YOUNGMINDS

Trustee Recruitment Pack

Trustee | Lead Finance Trustee | AJEDI Lead Trustee



Three opportunities.
One shared purpose.

Join YoungMinds to:

Help shape the charity's strategic direction.

Keep young people's needs and experiences central.

Strengthen governance, impact and accountability.

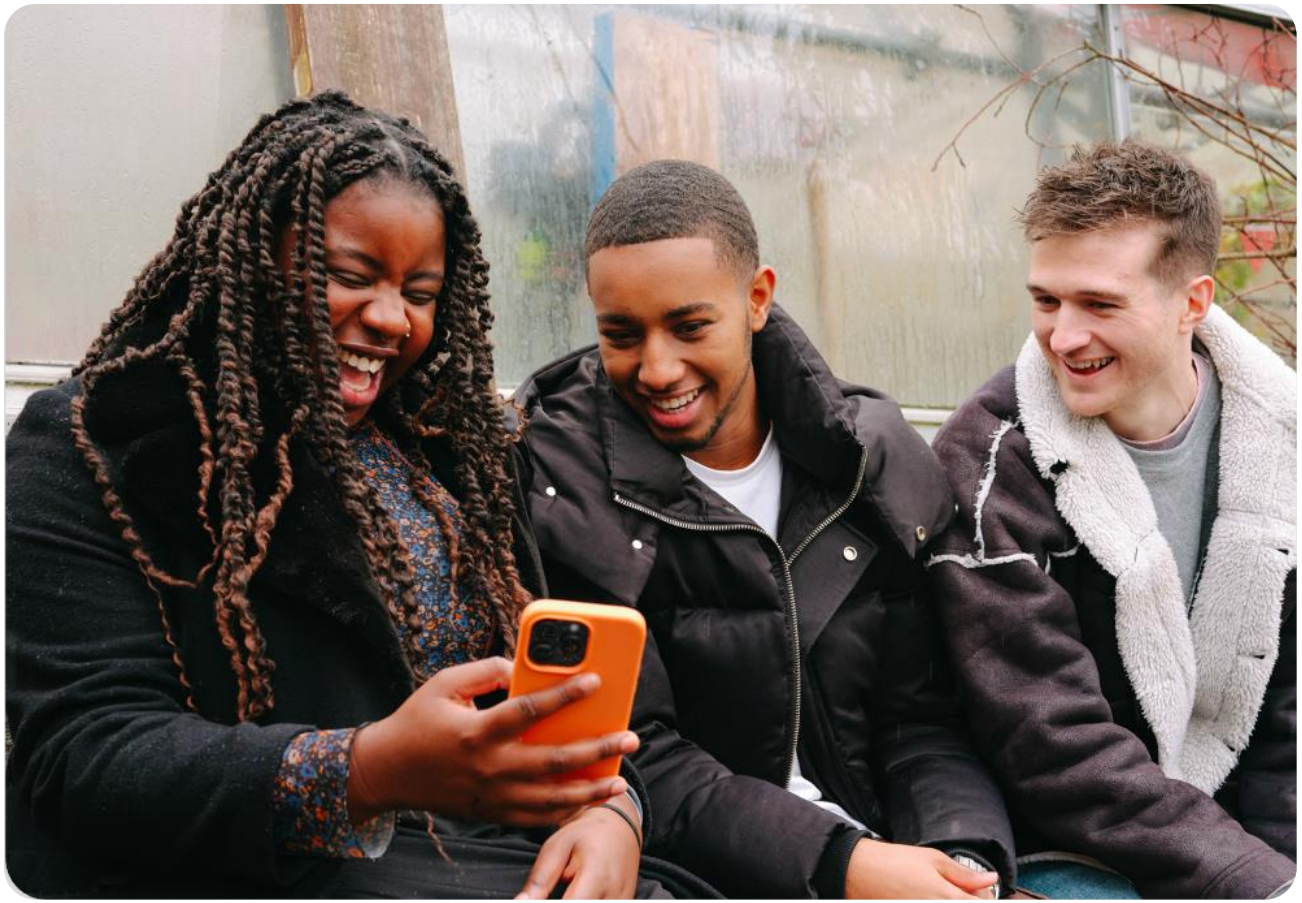
Bring your skills, insight and perspective to the Board.

Our Strategic Priorities

Consolidating our activities into four focused priorities, with enabling foundations

1	**Young People's Participation & Voice** Enhancing Youth Participation programmes, Policy & Activism, innovation that centres young people who are Black and racially minoritised – ensuring nothing about us without us	Youth Panel | Activists Programme | Young Advisors | Innovation Programme
2	**Reaching & Building Communities** Focusing Parents Helpline outreach, Hello Yellow, Community Connections reaching communities of young people, parents, carers, coalitions and partners that centre Black and racially minoritised voices – going to communities rather than expecting them to come to us	PHL extended hours & outreach | Community partnerships | Intergenerational project
3	**Evolving Content & Reach** Content & information, social media front door – co-creating content with young people, parents, carers, coalitions and partners to meet them where they are, in formats they use	Hello Yellow in secondary schools | Community group partnerships | Social media front door
4	**Campaigning & Systems Change** Policy, coalitions, amplifying voices – driving systemic change through collective action for young people who are Black and racially minoritised	Future Minds 2.0 | Parliamentary advocacy | Coalition working | Engaging in government reviews
5	**Enabling Foundations** Ensuring YoungMinds has the capacity and capabilities to collaborate with communities of young people, parents & carers, intergenerational communities, coalitions and partners.	Monitoring, Evaluation & Learning framework | Organisational sustainability | Safeguarding capacity | Workforce development

Being a trustee of YoungMinds



Shared Board responsibilities

Set strategic direction and monitor progress against our purpose.

Ensure strong governance and compliance with legal duties.

Oversee financial stewardship, risk and safeguarding.

Use resources responsibly and protect the charity's reputation.

Make sure young people's voices inform decisions.

Embed justice, equity, diversity and inclusion in Board practice.

Board and Committee Structure

April 2026 | Three committees supporting effective governance and delivery

BOARD CHAIR: Caroline Hope

AUDIT & RISK (A&R)

CHAIR

Lead Finance Trustee

- Members: Gbenga Coker, Tara Welling
- Purpose: Reviews financial matters and risk, and recommends actions to the Board.
- Staff: CEO; Director of Finance and Operations; Interim Head of Finance; Director of Income Generation; Executive Assistant (minutes).
- Led by: Director of Finance and Operations
- Frequency: At least 3 times a year

PEOPLE & GOVERNANCE (P&G)

CHAIR

Veronika Neyer

- Members: Vilma Nikolaidou, Michael Mackay, lead AJEDI Trustee
- Purpose: Oversees strategic staffing matters and supports a positive, high-performing organisational culture.
- Staff: CEO; Director of Culture and Community; Head of Safeguarding and Culture; Head of Youth Participation and Safeguarding; Senior Safeguarding Manager; Head of People; Executive Assistant (minutes).
- Led by: Director of Culture and Community
- Frequency: At least 3 times a year

IMPACT & DELIVERY (I&D)

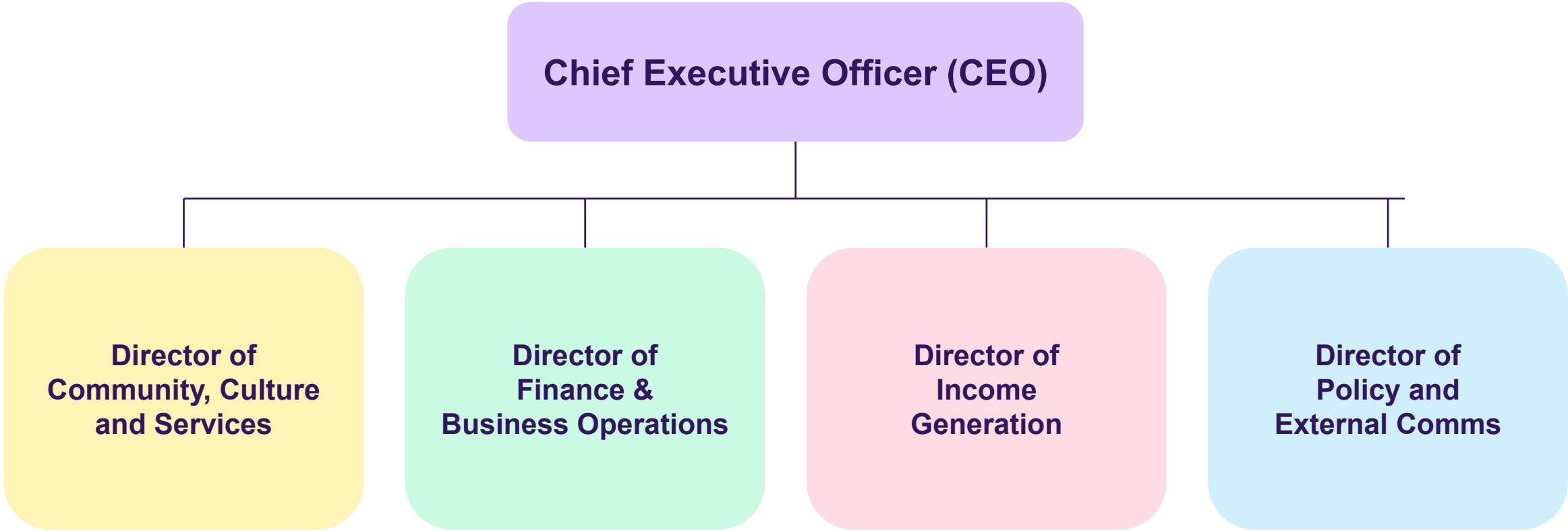
CHAIR

Gaya Butler

- Members: Michael Mackay, Catherine Hogan, Caroline Hope
- Purpose: Oversees safe, effective delivery of programmes, support, advocacy and services; aligns work with strategy and involves young people in decisions.
- Staff: CEO; Head of Strategy and Transformation; Head of Youth Participation and Safeguarding; Head of Services; Executive Assistant (minutes).
- Led by: CEO
- Frequency: At least 3 times a year

Source: Board and Committee Structure, April 2026

SLT Structure



Trustee Responsibilities

Uphold our vision, mission and values

Champion our vision, mission and values in everything we do.

Develop and review strategy

Review strategy and performance to meet young people's needs and respond to change.

Share insights and expertise

Inform Board and Senior Team decisions with relevant skills and experience.

Bring external learning

Share learning and best practice from other sectors and organisations.

Stay connected to young people

Keep the Board grounded in the reality of young people's mental health.

Ensure good governance

Uphold governance best practice and comply with the Charity Governance Code and relevant laws.

Oversee finances

Support financial sustainability and responsible use of resources.

Oversee safeguarding and risk

Protect young people, staff and volunteers through effective safeguarding and risk management.

Protect the charity

Safeguard YoungMinds' interests and reputation so it can focus on young people.

See the full pack here: YoungMinds Trustee Role Canvas.pptx

AJEDI (anti-racism, justice, equity, diversity and inclusion) Lead Trustee

Young people's mental health is shaped by inequality and access to support, with marginalised young people facing greater barriers. Our strategy places trust, inclusion and belonging at the centre of a community-based approach. AJEDI enables YoungMinds to build and sustain communities that support young people's mental health.

Board-level leadership

One of three Board Lead roles, providing specialist expertise, support and assurance — including to the Chair.

Embed an AJEDI perspective

Bring an AJEDI perspective to the People & Governance Committee and wider Board oversight.

Focus on AJEDI governance

Act as a focal point for AJEDI governance at Board level.

Shape strategic choices

Help the Board consider how equity, justice and inclusion shape strategic decisions.

Work across the organisation

Work with the Chair, CEO, Head of AJEDI and Director of Community, Culture and Services to understand progress, risks and learning.

Define meaningful assurance

Help shape what meaningful AJEDI assurance looks like for trustees.

Champion ongoing learning

Encourage reflective practice, continued learning and confidence-building among Board members.

Governance, not delivery

Support collective governance alongside other Board Lead roles; this role is not responsible for operational delivery.

See the full pack here YoungMinds AJEDI Trustee Role Canvas.pptx.

Lead Finance Trustee

A key Board Lead role providing specialist financial expertise, support and assurance to the Chair and Board, helping ensure strong governance and the charity's long-term sustainability.

Chair Audit & Risk

Chair the Audit & Risk Committee and ensure clear, transparent reporting to trustees.

Monitor financial health

Work with the CEO, DoFBO and Director of Income Generation to oversee financial administration and report to the Board.

Manage financial risk

Oversee financial risk management and provide assurance on key financial controls.

Plan for sustainability

Review income forecasts and future projections to support long-term financial sustainability.

Scrutinise growth and spend

Challenge growth plans, resource allocation and investment decisions; advise on financial viability.

Liaise with auditors

Provide Board-level liaison with external auditors, including on management letters and Board representations.

Oversee policies and systems

Oversee ethical investment, financial policy changes, financial systems and proper accounting records.

Oversee budgets and accounts

Work with the DoFBO and Financial Controller on budgets, management accounts and annual financial statements; ensure resources are invested and spent economically.

Support financial controls

Act as counter-signatory on payments and funder applications, and as a Non-Executive Director of the charity's trading subsidiary.

See the full pack here: YoungMinds Lead Finance Trustee Role Canvas.pptx



What we're looking for

A commitment to improving young people's mental health, strategic thinking, collaboration, constructive challenge and willingness to learn.

For Finance: financial oversight, audit, forecasting, risk or accounting experience.

For AJEDI: relevant lived and/or professional experience, and understanding of systemic inequality and inclusive practice.

Time Commitments

TRUSTEE

8–12

days per year

- Board meetings and preparation
- Committee or project work, where relevant
- Annual Board get-together

LEAD FINANCE TRUSTEE

18–20

days per year

- Board meetings and preparation
- Monthly finance meetings
- Quarterly Audit & Risk activity

AJEDI LEAD TRUSTEE

10–12

days per year

- Board meetings and preparation
- People & Governance Committee
- AJEDI governance and assurance activity

All figures are indicative. The actual commitment will vary with meetings, preparation and role-specific activity.

How to apply

Email your CV and cover letter to TrusteeRecruitment@youngminds.org.uk

Deadline: Thursday 19 November 2026

Tell us why you want to support YoungMinds, what skills and perspectives you would bring, and how you would help keep young people's voices central.

Applicants for Lead Finance Trustee and AJEDI Lead Trustee should also explain the relevant role-specific experience they would bring.

Thank you

Help shape the future of young people’s mental health.