



Trustee Recruitment Pack

November 2022

1. Message from Mark Hamlin, Chair of Trustees

Thank you for your interest in becoming a Trustee of Mission 44.

Inspired by our Founder's decades-long fight for social change, everything we do as an organisation is in pursuit of driving long-lasting, systemic impact. We aim to do this through shifting power; redefining priorities to more effectively focus on diversity, equity and inclusion; and shaping practice to be informed by what works.

This is an incredibly difficult time for young people. So many are struggling at school or college, dealing with mental health issues and finding it hard to get a job. It's particularly tough for young people from poorer families, or young people of colour, who face both disadvantages and discrimination.

Diversity, equity and inclusion is at the heart of Mission 44. It is fundamental to how we will create change. We therefore see it as essential to bring different ways of thinking to our Board of Trustees, by bringing on board people from a wide range of backgrounds who can share their experiences, challenge us to think differently and help us shift the dynamic within the world of grantmaking.

We want people with insight who can help inform debate and ensure that the decisions we are making are on track and taking account of current views and trends. All trustees will make a thorough personal contribution, show that they have their finger on the pulse and are willing to share their insights. Wherever you are now, you will share our deep commitment to transforming the lives of young people facing disadvantage and discrimination.

If you want to create long-lasting and impactful change for young people, are inspired by our mission and are ready to encourage new ways of thinking, we very much hope you will join us.



2. About Mission 44

Mission 44 was founded by Sir Lewis Hamilton in 2021 to boost social mobility for young people facing disadvantage and discrimination.

We're working to transform the lives of young people facing disadvantage and discrimination by:

- funding great organisations and projects, scaling-up their work to help them reach more young people who need support
- commissioning research to understand problems and what works in solving them
- campaigning for change, working with young people to influence decision-makers

You can find out more information in [this presentation](#).

We also want to make sure that the voices of young people from marginalised groups are heard in everything we do. They need to be empowered to build a better future. To achieve this, we are currently recruiting a Youth Advisory Board who will be in place in early 2023 and will inform the work of our Board of Trustees.

3. About the opportunity

Mission 44 is one of the few grant-making charities in the UK with a Black founder and CEO, a diverse board and team. When people from different backgrounds work together, it generates more diversity of thought and better ideas. As a result, we're supporting a range of organisations, particularly those led by people of colour, which have tended to get less attention and less money. To support us in these efforts, we need a talented and diverse Board of Trustees to shape our thinking and keep us on track.

3.1. The role

The duties of a Trustee are to:

- Ensure that Mission 44 complies with its governing document, charity law, company law and any other relevant legislation or regulations and operates within our legal and financial obligations
- Ensure that Mission 44 pursues (and applies its resources effectively towards) its objects as defined in its governing document
- Contribute actively to the setting and shaping of Mission 44's strategic direction

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- Protect and promote the good name and core values of Mission 44, acting at all times and in the best interests of the charity
- Facilitate the financial stewardship, stability and sustainability of Mission 44 and ensure risk is well managed and mitigated
- Pro-actively represent and champion Mission 44 externally to increase the reach, network and opportunities of the foundation
- Take personal and collective responsibility to learn more about the complexity of issues surrounding young people from underserved communities and the pervasive social, educational and economic inequalities that prevent them from fulfilling their potential

In addition to the above statutory duties, each trustee should use any specific skills, knowledge or experience they have to help the board of trustees reach sound decisions. This may involve:

- leading discussions, identifying key issues, providing advice and guidance on new initiatives and evaluating or offering advice on other areas in which the trustee has particular expertise
- offering valuable resource in terms of supporting, questioning and holding to account the Executive, and engaging in particular projects from time to time on an ad hoc basis
- above all, striving for excellence, innovation and transformative change

3.2. Time commitment

- There are five Board meetings a year, plus one strategy away day
- Meetings will mostly be held in London, with the option to attend meetings virtually if necessary
- Trustees are expected to participate in one or more Board sub-committees as required
- From time to time you may be asked to attend events and take on an ambassadorial role for Mission 44

3.3. Remuneration

This is a voluntary opportunity. Reasonable expenses, including travel costs, will be reimbursed by Mission 44.

4. About you

4.1. Your Values

As a trustee of Mission 44 you will be:

- committed to our aims and ambitions and passionate about young people and social justice
- able to support us to achieve and maintain excellent standards of governance
- a strategic thinker with sound judgement. You'll see the bigger picture
- willing and able to commit to the minimum time requirement and review detailed information ahead of meetings
- able to act with integrity and in the best interests of Mission 44 at all times
- comfortable sharing your own views and thoughts, and know when to do it
- accepting of the legal duties, responsibilities and liabilities of trusteeship
- able to work effectively as a member of a team and to take decisions for the good of Mission 44

4.2. Your Experience

We are looking to strengthen our Board in specific areas, and would therefore be particularly interested to hear from you if you have expertise in any of the following areas:

- The education, youth or creative sectors
- Marketing and communications
- Fundraising
- Organisational growth/ international expansion

4.3. Diversity at Mission 44

At Mission 44, we foster a working environment that values and respects every individual's unique contribution. We want to attract the broadest range of talented people onto our board or trustees so that it comprises a rich mix of personal as well as professional perspectives, positions and experiences to enable us to grow and learn better together.

We are particularly interested in candidates from underrepresented groups, including people of colour, people with disabilities or candidates from the LGBTQ+ community.

5. How to Apply

If you are interested in applying, [please apply here](#).

Applications are reviewed on a rolling basis. The closing deadline for applications is 23.59 on 13th January 2023.

Interviews will be held in the first week of February.

All new appointments will be subject to a full background check as part of the application process.