

Company number: **07448744**

Charity number: **1139685**



**YOUNGROOTS**

Supporting young refugees

# Young Roots Trustee Recruitment 2026





# YOUNGROOTS

Helping young refugees to realise their potential

## **Opportunity to join the Young Roots Charity Board of Trustees**

Young Roots are recruiting new trustees to join our Board. We are particularly interested in recruiting trustees with knowledge and experience of:

- **Charity finance, to act as our Treasurer**
- **Diversity, Equity and Inclusion, to chair our DEI and Wellbeing Committee**
- **Fundraising, to support our ambitious plans to diversify our income**

## **About Young Roots**

Young Roots is a London-based charity working with young refugees and asylum seekers aged 14-25 seeking safety in the UK, most of whom are alone without their families. We want young people to be able to build a positive future here – we provide practical and emotional support through our Youthwork, Casework and our Advice and Support Hubs, where young people can also access therapeutic support, legal advice and learn English and other skills. Through our campaigning work, we support young people to influence the policies and practices that affect their lives.

You can read more about our work here: [What we do — Young Roots](#)

Young Roots is governed by a skilled and committed group of trustees who work closely with our Chief Executive Paola Uccellari and staff team. You can learn more about our current board here: [Our Trustees — Young Roots](#)

## **Opportunity to be a trustee**

This is a great opportunity to join a charity delivering vital services to young refugees and asylum seekers, and campaigning for a better asylum system. You can apply to be Treasurer, DEI and Wellbeing Trustee or Fundraising Trustee.

While trustees can have distinct areas of responsibility, all trustees are responsible for ensuring the charity fulfils its charitable purposes, and for helping to take strategic and financial decisions. The Board of Trustees has overall legal and financial responsibility for the direction and management of Young Roots. As the trustees of a registered charitable organisation, the board is collectively responsible for compliance with charity law and other regulatory requirements

## Treasurer

The Treasurer will be a key member of the Trustee Board, responsible for overseeing the financial affairs of Young Roots. You will help ensure the organisation's financial stability, transparency, and compliance with financial regulations, supporting and providing oversight of the work of the Head of Finance, helping ensure robust financial management and governance.

Key responsibilities:

**Financial management:** Oversee and monitor the charity's financial operations, including financial planning, budgeting, financial reporting.

**Financial reporting:** Approve financial reports prepared by the Head of Finance and present them to the Finance and Audit Committee and Board, highlighting key financial metrics, risks, and opportunities.

**Compliance:** Together with the Head of Finance, ensure compliance with all financial regulations, Charity Commission requirements, and accounting standards relevant to charitable organisations in the UK.

**Audit and risk management:** Oversee the annual audit and accounts process, liaising with external auditors and accountants as necessary, and working with the Head of Finance to address any audit findings or recommendations.

**Risk Management:** Manage financial risks and ensure proper financial controls are in place. Oversee the development and review of financial policies and procedures to ensure they remain effective and compliant with changing regulations.

**Meeting contributions:** Actively participate in board meetings, providing financial insights and guidance on strategic decisions and chair monthly meetings of the finance and audit committee.

Qualifications:

Professional accounting qualification (e.g., ACA, ACCA, CIMA) or equivalent financial management experience.

Significant experience in financial management, budgeting, and financial reporting, preferably within the charitable sector.

Experience of managing multiple restricted funds or an understanding of processes and procedures necessary to manage them appropriately (desirable)

Analytical mindset, attention to detail, and the ability to communicate financial information to non-financial stakeholders.

Knowledge of UK charity financial regulations and compliance requirements (desirable)

All trustees must have:

- Enthusiasm for Young Roots' vision and mission.
- Ability and willingness to work in line with our values.
- Willingness to commit time and energy to this voluntary role.
- Good, independent judgment.
- Ability to think strategically and creatively.
- Ability to scrutinise Young Roots' performance, including its financial performance.
- Ability to work effectively as a member of a team.
- Integrity, accountability, openness, honesty, leadership and ethical conduct.

**Previous board/trustee experience is not necessary, as training will be provided.**

## Diversity, Equity and Inclusion and Wellbeing Trustee

One of our strategic objectives is to ensure that our values are at the heart of everything we do, with a particular focus on diversity, equity, inclusion and staff wellbeing. We have strategies to advance these priorities which are overseen by a DEI and Wellbeing Committee, with both staff and trustees who are members. This role would chair the committee, and act as a link between its work and the Board.

Key responsibilities:

Board contributions: Actively participate in board meetings, in particular by providing insight and guidance on matters relevant DEI and staff wellbeing and providing updates and information in relation to the work of the DEI and Wellbeing Committee

Oversight: Holding the staff team accountable for development and delivery of the DEI and Wellbeing Strategies

DEI and Wellbeing Committee: With the staff team, setting agendas, reviewing papers and chairing quarterly meetings of the DEI and Wellbeing Committee.

Risk Management: Assess and identify risks from a DEI and wellbeing perspective, alerting the Board of Trustees in a timely manner - as and when necessary - of any key concerns.

Support: Support the staff team by contributing knowledge and advice.

Qualifications:

Expertise in factors that give rise to DEI challenges and strategies which are effective in promoting DEI.

Understanding of equality legislation, regulation and good practice.

Expertise in factors that undermine staff wellbeing and strategies which are effective in promoting wellbeing, ideally in a similar organisation (desirable).

Understanding of the needs of people with lived experience of the asylum system in the workplace (desirable).

All trustees must have:

- Enthusiasm for Young Roots' vision and mission.
- Ability and willingness to work in line with our values.
- Willingness to commit time and energy to this voluntary role.
- Good, independent judgment.
- Ability to think strategically and creatively.
- Ability to scrutinise Young Roots' performance, including its financial performance.
- Ability to work effectively as a member of a team.
- Integrity, accountability, openness, honesty, leadership and ethical conduct.

**Previous board/trustee experience is not necessary, as training will be provided.**

## Fundraising Trustee

We have a strong and well-established track record in successfully fundraising from trusts and foundations, and now have ambitious plans to diversify our income. This role will offer advice and guidance to the staff team and the board in development and delivery of a fundraising strategy and management of risks related to fundraising.

Key responsibilities:

**Board contributions:** Actively participate in board meetings, in particular by providing insight and guidance on matters relevant fundraising.

**Oversight:** Holding the staff team accountable for development and delivery of the fundraising strategy. With the Head of Fundraising and Communications to ensure fundraising is of the highest standard and priority within a robust governance framework that complies with all relevant legislation, regulation and ethical standards.

**Risk Management:** Assess risks in new fundraising directions and proposals, alerting the Board of Trustees in a timely manner - as and when necessary - of any key concerns.

**Support:** Contribute knowledge of fundraising techniques, best practice, and strategies.

**Finance and Audit Committee:** Attend monthly meetings of the finance and audit committee.

Qualifications:

- Significant fundraising experience and expertise.
- Experience of diverse income generation practices – individual giving, major giving, community fundraising and/or corporate fundraising would be valuable.
- Understanding of law, regulation and good practice relating to fundraising.

All trustees must have:

- Enthusiasm for Young Roots' vision and mission.
- Ability and willingness to work in line with our values.
- Willingness to commit time and energy to this voluntary role.
- Good, independent judgment.
- Ability to think strategically and creatively.
- Ability to scrutinise Young Roots' performance, including its financial performance.
- Ability to work effectively as a member of a team.
- Integrity, accountability, openness, honesty, leadership and ethical conduct.

**Previous board/trustee experience is not necessary, as training will be provided.**

### **What we ask of you**

We currently alternate between remote and in person trustee meetings (in person meetings take place in central London). Trustee meetings take place every 2 months and usually last 3 hours. Trustees are expected to attend the majority of these meetings. We hope trustees will commit to serving for at least one year. The overall time commitment varies (and we always take into account personal circumstances) but we estimate that it will average 2-4 hours per week.

### **What Young Roots provides**

We want trustees to feel supported in contributing to the work of the board. Some of the ways we support trustees are:

- New trustees are provided with training on their role and responsibilities. We have an ongoing programme of training and development for all trustees.
- Papers are circulated at least 5 days in advance of a meeting to ensure that trustees have adequate time to consider them and ask any questions. We can provide trustees with a laptop to enable them to join meetings remotely and conduct Young Roots business.
- We operate a “buddy system” which involves new trustees being paired with an existing board member for the first 6 months of their trusteeship for support and guidance.
- We encourage trustees to claim all reasonable expenses incurred as a result of their voluntary work as trustees, such as travel and childcare expenses. We have an easy and discreet expenses system.

### **If you would like to know more**

We are keen to encourage applications from those who have no previous experience as a trustee. If you would like to know more about being a trustee at Young Roots, please join our Chair of Trustees, Grace Capel for an informal information sharing meeting which will take place remotely **at 6pm on Tuesday 26th May. Please email [grace@youngroots.org.uk](mailto:grace@youngroots.org.uk) if you'd like to join.**

You can also find out more about Young Roots on our website [www.youngroots.org.uk](http://www.youngroots.org.uk) or by contacting [paola@youngroots.org.uk](mailto:paola@youngroots.org.uk).

## How and when to apply

Please submit your CV and a short supporting statement (of around 300 words) explaining:

- whether you are applying to be Treasurer, DEI and Wellbeing Trustee or Fundraising Trustee
- your reasons for applying to be a trustee and
- any relevant knowledge or experience, with reference to the job descriptions in this pack.

Please upload your application via the Charity Jobs Portal.

The deadline for applications is **14<sup>th</sup> June** and we will be holding remote interviews **25<sup>th</sup> June**. Applicants selected for interview will receive information in advance about the topics that will be discussed.

**Young Roots recognises the positive value of diversity, promotes equity and challenges discrimination. We welcome and encourage applications from people of all backgrounds, particularly those who can face disadvantage in employment, such as people from Black, Asian and minority ethnic backgrounds, LGBTQ+ individuals and people with disabilities. As an organisation that supports refugees, asylum seekers and migrants, we particularly welcome applications from people within these communities. We offer a guaranteed interview for those with lived experience of the asylum system and those with disabilities, where they meet the essential elements of the person specification. If aspects of the application process create barriers to you applying and you'd like any adjustment to the process or you'd like an informal discussion or advice on your application, please get in touch. We would also like to alert you to the existence of organisations which supporting people from under-represented groups to access employment, who can advise you on applying for this role. For example, Scope, Young Women's Trust and Experts by Experience.**

**Young Roots is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. We operate a system of safer recruitment and this role is subject to receipt of satisfactory references and a DBS check. All trustees are also required to participate in safeguarding training.**

No agencies, please.

## Our Vision

A compassionate and welcoming society for young people seeking safety in the UK.

## Our Mission

To work alongside young people seeking safety in the UK, building trusted relationships, providing practical and emotional support and promoting young people's rights and power.

## Our Values

Our values are at the heart of everything we do. These are:

- **Integrity** – we act courageously and independently in the best interests of young people, as determined by them, and are transparent and accountable for our actions.
- **Openness** – we are adaptable and open to change. We are curious, reflect on our impact, and are keen to learn how to do things better.
- **Kindness & compassion** – we prioritise kindness and compassion, to build supportive relationships and promote wellbeing. We focus on supporting the wellbeing of our staff and volunteers.
- **Inclusivity** – we believe we have an important role to play in addressing societal inequities. We value the benefits of diversity and we strive to be inclusive. This affects all aspects of our work, including our work with young people, our team and our wider strategy.
- **Empowerment** – we believe in the unique strengths of each member of staff and each individual young person. We trust our team to act autonomously and transfer power to young people to build their autonomy, independence and agency.

*“Being listened to by the staff has helped me a lot. There were so many times, I felt so overwhelmed and needed someone just to listen to me.”*

*“I had a dream about coming to the UK - a dream for a better life and future. But it has been a struggle for the years that I have been here. I have had some terrible experiences. Young Roots have helped me get over some of those experiences and to look forward.”*

*“I have become more confident to speak up and enjoy my time. I used to have no one at UK to support me but Young Roots is like a family to me.”*

*“I was worried about the future but now I feel supported.”*



Company number: **07448744**

Charity number: **1139685**



**YOUNGROOTS**

### **Young Roots**

Suite 3.18 – easyHub Croydon,  
22 Addiscombe Road,  
Croydon, CR0 5PE

Tel: **0208 684 9140**

Email: **[london@youngroots.org.uk](mailto:london@youngroots.org.uk)**

**[www.youngroots.org.uk](http://www.youngroots.org.uk)**

 **@weareyoungroots**

 **@weareyoungroots**

 **Young Roots**

 **@weareyoungroots**

