



Organisation: You Make It

Role: Volunteer Trustee

Trustee specialism/Industry: HR, Legal, Philanthropy, Marketing

Reporting to: Chair of trustees

Hours: 1-2 hours per week with some additional time for meetings, away days or when supporting projects

Location: Meetings are either remote or London-based

Length of term: 3 years subject to renewal

Organisation overview

You Make It (YMI) is a dynamic, award winning and evolving race and class inclusion organisation that runs 4 month long holistic empowerment programmes for young unemployed and underemployed women largely from Hackney and Tower Hamlets. Our participants are Black and Asian, and all are from working class backgrounds. We have continued to grow since our formation by the CEO in 2011 and have continued to generate incredible support from a range of credible funders. In addition, we are focused on dismantling racism while generating earned income and generating earned income through growing a range of partnerships as well as exploring new channels through which to deliver our established You Change It programme- a successful anti-racism allyship initiative aimed at employers and pioneered by our CEO in 2020.

Our passion for our work is boundless. Year after year we prove to have real impact. Our [YouTube channel](#) will give you a sense of what we do, all the amazing people and places we work with, and of those people we benefit.

About you

As a trustee you must have a strong commitment to YMI's mission and be aligned to our core values which are self-empowerment, integrity, social equality, dynamism and creativity. You have strong communication and interpersonal skills, experience in governance or management, have high integrity and ability to think strategically. You understand why we need to exist in the context of race inequality and the injustices that our community experiences.

Those from communities who have lived experience of racial marginalisation are underrepresented at board level, and so we are especially keen to hear from trustees from these backgrounds.

We're particularly keen to hear from individuals from an HR, Legal or Philanthropy background, as well as anyone with experience of acting as a Charity Trustee elsewhere.

Key responsibilities

- **Governance and Financial Oversight:** Alongside the wider board and leadership, ensure the charity operates in accordance with policy, legal, regulatory, and ethical standards. Safeguard the charity's assets, including proper financial oversight and risk management. Review and approve the charity's budget, financial statements, and annual reports.
- **Policy and Decision Making:** Be an active, engaged and thoughtful participant in board meetings and decision-making processes. Approve policies that support the effective functioning of the charity now and in the future.
- **Fundraising and Advocacy:** Support and participate in fundraising efforts, draw on your networks to advance our growth as a charity and advocate and act as an ambassador.
- **Performance Monitoring:** Evaluate performance against our goals and objectives. Ensure accountability mechanisms are in place.
- **Strategic Development:** Collaboratively contribute to the charity's strategic direction, ensuring it aligns with its mission and values.
- **Insight and Learning:** Stay informed about issues affecting YMI and its work. Pursue opportunities for training and development to enhance governance skills.

Apply

To apply, please send a CV along with a cover letter explaining why you have relevant experience and would like to get behind our mission to: trustee.recruitment@you-make-it.org

We are appointing a number of Trustees and would encourage you to apply as early as possible. We aim to shortlist applicants by mid-February 2025. The interview process will consist of two rounds, an initial meeting with our founding CEO, before an informal interview with our Trustees.