brightside

BRIGHTER FUTURES FOR ALL



Trustee vacancy

Candidate information pack

> **I can definitively say that my Brightside Mentor altered the course of my life and that I wouldn't be where I am today without his support**

About Brightside

Brightside is the UK's leading and safest online mentoring provider, with 23 years' experience in delivering bespoke and flexible online mentoring to young people.

We exist to connect young people facing barriers with relatable role models so they can make confident and informed decisions about the future. Our flexible technology gives young people a mentor in their pocket, on their own schedule, to support their next steps.

We've worked with 179,435 young people since 2003

Mentoring pairs have exchanged 3,674,110 messages through the mentoring platform, and 77% of mentees left programmes "extremely" or "very" confident in their next steps

Our flexible online mentoring platform helps young people to overcome geographical barriers and level the playing field when it comes to accessing relatable role models

The platform embeds goal setting technology and gamification to personalise mentoring journeys and provide every user with a bespoke experience

Our programmes embed youth voice and agency. Mentees have the power to choose their own mentor, choose whether to use text-based or video mentoring, and choose which mentoring pathway to follow from our range of topics and resources

Our mentee stories

To strengthen our organisation and mission further, we're looking for a Trustee with legal expertise. This may include charity law, employment law and/or commercial work relevant to Brightside's partnerships.

We look forward to receiving your application.



Oliver Borm, Chair



John Craven, CEO

Brightside is on a mission to help young people make confident and informed decisions about their future. For over 20 years, we've used technology to connect young people facing barriers with inspiring mentors. We deliver online mentoring programmes in collaboration with schools, universities, businesses and charities to provide young people with access to networks, online career information and high-quality mentoring.

The UK is inherently unfair. In 2026, your future success is still more likely to be determined by where you were born or what your parents do than your abilities. At Brightside, we are determined to change the system from the ground up, providing young people and schools with role models, support networks and skills to empower them to meet their aspirations.

We know what we do really works with Brightside mentees growing in confidence, doing better in their GCSEs, and being twice as likely to access and complete a degree.

We are a small but mighty charity, currently reaching 5,500 young people across the UK a year, with ambitious plans to meet the need of thousands more. To help us achieve that growth responsibly and sustainably, we are looking to strengthen our dynamic Board of Trustees with the appointment of a Trustee who brings significant legal expertise. As Brightside continues to grow, strong legal oversight is incredibly important. We are seeking someone who can provide strategic oversight on areas such as charity law, employment law and/or commercial work relevant to Brightside's partnerships.

The Board of Trustees supports the Chief Executive and Senior Leadership Team, providing strategic direction, guidance and practical advice.

We are looking for candidates who can commit to approximately 6 to 8 hours per month on a voluntary basis to the charity. It is expected that this time would be split roughly 50/50 between formal meetings of the Board or relevant subcommittee (and pre-reading), and practical advice, support and working groups with staff, drawing on your experience and expertise.

What matters most is that you bring a passion to support young people in achieving their potential, something that could come from your own lived experience, a professional background in this area or an existing connection with work like ours.

We are keen to encourage applications from everyone who believes they could play a part. We're open minded to people with lots of previous Board experience and those for whom this would be their first time serving as a Board member.

Above all we are looking for someone who shares our mission and our values. We're here to help young people succeed and help overcome disadvantage, if that drives you and if you believe you have skills and experience that will make a difference then please consider an application.

Our values

We have a successful track record in attracting brilliant and mission-driven people to work with us to grow our impact with young people. We're excited to offer the opportunity for someone to join our Board in the position of Trustee (with legal expertise) to support our ambitions.

We are a fast-moving charity, and we pride ourselves on our friendly, professional and supportive culture. We embrace new ideas and celebrate the talent and contribution of all team members. As an organisation, we have five values that we commit to as individuals and as a team:

1. We are ambitious; we strive for positive and lasting impact

2. We foster creativity and new ideas, so that our work evolves as we learn

3. We ground our work in collaboration

4. We celebrate individual strengths and empower people to fulfil their potential - our team is our greatest asset

5. We are committed to quality in everything we do

Brightside is committed to promoting a diverse and inclusive community where everyone can be themselves and succeed in the workplace and beyond. Our culture is inclusive to staff and volunteers from all backgrounds, and we provide flexible policies to support their differing needs.



Role description

As Brightside continues to grow, strong governance, effective risk management and sound decision-making are increasingly important. We are seeking a Trustee with legal expertise to join our Board and help ensure the charity remains well governed, compliant and resilient as we pursue our ambitious growth plans.

The successful candidate will bring strategic legal insight to Board discussions, helping Trustees and the Senior Leadership Team to navigate legal, regulatory and governance considerations. The Trustee will use their professional expertise to support robust decision-making, identify risks and opportunities, and help the Board understand when specialist legal advice may be required.

We welcome applications from legal professionals of all backgrounds who are passionate about our mission to help more young people to make confident and informed decisions about the future.

Key responsibilities

- Provide strategic legal insight and challenge to support effective Board decision-making
- Support the Board in maintaining high standards of governance, compliance and risk management
- Contribute to discussions on matters including contracts, ethics, partnerships, employment matters, regulatory obligations and organisational growth
- Help identify emerging legal and regulatory risks and opportunities relevant to Brightside's work
- Support the Senior Leadership Team by acting as a sounding Board on legal matters where appropriate
- Join one or two subcommittees (such as "finance and risk" or "people") to provide more in-depth support to the organisation
- Fulfil the statutory duties of a Trustee and actively contribute to the work of the Board and its committees

What we're looking for

Essential criteria:

- Significant professional legal experience
- Strong judgement, strategic thinking and problem-solving skills
- Understanding of risk management and good governance
- Commitment to Brightside's mission and values
- Passion for improving opportunities and outcomes for young people

Desirable criteria:

- Experience of employment law, charity law and/or charity governance
- Understanding of social mobility, education or the charity sector
- Lived experience related to our mission

The process

Please submit your CV (two pages maximum) and cover letter (one page maximum) via CharityJob. Your cover letter should provide a response to the following question:

“What has ignited your passion for wanting to be a Trustee with Brightside, and what specific career knowledge, experience, networks and connections will you bring to help Brightside to be sustainable and to reach as many young people as possible?”

The closing date is 9am on Monday 7 December. We will look to complete interviews by 21 December. If you would like an informal conversation about the role, please email the Chair: Oliver.Borm@brightside.org.uk

