



## **Redemption Roasters Foundation Trustee Role Description**

### **About Redemption Roasters Foundation**

The Redemption Roasters Foundation has been established to reduce reoffending. By creating pathways into employment for prison leavers, the Foundation aims to support programme participants to lead a positive life away from the criminal justice system.

The Foundation has been established by the business Redemption Roasters to expand its impact. Although it operates independently, the Redemption Roasters Foundation shares the business's mission of reducing reoffending. Redemption Roasters provides in-kind, pro-bono support to the Foundation and may employ individuals who complete its programmes.

In the words of Max Dubiel, Co-Founder of Redemption Roasters: "Setting up a charity reflects our unwavering commitment to balancing profit with purpose. It provides a dedicated platform for our education and impact work, offering donors confidence and reinforcing our accountability. This structure allows us to push the boundaries of social impact while remaining commercially competitive as a business."

For the past year, the Foundation was largely inactive while the Board of Trustees considered the strategic direction of the charity. The trustees feel it is now the right time to 'activate' the charity and are ambitious about the positive impact the Foundation can have on reoffending.

### **Plans for the Year Ahead**

In the coming year, the work of the Foundation will focus on three key areas:

1. Training and Employment for Prison Leavers  
The Foundation will deliver coffee training programmes that support prison leavers into employment.
2. Inspiring Inclusive Hiring Practices  
The Foundation will champion the hiring of prison leavers and train employers to reduce barriers to participation.



### 3. Immediate Financial Support

The Foundation will administer the Redemption Roasters Hardship Fund, providing immediate, small-scale financial support to programme participants so they can remain in employment. For example, Oyster card top-ups to cover travel to work.

## **About the Role**

A fantastic opportunity has arisen to join the Board of Trustees for the Redemption Roasters Foundation.

The role of trustee is an important voluntary position, with successful candidates working closely with the Chair of Trustees to ensure the Redemption Roasters Foundation is well-run, effective, and delivers against its objective of reducing reoffending.

If appointed, you will help determine the strategic direction of the charity. You will use your skills and talents to help the charity establish itself and, in doing so, positively impact the lives of those leaving prison.

In practice, you will be required to attend four Board Meetings a year, as well as providing ad hoc support to staff between meetings. You will be asked to provide insight and meaningful contributions to matters relating to the operation of the charity.

There is also an important advocacy role, with trustees acting as ambassadors. You will help to build the profile, network, and reputation of the charity as it grows.

In line with the charity's constitution, trustees will be appointed for a three-year term.

## **Person Specification**

This is a voluntary and unpaid position. Applicants must believe in the mission of the Redemption Roasters Foundation, align with the values of the charity, and be prepared to give the role the time it requires.

Anyone passionate about our work is welcome to apply, but we are particularly eager to speak to individuals with insight into the criminal justice system in the UK (including through lived experience or working in the sector), as well as those with experience scaling organisations.



The trustees are also looking to appoint an experienced finance professional as Treasurer to provide oversight of the financial performance of the charity. More information can be shared on this role on request.

### **Skills & Experience**

- A proven track record of sound judgement and effective decision-making.
- Experience sitting on a Board is preferable but not essential.
- A history of impartiality, fairness, and the ability to respect confidences.
- Commitment to the organisation and a willingness to devote the necessary time and effort.
- Capacity to challenge, engage, and contribute to the work of the Board in a positive manner.
- Ability to build and sustain relationships with key stakeholders and colleagues to achieve organisational objectives.
- Commitment to fairness and promoting equality and diversity, acting at all times with honesty and integrity.
- Understanding of the UK criminal justice system is preferable but not essential.

### **Equality & Diversity Statement**

The Redemption Roasters Foundation is committed to promoting equity, diversity, and inclusion in all aspects of our work. We believe that fostering a diverse and inclusive environment is not only the right thing to do but also essential to achieving our mission.

When appointing trustees, we will make appointment decisions by matching the charity's needs with the skills and experience of candidates. These decisions are made irrespective of gender, belief, ethnicity, origins, disability, sexual orientation, gender identity, marital status, age or history of incarceration.

### **Appointing Trustees with experience of the criminal justice system**

Given the mission of the charity, the trustees welcome applications from those with experience of the criminal justice system, including a history of incarceration.



While the charity is open to working with all offences, there are some circumstances where the Charity Commission disqualifies individuals from being a trustee. There is more information on this available on the [Unlock website](#).

Where needed, the Redemption Roasters Foundation will work with applicants to apply for a waiver from the Charity Commission.

If you would like to discuss this further before applying then you are welcome to email Rosemary Ashworth ([rosemary.ashworth@redemptionroasters.com](mailto:rosemary.ashworth@redemptionroasters.com))

### **Learn More & Apply**

To apply for the position of trustee, applicants are asked to submit a CV and a one-page cover letter [here](#). The cover letter should explain why you wish to join the Redemption Roasters Foundation Board of Trustees and highlight any relevant experience you have, whether it is professional, voluntary, or lived experience.

The deadline for applications is midday on Monday 31st March.

Final-round applicants will be invited to attend an interview, ideally in-person.

If you would like to organise an informal phone call ahead of applying, please email Rosemary Ashworth at [rosemary.ashworth@redemptionroasters.com](mailto:rosemary.ashworth@redemptionroasters.com) to arrange this.