

Trustee Recruitment Pack

June 2026



A word from Screen Share's Chair

Thank you for your interest in joining Screen Share's Board of Trustees. We are a fast-growing and award-winning charity with a clear mission: to ensure every refugee in the UK has a connected device and the skills to use it to achieve their goals.

We currently support 2000 unique clients per year with devices, internet connectivity and digital skills training. In so doing, we have become the leader in the admittedly niche field of refugee digital inclusion.

Practically, this means that every single day, our staff and volunteer team meet 8 refugees who are unable to make progress in their lives because they are offline in a digital world. We invest in their digital capability and create an environment in which they can achieve their goals, on their own terms.

But to actually solve the problem of refugee digital exclusion, we need to grow. This year, we are launching an ambitious five-year strategy, the details of which are outlined on page 11. We are at a critical stage of our journey as an organisation: expanding nationally, commercialising elements

of our model and investing in our leadership capacity and governance to scale up and sustain our work.

To do so safely and successfully, we are recruiting three experienced trustees to join us in our mission. We are particularly looking for trustees with significant experience in safeguarding, charities that trade, digital inclusion and digital governance.

At every juncture since we started operations in 2021, the Screen Share community has grown. What has formed is a committed, skilled, diverse and ambitious community that is a genuine pleasure to be part of. Screen Share is a wonderful opportunity.

Moses and I would be very happy to discuss the current make-up of the board, our ways of working, the details of our strategy and how we plan to deliver it. Just reach out.

We look forward to hearing from you.

Amos



Who We Are

Our Mission

Screen Share is the UK's leading refugee digital inclusion charity. Our mission is to ensure every refugee in the UK has access to a connected digital device and the skills to use it to achieve their goals.

Digital inclusion significantly improves education, employment, language acquisition and wellbeing outcomes. It enables access to healthcare, legal advice and vital information. It fosters agency and independence, allowing refugees to rebuild their futures on their own terms.

We provide laptops, smartphones and internet connectivity, alongside digital skills training, laptop repair training and IT repair services for those seeking sanctuary - bridging the digital divide while contributing to the circular economy.

Our 2026–2030 strategy commits us to scaling our impact to reach 5,000 people annually, deepening lived-experience leadership, and building resilient technical and organisational infrastructure to sustain long-term national impact.



Our Values

Our values explain where we have come from and where we are going. They are the framework which inform all of our work. Our values are Responsibility, Sustainability, Equity and Collaboration.

Responsibility

We hold responsibility to multiple stakeholders, beginning with our clients - refugees who must be met with safety, dignity, and space to grow, both digitally and as individuals. We are equally accountable to our corporate and business partners, who entrust us with their IT assets and rely on us to deliver secure, sector-leading data sanitisation and meaningful impact reporting. We have a duty to our staff and volunteers to provide a safe, supportive, and purposeful working environment that enables their commitment to social change. We take responsibility for advancing the understanding and exposure of refugee digital exclusion and following the evidence to lead the field. We are stewards of the trust placed in us by donors and supporters, ensuring their investment delivers a tangible, lasting impact.

Collaboration

We are committed to building high-value, mutually beneficial partnerships - beginning with our corporate and business partners, whose support is vital to the solution. By converting used IT assets into life-changing tools, advocating for refugee digital inclusion, and opening up their networks, our corporate partners help drive systems-level change.

We also work closely with national and local charities to deliver programmes that are rooted in community need and existing infrastructure. Digital inclusion is just one step in the refugee journey - working across and beyond the sector is fundamental to maximising impact and solving the problem.

We engage in open, evidence-based dialogue with local and national government, sharing data and insights to ensure refugees are not left out of digital inclusion policy or planning. This problem is solvable, but only if we commit to doing so together.

Sustainability

We understand sustainability in two essential ways: financial and environmental. First, we are committed to building long-term financial sustainability through a diverse set of income streams, so that we can be here for as long as we are needed. Refugee support rightly includes housing, legal advice, education, and employment - but digital inclusion is still underserved. We are working not just to spend resources on the problem, but to build an organisation with the longevity, scale, and stability to solve it.

Second, we are deeply committed to environmental sustainability. We embrace the circular economy model by reducing, reusing, repairing, recovering and recycling wherever possible - and work to prevent e-waste as much as we manage and create it. We acknowledge our environmental footprint as we scale, and take seriously our role in a wider ecosystem of digital inclusion, charity infrastructure, and IT asset reuse. We hold ourselves to high standards of transparency, traceability and reporting when representing our impact on our environment.

Equity

Digital inclusion is a process that must include everyone - regardless of background, immigration status, language, or digital starting point. We work to ensure that refugees have equitable access to the tools, skills, and opportunities they need to rebuild their lives and participate fully in society.

We recognise that power, privilege, and systemic inequality shape who is heard and who is served. We commit to challenging those imbalances - both within our own organisation and across the systems we are part of.

We believe digital inclusion is not just about access but about agency. We centre lived experience at every level of our work and create clear, supported pathways for refugee leadership across volunteering, employment, governance, and strategy. We are working towards a future where refugees don't just benefit from digital inclusion - they lead it.

What does it mean to be a trustee at Screen Share?

Screen Share trustees are a group of volunteers who hold legal, financial, strategic and moral responsibility for the charity. Individually and collectively, trustees:

(Legal and Financial)

- Ensure Screen Share acts within its charitable objects and complies with charity and company law
- Protect the charity's assets and ensure it remains financially solvent
- Declare and manage conflicts of interest in line with Screen Share's conflict of interests policy

(Direction-setting and accountability)

- Set strategic direction and monitor the charity's performance against it

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- Hold the executive team to account, supporting their work in an advisory capacity
 - Actively engage with organisational risk, scrutinising how they are identified and managed, and making collective judgment about what level of risk is acceptable in pursuit of our mission

(Commitment and Contribution)

- Contribute their skills, expertise and networks to advance the goals of the charity
- Bring a collaborative spirit and genuine investment in the work - communicating honestly about what they can commit to and be an active participant in the board, not a passenger

What Screen Share offers trustees

Trusteeship is a serious commitment and a significant investment. We don't take that lightly and want to make sure the investment goes both ways.

A special community worth being a part of

Screen Share has become a diverse, committed and talented community of staff, volunteers, board members and community members from across the world. We share a wide range of professional backgrounds and cultural experiences. Trustees join that community and benefit from it.

A vehicle for social impact

Screen Share is a serious operation tackling an urgent social problem. Trusteeship is therefore an effective opportunity for senior professionals to apply their skills and expertise to an important cause outside of their primary work. Our ambition and focus means your investment will make a difference on the ground.

A genuinely new challenge

Screen Share is, as far as we know, the first direct-to-client digital inclusion charity to scale in this way. That means trustees will encounter governance challenges that don't have established playbooks. This represents a novel opportunity to set the standard

Practical support

- A structured induction covering Screen Share's strategy, finances, programmes, governance and culture
- Detailed board papers distributed promptly following financial quarters and at least five working days in advance of the next meeting
- Access to training and development relevant to your trustee role
- Regular and transparent communication from the CEO between meetings
- Board meetings scheduled around your availability

Key details - Trustee

Screen Share has transitioned from a grassroots community project into a charity supporting people across the UK. We are now embarking on a significant scaling of our operations with the goal of supporting 5000 unique clients per year by 2030.

To do this safely and sustainably, we need trustees who bring specific expertise to our diverse board. We are looking for trustees willing to apply their expertise in charity trading, digital governance and safeguarding to our specific context, such that we can make the right decisions during this critical and exciting period.

We are looking for active, available trustees who are willing to invest time and energy into the governance of the organisation. The board is vibrant and present and the addition of further trustees is designed to enhance its governance function, not slow it down. All three roles will contribute to a relevant sub-committee.

Trustee: Charity Trading and Commercialisation

Our fundraising strategy prioritises corporate and trading

income. That strategy is complemented by our trading income strategy, which seeks to invest in traded services which support our mission, including digital inclusion services, IT Repair, IT Leasing and IT Asset Disposal. We have good experience in these areas and are looking for a trustee to oversee and significantly contribute to decision-making regarding when and how to enter these markets. The postholder will ideally be a current or former leader of a social enterprise or charity that trades, who can provide the board with the expertise it needs to make informed decisions. This trustee will bring relevant insight on sustainable income diversification and fundraising strategy.

Trustee: Digital Governance

We handle sensitive client data, and act as a processor for sanitising donated devices. This creates significant cybersecurity, data protection responsibilities. We have a cybersecurity strategy, dedicated staff time and also receive pro-bono support to discharge those responsibilities effectively, but we need a trustee with expertise to provide genuine oversight in this area and represent the position at board level. Strong candidates will bring expertise in data

governance, cybersecurity policy or digital risk management. We would particularly welcome candidates who bring expertise in digital inclusion alongside this.

Trustee: Safeguarding

As we scale up across the UK, we are making the intentional decision to deepen our relationship with our clients. We work with some of the most vulnerable people in the UK, so our board needs to be confident that we are providing proper oversight of how we keep them safe in the context of support. We are looking for a trustee with governance-level safeguarding experience who understands safeguarding frameworks and legislation, can scrutinise our policies and procedures, and hold our staff team to account in this area. This trustee will lead our Safeguarding sub-committee.

Key details

Roles available: Three trustee positions: Charity Trading and Commercialisation; Digital Governance; Safeguarding
Commitment: Approx 32 hours per year (see breakdown below)

Term: three years, renewable

Location: Online, with 1-2 in person meetings in London per year

Remuneration: Voluntary, unpaid. Reasonable expenses reimbursed

Time commitment

Board meetings - 10-12 meetings per year, 1hr meetings

Paper reading & preparation - 6 hours per year

Sub-committee attendance - 4 hours per year

Ad-hoc governance and decision-making - 4 hours per year

Specialist contribution (emails, 1:1s with relevant staff) - 4 hours per year

External representation - 2 hours per year

Induction - 2 hours in the first year

Total: ~32 hours per year

Role Description

Board Governance

- Govern Screen Share as part of a collective board, sharing legal and financial responsibility for its decisions and direction
- Scrutinise and contribute to Screen Share's strategic direction, ensuring the board is making well-informed decisions at the right level
- Actively engage with organisational risk, particularly in your area of expertise, and make collective judgements about what level of risk is acceptable in pursuit of the mission
- Protect Screen Share's assets, ensure it remains financially solvent and complies with all relevant charity and company law
- Declare and manage conflicts of interest in line with Screen Share's conflict of interests policy
- Contribute to trustee recruitment and induction, keeping the board's composition under active review

Specialist Contribution

- Make your expertise genuinely available to Screen Share between board meetings by responding to occasional queries from the Senior Leadership Team, participating in

ad hoc meetings, and reviewing relevant policies or proposals, so that the SLT can make better decisions in your specialist area

- Contribute ideas, flag opportunities and make connections that advance Screen Share's work, bringing your network and knowledge to our shared mission

Sub-Committee Participation

- Contribute actively to your relevant sub-committee (Finance, Safeguarding or Trading Income), leading it where appropriate
- Apply your specialist expertise to the sub-committee's work, helping it develop into an effective and substantive governance function
- Ensure the sub-committee's work is clearly connected to full board decision-making and that key issues are escalated appropriately and represented in meetings

External Engagement

- Represent Screen Share externally where appropriate, with funders, partners and at sector events
- Support income generation by connecting Screen Share with potential supporters, businesses and device donors within your network
- Attend Screen Share activities periodically to stay close to the work and the communities we serve

Personal Specification

Essential - all trustees

- A working understanding of governance, accountability and the responsibilities of an organisational board
- Developed knowledge of charity governance and the legal responsibilities of charity trustees
- The ability and time to contribute specialist expertise in a governance context - advising and scrutinising the SLT rather than contributing operationally yourself
- Emotional intelligence and the interpersonal skills to work collaboratively as part of a diverse board
- Organised and communicative professional approach, such that you are able to manage your commitments reliably, respond to queries in good time and be honest when you don't have capacity
- Proactive commitment to Screen Share's mission and values and the ability to uphold them personally and publicly

Essential - specialist criteria

- Experience in charity trading, social enterprise or commercialisation at a senior level, including the ability to scrutinise business cases, financial models and decisions about when and how to enter new markets (Charity

Trading & Commercialisation Trustee only)

- Experience in cybersecurity, data protection or digital risk management, with the ability to translate technical risk into active governance and provide thorough oversight of Screen Share's data responsibilities (Digital Governance Trustee only)
- Experience of safeguarding governance at board or senior leadership level, with a strong understanding of safeguarding frameworks, legislation and best practice in a UK charity context, and the confidence to ask difficult questions and escalate concerns (Safeguarding Trustee only)

Desirable - all trustees

- Previous experience as a trustee or senior leader in an institutional context, with preference for leadership experience in a registered charity
- Lived experience of forced migration or digital exclusion
- Active networks relevant to Screen Share's work and development, including funders, corporates, local authorities or sector bodies
- Experience in the refugee, asylum or digital inclusion sectors
- Understanding of digital inclusion and the role of technology in supporting marginalised communities



Our Strategy

We have grown quickly since 2021 and demand for our service is higher than ever.

For this reason, we have created a 5 year organisational strategy which sets out our plan and the resource needed to deliver it. The strategy was developed with clients, advisory board members, staff, volunteers and funders.

We want to significantly scale our programmes from supporting 1000 people per year to **5,000** per year by 2030 - including those who are furthest away from being digitally included (i.e. with the lowest digital skills, no connectivity and no devices).

Here's how we'll do it:

- 1** Scale our provision to support more people in more areas in the UK.
- 2** Tailor our support services to the diverse range of digital needs in the community by **stratifying our support model**
- 3** Foster **high-impact partnerships** which deepen our impact and deliver our mission.
- 4** Deepen our **Lived Experience pathways** and champion refugee digital leadership
- 5** Invest in a **diverse set of income streams** to ensure long-term financial sustainability
- 6** Raise the profile of **Screen Share** as the specialist refugee digital inclusion charity and champion the digital inclusion cause with refugees
- 7** Strengthen our **organisational infrastructure** to ensure we deliver safe, high-quality and data-driven support for our clients, staff and volunteers.

Recruitment Process



Applications open **15th June** and close **6th July at 9am**

Assesment question: w/c 13th July

Interview w/c 3rd august

Apply via Charity Jobs

Please reach out to our CEO Moses for an intro call if you would like to hear more or read our new strategy in full - moses@screen-share.co.uk or our Chair Amos amos@oursecondhome.org