



Board of Trustees of We Belong - Recruitment Pack November 2021

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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 board members to engage in the management and governance of the charity, to develop our board of Trustees which is made up of experienced professionals and young people with lived experience of migration. **We are seeking a young professional who is committed to the success of our charity, we welcome applications from students and graduates and those with lived experience. Our board is committed to developing our trustees, so we also welcome applications from those who do not have previous experiences of being on a board.** In addition, we would require applicants with a strong interest in the migration or social justice fields including race, human rights and community cohesion.

Trustees meet four times per year for Board Meetings lasting two hours along with one longer meeting for an annual board away day. 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 two pages to Chrisann Jarret at chrisannjarrett@webelong.org.uk by **Wednesday 1st December 2021.****

Interviews will take place in the week commencing December 6th, 2021. Please let us know if you have any access needs we should be mindful of.



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 has now started her university degree and Chrisann remains sole CEO.

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
- **Leadership academy:** equipping and developing young changemakers to affect change in society.

Organisation size and reach: London and Manchester

We have a staff team of seven as well as a highly engaged group of young volunteers who assist with outreach and other activities. **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** there to meet the needs of the young migrant community.

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 2021/2022 is £352,216** 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
- Esmee Fairbairn
- Unbound Philanthropy
- Trust for London
- Paul Hamlyn Foundation
- AB Charitable Trust
- Barrow Cadbury
- 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.

Terms

Board members will serve an initial two-year term. This can be renewed, subject to approval, for a second and third term.

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 will also support the CEO and ensure that the Board functions as a unit and works closely with the entire Executive of the charity to achieve agreed objectives.

Main responsibilities:

Strategic leadership

- Share expertise to the Charity and its Board, ensuring that the Charity makes a positive difference for its beneficiaries
- Monitor the performance and impact of the Trustees in fulfilling their duties and responsibilities, thus ensuring that the Charity is being properly governed



- Responsibility for the Board fulfilling its duties to maintain sound financial health of the Charity, with systems in place to ensure financial accountability and sufficient risk management.

Governance

- Contribute to oversight that the Charity is living its values and making a positive difference for its beneficiaries.
- Fulfil duties and responsibilities as a trustee to ensure that the Charity is being properly governed and compliant with Charity Commission guidelines.
- Participate in opportunities to develop your knowledge and capability to contribute to the Board.
- Engage in meetings of the Board effectively, supporting its impartiality and objectivity
- Work collaboratively with other trustees to ensure that the Charity's priorities are progressed
- Offer your skills, knowledge, experience and representation to support the Charity's work.

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 values, 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, Knowledge, and skills

- Confident communication skills, with the ability to engage in positive debate
- Lived experience insight of the issues important to the organisation
- Willingness to understand 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 Wednesday 1st December 2021.

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 referee, 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: Wednesday 1st December 2021

Interviews: Week commencing Monday 6th December 2021

First Board meeting: TBC