



Trustee Information Pack – Charity Sector

A note from the Chair and CEO

At Impetus, we believe that all young people, regardless of their background, should have the opportunity to thrive in school, secure crucial qualifications, and take their first steps into the world of work on the journey to sustained employment in adulthood, for a fulfilling life.

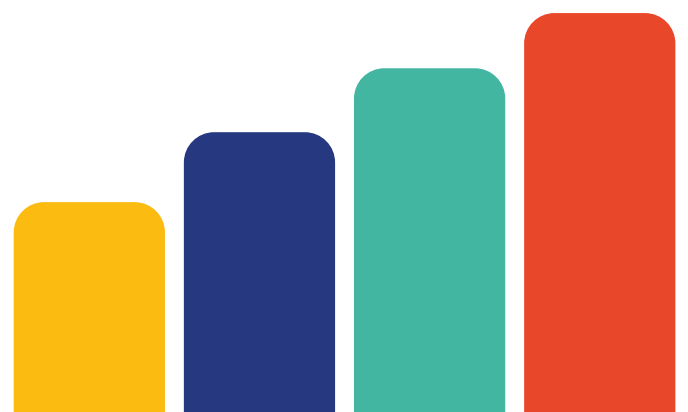
We use our deep expertise and high calibre networks to give the best non-profits working to improve young people's engagement with school, their chances of getting crucial qualifications and entering sustained employment – the essential ingredients to deliver impact. And to achieve lasting change, we also influence the policies, resources, partnerships and systems that affect young people's lives.

Impetus has played a critical role in shining a light on the school attendance crisis, made the case for state funded tutoring and, as a founder of the Youth Employment Group, we have set out the Young Person's Guarantee, so that no young person is out of education, employment or training for more than four months. We have also founded other organisations that are driving evidence led change, including the Youth Endowment Fund and Education Endowment Foundation.

That's why we're excited to be recruiting a new Trustee to join our Board with charity sector knowledge and experience to bring insight and challenge to our work supporting frontline delivery organisations. The role will help ensure our strategic decisions remain grounded in the realities of the young people we serve and the non-profit organisations that support them.

Our Board brings together a powerful group of leaders from across sectors, business, civil society and philanthropy. For these positions we are looking for individuals who share our mission and bring strategic insight, sound judgement and a clear sense of how change happens either in Whitehall and Westminster or the charity sector.

If you care about unlocking opportunity for young people and believe in the power of policy and frontline services to do that, we'd love to hear from you.



About Impetus

Impetus transforms the education and employment outcomes of young people from disadvantaged backgrounds, particularly those facing systemic barriers.

We do this by using our deep expertise and high calibre networks to give the best non-profits in these sectors the essential ingredients to have a real and lasting impact.

Through a powerful combination of long-term funding, direct capacity building support from our experienced team and our pro bono partners, alongside research and policy influencing to drive lasting systems change, we work towards a society where all young people can thrive in school, pass their exams and unlock the doors to sustained employment, for a fulfilling life. We are resolutely focused on outcomes and impact, driven by quality evidence.

You would be joining a team that is passionate, rigorous, determined, creative and warm. We care deeply for our colleagues, our charity partners and the young people we serve.



Governance

Impetus is a charitable company registered with the Charities Commission (Charity number 1152262) in 2013 under its Memorandum and Articles (governing document). The governing body of the charity is the Board of Trustees, led by our Chair. The Board sets strategy and reviews policy. Day-to-day responsibility is delegated to the Chief Executive Officer, who works closely with the Chair. We have several committees and advisory groups made up of experts from a range of fields, providing in-depth review and oversight of our activities led, where possible, by Trustees.

Trustees are aware of and comply with the duty to act in the public benefit in accordance with section 17 of the Charities Act 2011 and members are listed on the administrative details page of our website. The governing body also meets as the sole corporate Trustee of The Youth Endowment Fund, a registered charitable trust.

Our Trustees provide strategic direction, hold the executive to account, and safeguard our mission and values. At Impetus, we recognise that a diverse Board strengthens our governance and better reflects the communities we serve, and we are now seeking two new Trustees. One with significant expertise in public affairs, government relations, or political communications, and one with extensive experience of the charity sector. These roles will strengthen our ability to invest with stronger insight, as well as to shape policy and secure the systems level change needed to give every young person a fair chance to succeed.



Our Values

Evidence led and results driven for young people

We pursue excellence for the young people we work with, are wholly committed to better outcomes, unapologetically results driven, and accountable for our actions.

High trust, high challenge

We invest the time, kindness, integrity and honesty needed to build and sustain long-term relationships. We focus on developing high trust, to allow for high challenge, helping our colleagues, partners and supporters to be our very best selves in pursuit of our mission.

Diversity enables us to thrive

We seek to embed diversity of thought, background and experience in every aspect of our work. We are open, thoughtful and proactive in better understanding and challenging our assumptions to better deliver the change we seek.

Brave and open

We are brave and open; exploring new solutions to long-term problems, asking difficult questions well; learning from mistakes and challenging the status quo when needed.

Collaboration always

We will not succeed alone. We seek meaningful, productive partnership with others to achieve our mission and drive systems change for young people.



Trustee – Charity Sector

Role description

Title:	Trustee – Charity Sector
Team:	Impetus Board
Reports to:	Chair of Trustees
Salary:	Voluntary (unpaid) role
Commitment:	1 term (3 years) – with a possible second term extension
Time Commitment:	Part-time, flexible. Includes Board meetings (5 per year), occasional sub-committee meetings (up to 4 per year), an annual strategic Board away day, and attendance at in-person events.
Location:	Hybrid. While much work can be done remotely, we expect Trustees to attend in-person meetings in central London and at key events throughout the year.
Starting date:	September 2025



About this role

This role will complement the existing strengths of our Board, which includes leaders from business, civil society and philanthropy. We are seeking a candidate with deep charity sector experience who can bring insight and challenge to our work supporting frontline delivery organisations. The successful candidate will help ensure our strategic decisions remain grounded in the realities of the young people we serve and the charities that support them. They will play a key role in strengthening how we partner with our portfolio, and in championing systemic change across the education and employment landscape for young people from disadvantaged backgrounds.

Key responsibilities

Charity Sector Related

- Bring insight from your experience in the charity sector to strengthen Board understanding of the challenges and opportunities facing frontline delivery organisations.
- Champion the needs and perspectives of young people from disadvantaged backgrounds, ensuring their lived experience remains central to our strategy and decisions.
- Support the Investment Committee with sector insight to inform funding and partnership decisions across our portfolio.
- Offer strategic guidance on how to deepen our support to charity partners and strengthen their capacity to deliver impactful outcomes at scale.
- Help shape our organisational approach to working in partnership with delivery organisations, ensuring it is rooted in trust, challenge and a shared commitment to excellence.

Role in Relation to the Youth Endowment Fund (YEF)

- Impetus is the legal entity accountable for the Youth Endowment Fund (YEF), which operates under the strategic direction of an independent Committee, chaired by an Impetus Trustee. While this trustee role does not sit on the YEF Committee, the Impetus Board retains overall governance responsibility for the Fund's effective delivery, including safeguarding and financial oversight.
- The successful candidate will recognise the significance of YEF's mission in preventing youth violence and appreciate the role that strong government relationships play in shaping the future of youth funding initiatives. They will bring thoughtful, strategic input to Board-level discussions, with a clear understanding of their non-executive responsibilities in relation to this work.

Core Trustee Responsibilities

- Attend quarterly Board meetings and occasional sub-committee or strategy sessions.
- Provide oversight of organisational performance, risk, and compliance.
- Ensure the charity is governed effectively and in line with legal obligations.
- Support the CEO and leadership team with advice, challenge, and strategic insight.
- Review and understand core governance documents (e.g. Articles of Association, audited accounts).
- Complete the necessary documentation, such as declarations of interest and trustee eligibility.

Person specification

Essential skills and experience

- Substantial experience in the UK charity sector, ideally with a focus on improving outcomes for young people from disadvantaged backgrounds.
- A deep understanding of the operational and strategic challenges faced by frontline delivery organisations, including funding, growth, and impact measurement.
- Experience working in or with youth-focused charities, with a clear commitment to addressing the systemic barriers young people face.
- Proven ability to bring charity sector insight to strategic decision-making, particularly in support of long-term organisational partnerships.
- Ability to bring constructive challenge and sound judgement to Board discussions, with diplomacy and clarity.
- Strong alignment with Impetus' mission to support young people from disadvantaged backgrounds to achieve their potential.
- A commitment to equality, diversity and inclusion.



Our commitment to equality, diversity and inclusion

At Impetus, we believe that a diverse workforce leads to an organisation that is more open, creative and gets better results.

We want our team at Impetus to represent the diversity of the people and communities we serve. We also want our team to be one where different experience, expertise and perspectives are valued, and where everyone is encouraged to grow and develop.

We welcome applications from people of all backgrounds, ages and genders. We particularly welcome candidates who bring diverse perspectives, whether through professional experience, cultural background, or personal journeys that include the challenges faced by the young people we serve. We value the diversity of thought and perspective lived experience can bring, while recognising that personal experience is not something we expect candidates to disclose or revisit.

Induction and Training

At Impetus, we're committed to ensuring that every trustee feels informed, supported, and confident in their role from day one. Our structured induction process includes a comprehensive welcome pack, access to key organisational documents and strategy, one-to-one meetings with staff and fellow trustees, and the opportunity to observe our work in action. We ask new trustees to commit three to four hours over their first few months to fully engage in the induction process. We take this seriously because we know that strong, effective governance starts with clarity, connection, and a shared understanding of our mission to transform the lives of young people from disadvantaged backgrounds.



How to apply

Please click [here](#) to apply.

You will need to:

- **Complete the online form** (including an equal opportunity monitoring form)
- **Upload your CV**
- **Upload a supporting statement** (the supporting statement should be a brief note stating why you are interested in applying)

If you wish to have an informal discussion about the opportunity, please contact recruitment@impetus.org.uk.

The deadline for applications is August 22nd, 2025

Interviews

Interviews will take place in the end of August, or as applications come in, to suit both the availability of the applicants as well as members of the Impetus Leadership Team and Board.

Personal Data

Your personal data will be shared for the purposes of the recruitment exercise. This includes our HR team, interviewers (who may include other partners in the project and independent advisors), relevant team managers and our IT service provider if access to the data is necessary for performance of their roles. We do not share your data with other third parties, unless your application for employment is successful and we make you an offer of employment. We will then share your data with former employers to obtain references for you. We do not transfer your data outside the European Economic Area.

