



# TRUSTEE RECRUITMENT PACK

# A JOINT MESSAGE FROM THE FOUNDER AND CHAIR

Thank you for your interest in becoming a Trustee of the Ambitious Together Foundation (ATF). This pack contains information about our Charity, the role you can play and how to apply.

We are a new 'start up' charity in England and Wales with ambitions to grow in order to support 16-30 year old young adults in realising their potential. The ATF is inspired by, and built on, Spectra's experience of delivering the Care Leaver Covenant and the young care leavers who blow us away with their talent and tenacity.

Our focus includes care leavers and goes wider to encompass those who have faced challenges through losing parental support through estrangement, bereavement, serious childhood illness or other change during childhood.

Our mission is to support them in realising their talents and ambitions. We aim to do that through mentoring and a Next Steps Fund, alongside advocacy and research.

We came together as we believe that potential, dreams and ambitions should not be diminished by childhood experiences. We have seen how the right support can change lives in a positive way but that its availability is patchy.

We came together as we too were supported at key times in our lives to realise our own.

We have spent some time getting the basics in place and are now looking for additional trustees to help us shape the way forward and move into delivery.

Mentoring is our top priority for the early phase of our mobilisation, starting regionally in the West Midlands and London.

The pack sets out the skills and experiences we are looking for to join the Founding Trustees and work with our young advisors ahead of our formal launch later this year.

You would be able to commit around a day a month, with meetings being a mix of face to face and virtual. We are committed to appointing a diverse Board, including those with lived experience relevant to our mission and diversity of thought. We particularly encourage applications from people of global majority communities, people with disabilities and with neurodiversity. We encourage both experienced Trustees and those for whom it will be the first time.

This link takes you to the place you can find out more information on ATF and read an inspiring message from our first mentee:

**[Ambitious Together Foundation Mentee  
Sebastian Scott](#)**

Thank you

**Matthew Gordon OBE** (Founder)  
**Indra Morris CB** (Chair)



## OUR VISION

A world in which all young adults overcome childhood challenges to live full and enriching lives.

## OUR MISSION

To enable and empower young people and adults who faced disadvantage in childhood in England and Wales to recognise their resilience and strengths, unlock their full potential and realise their dreams.

## OUR AIMS

Our Constitution sets out our charitable objective - the relief of need, the advancement in life and the promotion of social inclusion of persons who are aged 16 – 30 who are or who have been:

- In the care of a local authority;
- estranged from their parents; or
- subject to a loss of support through bereavement, serious illness or other significant change in family circumstances.

## WHAT WE WILL DO

We know that we cannot solve complex challenges overnight, but with focus and by working in partnership with others we will support the dreams and ambitions of young people by:

- **Offering Mentoring:** creating a cross-sector volunteering network to mentor and coach young people in support of their dreams and ambitions;
- **Providing access to a Next Steps Fund:** a £10 million 'Bank of Mum and Dad' equivalent to provide direct financial assistance to meet short-term needs and achieve longer term ambitions;
- **Advocating for change:** campaigning and lobbying on behalf of, and with, those we serve, focusing on how deep structural inequalities perpetuate and on the talent to be nurtured;
- **Researching:** with academic and other relevant bodies on areas such as gaps in data on outcomes in adult life and how developments in neuroscience, AI and trauma-informed therapies can improve social, health and economic outcomes for our beneficiaries.

## SUPPORTERS

In order to build a solid platform and ensure sustainable delivery, ATF seeks to raise **£500,000** in development funding for:

- Research & Strategy
- Operational Execution/  
Communications and Fundraising
- Scalable intergenerational mentoring theory of change model
- Research and Advocacy Framework.

Following our **Autumn 2025 launch**, ATF will pursue a **dual fundraising strategy**:

- 1. Establish a £100 million endowment** over the next three years to ensure long-term financial sustainability. The endowment will generate investment income to support ongoing programmes, advocacy, and operational needs in perpetuity.
- 2. Launch a large-scale fundraising effort** to raise additional funds for immediate impact, ensuring sustainable programme delivery and scaling across England and Wales.

We recognise and have learned from the contributions that organisations like Social Finance [socialfinance.org.uk](https://socialfinance.org.uk) have made in this field, notably that:

- change is hard and takes time – often many decades – to achieve
- no organisation can achieve it alone – changing systems requires many hands and diverse, sometimes unlikely, partnerships
- systems are complex.

We want to appoint Trustees who share our passion and commitment to both bring about systemic change and impact individual lives.

## OUR GOVERNANCE

**We are committed to working with our beneficiaries "every step of the way".**

Alongside the Board, we are setting up a Young People's Advisory Group to advise the ATF. Members of which will eventually sit on the Board post launch. In the interim we are lucky to be working with youth ambassadors who actively help us to shape the development and execution of ATF initiatives.

Once the Trustees are recruited we will run a second phase of recruitment to expand that group and put it on a more formal and sustainable footing.



## THE ROLE OF THE TRUSTEE:

We are now looking to recruit more Trustees to join our small group of experienced, founding Trustees and the Chair. The role of the Trustees and the Board is to help us deliver our mission by:

- 1. providing strategic direction and input into the charity's mission and objectives**
- 2. supporting informed decisions about strategy, operations and finance**
- 3. acting as an ambassador for the charity, promoting its work and values;**
- 4. helping to raise funds to support grantmaking and resource development, including through an annual fundraising event;**
- 5. ensuring compliance with the charity's governing documents, legal obligations, and policies;**
- 6. sharing expertise, networks, and skills to benefit the charity's programmes and beneficiaries; and**
- 7. contributing to the annual evaluation and review of the charity's performance.**

## THE SUPPORT WE WILL GIVE YOU

Whether you are an experienced Trustee or applying for your first appointment to the role, we will provide you with:

- a warm and welcoming environment;
- a full induction into the Charity and Spectra;
- training and support on the Trustee's roles and responsibilities, including charity law, governance, finance, fundraising and safeguarding.

## THE SKILLS AND EXPERIENCE WE ARE LOOKING FOR

We want a diverse Board that contains a mix of skills and experience, with people who can:

- work effectively and collaboratively as a member of a Board, and with our Young People Advisory Group;
- offer constructive challenge and scrutiny to Board and Executive colleagues;
- use creativity and imagination in thinking about long-term solutions;
- use independent judgement;
- be an advocate for ATF and beneficiaries, participating in meetings and other events with confidence.

We would really welcome applications from people who have lived experience reflected in the aims of the Foundation. We welcome applications from across the UK. Given our geographical coverage we are especially keen to encourage applications from Wales and England.

We would like to recruit up to 8 Trustees with some of the following skills:

- **Financial management/Qualified Accountant to serve as our Treasurer:** ideally with charity and experience of issuing grants.
- **Experience in delivering one or more of the ATF's core offers:** mentoring, Next Steps Fund (grants), Advocacy and Research - ideally for young adults.
- **Safeguarding:** of children and young people/adults. All Trustees will receive basic safeguarding training and DBS check.
- **Fundraising strategy and execution:** ideally of multiple funding streams including corporates and philanthropists.
- **Organisational development and performance** perhaps in a new business/organisation - including risk management.
- **Marketing and Communications:** knowledge of digital marketing, social media and PR helping to develop communication strategies to raise awareness and engagement.

- **HR knowledge of employment law and D&I governance:** Guides board on HR policies to ensure organisational compliance and inclusive leadership.
- **Research and analysis:** Skilled at transforming data into actionable insights for board decisions.
- **Networking:** Skilled at helping the board build strategic relationships, influencing and expand our networks.
- **Good governance:** Knowledge in governance best practices, ensuring board fulfils its fiduciary duties while maintaining organisational accountability and strategic oversight.

Trustees of Registered Charities in England and Wales have legal responsibilities, including ensuring the Charity benefits the public and manages its resources effectively. So we also encourage you to read the description of the duties and eligibility criteria of Trustees published by the Charity Commission (link below):





## OUR VALUES

It is critical that Trustees share our values. The alignment of values will shape the Foundation's ability to achieve its objectives.



## WE WANT YOU TO BE

**Curious** – we believe in the importance of asking questions, trying new things, and seeking out novel and diverse opinions and experiences. This leads to better performance, greater adaptability and better decisions.

**Empathic** – we must understand beneficiaries' lived experience, providing them with a voice and means to articulate potential solutions.

**Restorative** – we want to restore our beneficiaries' health and well-being by enabling and facilitating them to build positive relationships, resolve difficulties, and repair harm.

**Sustainable** – we will provide support and interventions that enable young people to make lasting changes to their lives and prospects for fulfilment.

**Focused** – all our efforts and decisions will address our core purpose. Partnership working with those we serve is critical to this.

**Inclusive** – we will engage and involve those who we exist to support.

## TERMS OF APPOINTMENT

All Trustees, including the Chair, will be appointed for an initial three-year term, renewable for a further three years. The maximum term of office is six years. A Trustee role is voluntary and unpaid, although expenses will be reimbursed.

We ask Trustees to commit a day per month to the Foundation, including attendance at Board meetings, reading papers and attending other events. Board meetings will be held in London or Wolverhampton and online (by Zoom).

## THE BOARD

The Board will comprise of an independent Chair, the Chief Executive with a maximum of 12 Trustees and 2 Young People Advisory Group members. In the first year we expect to meet every other month. Once the ATF is fully established it will meet quarterly.

In time, the Board will be supported by two standing committees. The Finance and Audit Committee will meet at least quarterly and the Remuneration and Nomination Committee will meet as required, but at least once per year.





## MEET THE CURRENT TRUSTEES

**Matthew:** "After struggling with GCSEs following a family tragedy, I understand how displacement and instability can derail young lives. I'm grateful to mentors who recognised my potential when many peers weren't as fortunate – some remain economically inactive or imprisoned.

Sponsorship led me to the UK Government's Aim Higher Associates Scheme, where I engaged 16,000 pupils across 750+ schools. This experience fuelled my passion for change, inspiring me to launch the Care Leaver Covenant for the Department for Education, a programme which has created a network of over 600 organisations, and later the Ambitious Together Foundation (ATF) in 2023."

**Indra:** "I'm originally from the Midlands, qualified for free school meals and left school without doing A-levels. I was lucky to have met people along the way who saw possibilities for me that I didn't see for myself. That support took me to university as a mature student and opened up a career in both consulting and the civil service. That support changed my life. Social Mobility shouldn't be down to luck. My involvement in ATF is inspired both by this experience and the incredible young people I met during my time at the Department for Education."



Matthew Gordon OBE - ATF CEO



Indra Morris - ATF Trustee and Chair

**Sara:** "In my working life I am senior partner at Trowers & Hamlin. I have been a supporter of the Care Leaver Covenant from its inception. I strongly believe that background and personal circumstances should not fetter young people's right to pursue their dreams and ambitions. If by being a Founding Trustee and helping shape this charity I can help influence lives of our young people then that will be a success."

**Zara:** "I am a care experienced creative practitioner with a background in public policy – and I have been with ATF from the very beginning. When Matthew first asked me to be a Trustee I was so excited to make a real difference for people who, like me, didn't have the best start in life but, like everyone, just want to follow their dreams. Since then, I feel that we as a board have only grown in our commitment and passion to that cause."

I am proud to be part of such a special charity – one which involves people with lived experience every step of the way, where all of our voices are heard, and where we all genuinely just want to make a difference."



Sara Bailey - ATF Trustee



Zara Azam - ATF Trustee

## THE EXECUTIVE TEAM

The founder and CEO of Spectra Matthew Gordon is the interim CEO of ATF. In the interim period he is supported by a team of consultants and special advisors to build the charity aiming to have an executive team fully operational by June 2026. Part of our current fundraising is to secure the seed investment to build the team so we can scale delivery.

## HOW TO APPLY

Please submit a covering letter and CV of no more than 2 pages each using this link:

**[Ambitious Together Foundation Apply](#)**

In your letter please share your motivation for applying and how you offer what we set out on the 'what we are looking for' section, including which of the listed skills you have.

If you are unsure about whether to apply and would like more information and a confidential discussion about the role in more detail first, please contact our retained Consultants below:

Lesley Gilmartin  
**[lesley.gilmartin@lhh.com](mailto:lesley.gilmartin@lhh.com)**

Fizza Islam  
**[fizza.islam@lhh.com](mailto:fizza.islam@lhh.com)**

Charles Wilson  
**[Charles.Wilson@lhh.com](mailto:Charles.Wilson@lhh.com)**

**The closing date for applications is 18th May 2025. Preliminary interviews are expected to take place from week commencing 19th May 2025 onwards.**



Final interviews with the ATF Panel are expected to take place during the weeks of **9th and 16th June 2025.**

If a Trustee role doesn't work for you right now and you wish to get involved in the future, please drop us a line to express your interest at:

**[hello@ambitioustogether.org.uk](mailto:hello@ambitioustogether.org.uk)**

## GENERAL ENQUIRIES

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