness, and with survivor voice at its heart, will enable us to raise awareness, provide leadership, and develop the conversation on modern slavery and human trafficking in the UK.

Freedom from modern slavery, and human trafficking must be achieved through creating a community of survivors whose voices are amplified to challenge assumptions about slavery and trafficking and to work with policymakers and businesses to understand and tackle root causes of the exploitation of vulnerabilities.

We will build on our core strengths to consolidate, expand, and diversify our funding streams for the immediate benefit of our services and the long-term stability and growth of our organisation, opening up and seizing opportunities and partnerships which arise, to expand and improve our support to survivors.

Our strategy will bring stability and transformation, will be created through collaboration and inspirational leadership, will provide foundational support to survivors and empower them as actors for change.

We work at two levels:



Our Values

WE ARE BOLD

Slavery and trafficking are abhorrent crimes that have no place in the modern world. Survivors' stories of bravery and survival inspire us to be courageous in boldly challenging assumptions about slavery and trafficking, and in advocating to policymakers and citizens, businesses, and consumers for a future free from exploitation for all.

WE ARE INQUISITIVE

We are experts in our work with a thorough understanding of the context and realities of modern slavery and human trafficking, centred around lived and learnt experience. But we see great value in continued learning and take up all opportunities to develop our skills and understanding. We invite everyone to inquire alongside us and believe in their roles as agents of change.

WE ARE INCLUSIVE

We seek to build understanding and awareness of all areas in which exploitation of vulnerabilities can lead to modern slavery and human trafficking and the profound significance of intersectional marginalisation on survivors. We champion and amplify voices of survivors in. We actively welcome and respect different perspectives and experiences from amongst staff, survivors, volunteers, trustees, and supporters, to enhance the quality of the services we provide and the work we do.

WE ARE CREATIVE

We are flexible, adaptable, and responsive to change. We look to innovate, with an entrepreneurial and creative approach to providing opportunities for survivors and to expand our work. We are open to partnership with a wide range of institutions and businesses, and collaborating with them to co-create bold approaches to tackling exploitation and providing pathways to sustainable freedom.

WE ARE HOPEFUL

In supporting survivors to, and advocating for, sustainable freedom, we need to inspire people with hope and belief that a better future is possible. Adapting our approach to recognise the challenges people face, we remain optimistic and look to find and provide inspiration wherever we can.

Governance Structure

We bring together a dedicated and passionate staff, trustee, volunteer, survivor and partner team who are experts and practitioners in the modern slavery sector, with a vast range of experience from the worlds of charity, business, politics, hospitality, law, academia, health, social care, education, accountancy and beyond. SHF is governed by a skilled and dedicated board of trustees and operates with a recently restructured subcommittee structure: Governance & Nominations, Finance & Risk and Development & Communications. Our established Lived Experience Advisory Group (LEAG) plays a critical role in our development including co-designing our organisational strategy and the next phase of our programmes. We employ over ten staff and work with over twenty-five volunteers who enable us to make a real impact.

Equity, Diversity and Inclusion

As a charity working with survivors of modern slavery, we are committed to attracting and recruiting a diverse range of candidates because we are keen that our staff, trustees and volunteers reflect the communities we serve and the wider community we work in. Our value, “We are inclusive,” affirms our commitment to welcoming and respecting all perspectives across the organisation.

ABOUT THE ROLE

The people that we work with come from all over the world and have a wide variety of beliefs, experiences, and backgrounds. We are committed to sharing in and reflecting this rich diversity amongst our staff, volunteers and trustees and would strongly encourage applicants from minority and under-represented groups, and from those with lived experience. We are committed to inclusion and diversity and to building a culture where everyone is appreciated for the unique person they are.

The role

As a trustee of SHF, you will work collectively with fellow board members to provide financial insight, effective governance, oversight and strategic support to support good Board decision-making.

You will work with the Chair, CEO, finance team/advisers and the Risk and Finance Committee. Day-to-day financial management remains with the Executive Team.

Core financial responsibilities

Planning and advisory

Ensure budgets and forecasts are prepared and presented to the Board.

Advise the Board on the financial implications of strategic plans.

Advise the CEO and executive team as needed.

Oversight

Chair the Risk and Finance Committee, ensuring effective financial and risk oversight.

Reporting

Ensure annual financial statements meet accounting, regulatory and statutory requirements.

How you can contribute

- Help the Board scrutinise budgets, forecasts, management accounts and strategic financial choices.
- Oversee cash flow, reserves, financial controls, risk, statutory accounts and regulatory requirements.
- Strengthen financial confidence across the Board and Executive, including around fundraising and income diversification.
- Contribute more broadly to strategy, governance and organisational development.
- Charity or not-for-profit finance experience would be helpful but is not essential.

Trustee responsibilities

As a trustee of SHF, you will work collectively with fellow Board members to provide effective governance, oversight and strategic support.

Financial stewardship and risk management

- Oversee financial health, sustainability, risks, internal controls and protection of assets.

Upholding SHF's mission and values

- Support SHF's purpose, vision, goals and charitable objects.
- Promote survivor-centred practice, inclusion and safeguarding.

Governance, compliance and ethical oversight

- Ensure SHF complies with its constitution, charity law and relevant regulations.

Strategic support and constructive challenge

- Provide strategic guidance, support and constructive challenge to the Executive and Board.

Safeguarding, culture and psychological safety

- Promote a safe, transparent and inclusive culture where concerns can be raised.

Board participation and collaboration.

- Use your skills, experience and networks to strengthen Board effectiveness, working collaboratively and respectfully.

Advocacy and external engagement

- Act as an ambassador for SHF and help to raise its profile and advocate for survivors of modern slavery.

Person specification

- Commitment to SHF's mission, values, survivor-centred practice, safeguarding and inclusion.
- Understanding of, or willingness to learn about, the modern slavery sector.
- Strong independent judgement and balanced, ethical decision-making.
- Ability to work collaboratively, think strategically and engage constructively with complexity.
- Willingness to devote the necessary time, preparation and engagement to the role.

Time commitment

Trustees are appointed for a three-year term, with an eight-month probation period and the potential for a second three-year term.

The expected commitment is around two days per month, including:

- Quarterly Board meetings in central London, currently weekdays 4.30pm–7.30pm, plus an annual strategy half-day.
- Upcoming Board meeting: Wednesday 2 December 2026; 2027 dates to be confirmed by the end of September.
- Committee meetings four times a year online, currently at 8.00am or 8.30am.
- Attendance at two to three major SHF events each year.

Candidates should therefore be UK-based.

Process and timetable

Please send a CV or LinkedIn profile and covering letter of no more than 1,000 words to boardrecruitment@sophiehayesfoundation.org by midnight on **Monday 12th October**.

Interview timetable

Thursday 15th October EOP: shortlisted candidates notified.

Tuesday 20th October or Wednesday 21st October 8:30am – 1pm: one-hour preliminary online interview with the trustee nominations panel.

Wednesday 4th November: final in-person panel interviews.

Monday 9th November EOP: candidates notified.

Monday 30th November Post begins.

SHF Board Meeting **Wednesday 2nd December** at 4:30pm