

***Trustee***

***Recruitment***

***Pack***



**THE YOUNG  
WOMEN'S  
MOVEMENT**





# ***Welcome***

Dear Prospective Trustees,

I am delighted to invite you to join The Young Women's Movement at a pivotal moment in our journey. As we embrace our new strategic plan, we are re-imagining a Scotland where young women and girls are supported to lead, challenge inequality, and drive meaningful change.

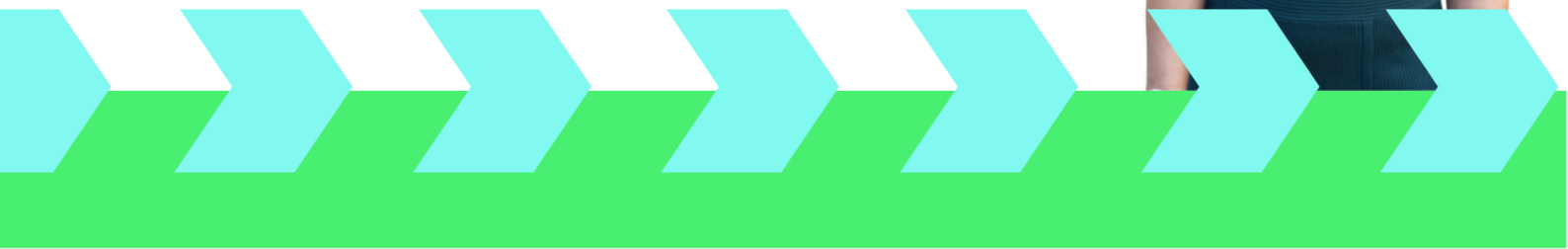
This is more than just a governance role; it's an opportunity to be part of a bold, ambitious movement rooted in feminist principles.

We are a group that values boldness, empathy, and integrity. Together, we foster a collaborative environment where every member is supported to bring their views to the table. We offer training and capacity building through opportunities like mentorship and shadowing key trustee roles.

If you share our vision and commitment to creating positive change, I encourage you to apply. Your unique experiences and perspectives will be invaluable as we continue our work towards young women and girls' leadership and rights across Scotland.

Together, we can re-imagine a fairer future for all young women and girls in Scotland.

***Warmest Wishes,***  
***Dr Anastacia Ryan***  
***Chair of the Board***





**The Young Women's Movement is Scotland's national organisation for young women and girls' leadership and rights.**

**Young women are at the heart of everything we do and we work collectively to equip with them the resources, networks and platforms to lead meaningful change and create a more equal society.**

**We exist because we believe in a society where young women and girls' needs and rights are fully met. We will continue to strive until that society is secured.**



# 2023-24 IN NUMBERS

**360**

new participants joined  
our programmes

**1.2 million**

impressions on social  
media

**134**

participants received  
gender inclusion training  
through the Young  
Women Code project

**26**

young feminists were paid  
for their writing, art work,  
training and consultancy

**12** staff

**10** trustees

**32** advisory collective  
members

**19** volunteers

**63**

young women  
participated in the  
co-design of our research,  
campaigns and  
programmes

# TRUSTEE ROLE

## DESCRIPTION

### **Role:**

Trustee

### **Remuneration:**

Non-remunerated. Incidental expenses will be reimbursed.

### **Location:**

Quarterly board meetings are held in-person, alternating between Edinburgh & Glasgow. Remote options are available.

### **Term:**





The maximum term is 3 years. Trustees can be on the board for a maximum of two terms.

## ROLE PURPOSE

Effective governance of The Young Women's Movement through monitoring progress and achievement against the organisation's ethos and agreed business plan; ensuring a properly qualified team is in place to manage its day-to-day operations; delegating powers to that team enabling the efficient operation of The Young Women's Movement; ensuring all regulatory and statutory requirements are met and developing long term strategy and direction.

## THE ROLE

### **THE FORMAL/CORPORATE GOVERNANCE ROLE:**

-  Attending regular board meetings
-  Monitoring progress/results
-  Monitoring financial position, results and agreeing budgets
-  Agreeing and signing key contracts/documents

- ▶ Dealing with various approvals outside of the delegated authority of executive team
- ▶ Use any specific knowledge, or experience they have, to help the Board reach sound decisions. This will involve scrutinising board papers, leading discussions and providing advice / guidance on new initiatives or other issues in which the Trustee has special expertise

## **THE STRATEGIC ROLE**

- ▶ Involvement in strategy development
- ▶ Monitoring achievement of long-term goals
- ▶ Influencing long term direction and approving long term strategy

## **THE REPRESENTATIVE ROLE**

- ▶ Represent The Young Women's Movement and engage with young women, girls and non-binary stakeholders on social media
- ▶ Representing the Board at various key internal and external events such as staff conferences or stakeholder days
- ▶ Attending relevant third-party sector and specialist conferences – organised by or involving The Young Women's Movement partners or Government sponsored events – on behalf of The Young Women's Movement

## **TIME COMMITMENT**

The annual time commitment of a Trustee is expected to be no more than 10 days per year, this includes:

- ▶ Board meetings, normally 4 per year and usually held in-person with remote joining options
- ▶ An in-person Strategy Day usually held on a weekend in Autumn

- The AGM, usually the day after the Strategy Day in Autumn
- Other essential meetings including membership of sub committees as required

The maximum term of a Trustee at The Young Women's Movement is 3 years, Trustees can be on the board for a maximum of two terms. All Trustee roles are non-remunerated. Incidental expenses will be reimbursed.

## WHAT'S IN IT FOR YOU?

- Shape the direction of young women's leadership & rights in Scotland
- Develop new and existing skills and experience e.g. leadership, strategy and governance
- Make a difference by raising awareness and creating change on the issues that affect young women and girls in Scotland
- Join a supportive movement and build a network of like-minded intersectional feminists
- Access a space for creativity and imagination in our practice to help channel our collective change-making energy
- Find joy, hope and celebration in our collective actions and connections



I joined the board because I wanted a seat at the table where my contributions and opinions would be valued but also be taken on an actionable basis. The YWM board has enabled me to experience conversations and topics I had not previously ventured into, that experience is invaluable. When I look at the board I see a better reflection of the kind of sisterhood I want to see more in society and having that seat is a big responsibility but a privilege.

# TRUSTEE PERSON SPECIFICATION

## KNOWLEDGE & EXPERIENCE

- An understanding of our vision and mission
- Familiarity with our existing programmes and research
- Understand our digital and social presence
- Understand the purpose of, and commitment to preparation of, board meetings
- An understanding of the legal duties undertaken by Members of the Board
- Knowledge of Company Law, Charity Law, accounts, budgeting and the principles of good governance
- Some knowledge and experience of the Women's or Youth Work Sector
- Experience of Income generation to sustain our work is desirable
- Understanding of conflicts of interests and an early declaration of any potential conflicts

## SKILLS AND COMPETENCES

- Ability to maintain confidentiality
- Capable in challenging constructively
- A willingness to express one's own opinions
- Ability to work as part of a team
- Strong communication skills and willingness to play an ambassadorial role for the organisation



- Effectively build and maintain contacts and networks
- Possessing connection and influence with key people and willingness to use connections to advance the organisation
- Ability to think and plan strategically and capable of seeing the bigger picture

## VALUES

Everyone who works at Young Women's Movement:

- Has equality at the heart of everything they do
- Takes a participatory approach to our work. We are for young women and by young women
- Builds communities of friendship and support networks, finding joy in our collective actions and connections
- Understands the impact of challenging inequality on those most affected by it. We lead with kindness and empathy, putting collective wellbeing at the core of our organisation
- Delivers our work with integrity and are proud of the work we do
- Is bold and brave. We do not shy away from challenging the status quo and taking radical steps to make gender equality a reality in Scotland





# HOW TO APPLY

Please complete both The Young Women's Movement Application Form and Equal Opportunities Form on the website.

<https://www.youngwomenscot.org/about/vacancies>

If you require the application forms in an alternative format please email [hello@youngwomenscot.org](mailto:hello@youngwomenscot.org).

Alternatively, please send a copy of your CV, a cover letter with specific reference to how your feminist values fit The Young Women's Movement as an organisation & a completed equalities form to [hello@youngwomenscot.org](mailto:hello@youngwomenscot.org).

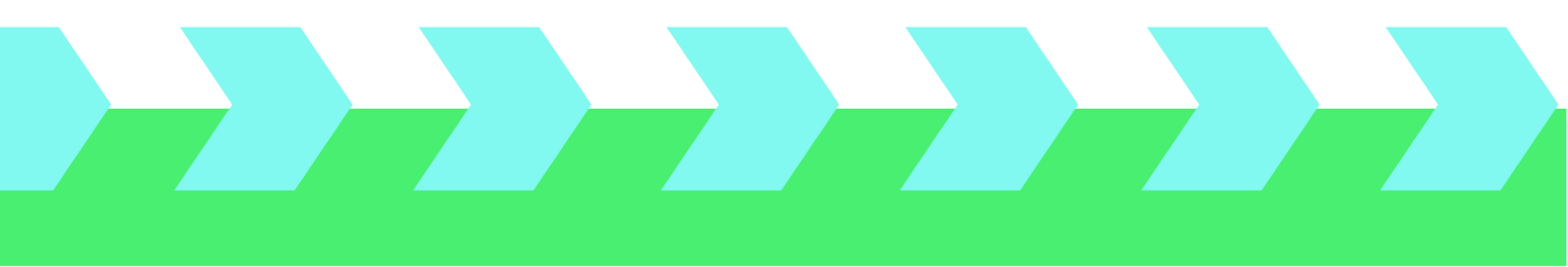
Please select only one of the above options to apply, either completing the application form, or sending a CV and Cover Letter.

The Deadline for applications is [9am on Monday 23rd September 2024](#).

Interviews will take place online via Zoom on Friday 4th October.

Interviews process will consist of a 15 minute call with some of our YWM Advisory Collective members followed by 45 minutes with our CEO, Chair of the Board and Trustee.

If you would like to discuss any accessibility requirements for the recruitment process or have any questions on the role, please contact us by email on [hello@youngwomenscot.org](mailto:hello@youngwomenscot.org) and someone will be in touch to discuss.





[www.youngwomenscot.org](http://www.youngwomenscot.org)

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