



Board of Trustees of We Belong - Recruitment Pack July 2022

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1. Job Advert

We Belong is the UK's first migrant youth-led charity. We believe that young people should be central and active participants in the conversation to create positive, impactful social change. Founded by two young migrants Chrisann Jarrett and Dami Makinde, our vision is for young migrants living in the UK to be treated equally and fairly in the society they call home. We share power with young people and the organisation has been intentionally designed to ensure young people with lived experience are involved in decision making from our day-to-day core activities to our board. We advance two main objectives: engaging youth migrants and ensuring better outcomes and opportunities for individuals; and improving outcomes through systemic change so that barriers to equal and fair treatment are removed.

We are seeking a board member to engage in the management and governance of the charity, to contribute to the development of our board of Trustees which is made up of experienced professionals and young people with lived experience of migration. **We are specifically seeking a professional committed to the success of our charity who has expertise from a legal background with a preference for work in Immigration Law.** We are particularly keen to hear from candidates with lived experience or a strong connection with migration, social justice, race, human rights and community cohesion, but all applications with legal expertise are welcome. Our board is committed to developing our trustees, so we also welcome applications from those who have not previously served on a board.

Trustees meet four times per year for Board Meetings lasting two hours. Most Trustees

are part of one or more of our sub-committees or working groups too, which meet less frequently. Our Trustees are passionate about the work of the charity, and enjoy being part of a small, busy and impactful organisation and Board of Trustees.

The successful candidate will be diligent, enjoy working with others and have excellent communication skills. The total time commitment, including Board and committee meetings, averages a maximum of one day a month.

We value equity, diversity and inclusion on our Board and within our staff team and welcome applications from everyone. **To apply for this role, we ask that you submit your CV and a supporting statement of no more than 2 pages to Chrisann Jarret at chrisannjarrett@webelong.org.uk by Friday 29th July. Interviews will take place in the week commencing 8th August. Interviews may be conducted online or in person depending on availability. When you apply please confirm your availability for interview dates, accessibility requirements and format.**

2. About We Belong

We Belong is the first **UK-wide charity** to be set up and run entirely **by and for** young migrants. We aim to make our **collective voices** heard to ensure we have a say in shaping our future and can contribute fully to our communities and beyond.

We Belong launched in 2019, and is built on an initial project called Let Us Learn which was previously hosted by a larger charity Just for Kids Law. We work with young migrants between the ages of 16-25 who migrated to the UK as children and have precarious status. The organisation was previously led by Co-CEOs Chrisann Jarrett and Dami Makinde, who both moved to the UK with their families as young children and post-18 found themselves experiencing significant barriers to higher education, services, and justice. Dami recently departed to commence a university degree, leaving Chrisann to serve as sole CEO from September 2021.

We focus on the symptoms as well as the root causes that prevent young migrants from being treated equally and fairly in the UK. We use the power of lived experience to anchor recommendations for systematic changes to the UK's immigration system with young people at the helm of our main projects which include:

- **Let Us Learn:** equal access to higher education for young migrants
- **Chasing Status:** advocating for an end to the UK's hostile environment and calling for a shorter and more affordable route to settlement for long-term young migrants amongst policy makers and unlikely allies – which led to a major campaign win to reduce the Limited Leave to Remain route to 5 years from 2022.
- **Leadership academy:** equipping and developing young changemakers to affect change in society.

Organisation size and reach: London and Manchester

We have a growing staff team due to be eight strong this year, with a highly engaged group of young volunteers who assist with outreach and other activities, and a new group of nine paid co-producers. **We are based in London**, with an office in Islington, and this is where our on-the-ground community organising and activities take place. With 62% of our outside London enquiries coming from Manchester in **November 2021 we opened our new office in Manchester Central** to meet the needs of the young migrant community there.

We are winners of the UK Youth **Inspiring Youth Organisation Award** and UK Parliament **Community Campaign of the Year** and Highly Commended Charity in the **Charity Times Awards**.

Organisational Budget and Fundraising:

Our **budget for 2022/2023 is £535,034** and we have enjoyed an extremely successful two years of fundraising that provides a strong foundation for present and future charity operations. Current funders include:

- National Lottery Community Fund

- Sigrid Rausing Trust
- Esmée Fairbairn Foundation
- Unbound Philanthropy
- Trust for London
- Tudor Trust
- Paul Hamlyn Foundation
- AB Charitable Trust
- Barrow Cadbury Trust
- Bernard Lewis Family Charitable Trust
- Blgrave Trust
- Ben & Jerrys UK Fund
- Nelson Family Foundation

Our Values

- **Boldness:** We stand up and speak out for migrants' rights and we challenge the status quo.
- **Integrity:** We uphold virtuous and honest principles to create a stable and transparent environment for young migrants.
- **Lived experience:** We build connections through the power of shared experiences by utilising storytelling to create meaningful change.
- **Empathy:** We listen, understand and show compassion, creating a safe space for young migrants to build community.
- **Justice:** We advocate for young migrants and collaborate with allies to create systemic change.

3. Role description

Remuneration:

The role of a board member is not accompanied by any financial remuneration, although expenses for travel may be claimed.

Time commitment:

Four Board meetings per year. The total time commitment, including Board and committee meetings, averages a maximum of one to one day per month. There may be one additional Board away day, though this has in the past been held on the same day as a board meeting.

Terms

Board members will serve an initial two-year term. This can be renewed for up to 3 terms, subject to agreement.

Reporting to:

The We Belong Board of Trustees

Objective

The member of the Board of Trustees ensures that the Charity fulfils its mission and vision. The trustee will ensure the board remains inclusive, and acts with the integrity necessary for the effective governance of the charity. The trustee may also be called upon to offer any specialist advice on relevant matters to the Charity.

Main responsibilities:**Strategic leadership**

- Share expertise to the Charity and its Board, ensuring that the Charity makes a positive difference for its beneficiaries
- Support the performance and impact of Trustees in ensuring that the Charity is properly governed
- Support the Board to fulfil its duties in maintaining the financial health of the Charity, including oversight of financial accountability and risk management

Governance

- In partnership with other board members and the CEO, assume responsibility and oversight for the Charity's governance arrangements - ensuring that they are compliant with Charity Commission guidelines
- Participate in developing the knowledge and capability of the Board of Trustees
- Support young Trustees with lived experience to contribute meaningfully to the Board
- Work with the Chair and CEO to ensure that there is the right balance of skills, knowledge, experience and representation on the Board to lead the Charity effectively

External Relations

- Act as an ambassador for the cause and the Charity
- Act as a spokesperson for the organisation when appropriate and required

Efficiency and Effectiveness

- Engage in meetings of the Board of Trustees effectively and efficiently, bringing impartiality and objectivity to the decision-making process
- Work closely with other board members to prepare for meetings, ensuring that strategic and operational matters can be addressed in a timely way
- Help ensure that decisions taken at meetings are implemented

The above list is indicative only and not exhaustive. The member of the Board of Trustees

will be expected to perform any other duties that are reasonably commensurate with the role.

4. Person Specification

Personal Qualities

- Demonstrate a strong and visible commitment to the Charity, its strategic objectives and cause
- Exhibit strong interpersonal and relationship building abilities
- Demonstrate tact and diplomacy, with the ability to listen and engage effectively
- Ability to foster and promote a collaborative team environment
- Ability to commit time to conduct the role well, including attending meetings and events outside of normal office hours

Experience

- Professional expertise from a legal background
- Lived experience of the issues important to the organisation

Knowledge and skills

- Strong leadership skills, ability to motivate others and bring people together
- Good understanding of charity governance issues

5. How to apply

To apply, please email your CV and a supporting statement, which should be no more than two sides of A4, to Chrisann Jarrett at chrisannjarrett@webelong.org.uk by Friday 29th July

In your supporting statement, please explain why you are interested in becoming a Board Member for We Belong and provide evidence of your suitability against the criteria outlined in the Role Description and Person Specification.

We also require the name, position, organisation and telephone contact numbers of one referees, relevant to this role. References will only be taken once your express permission has been granted.

Finally, please flag any dates when you will not be available or might have difficulty with the recruitment timetable.

If you have any queries about the role or the application process, please contact the charity's CEO, Chrisann Jarrett, at chrisannjarrett@webelong.org.uk

6. Recruitment timeline

Closing date for applications: Friday 29th July 2022

Interviews: Week commencing 8th August 2022 (can be held online or in person depending on availability)

First Board meeting: 22nd September 2022