



# After 18

Treasurer Recruitment  
Candidate Pack

# Our Story

After18 was founded in 2013 in response to the number of unaccompanied children in Leicester who were asking for support when they turned 18.

Children and young people travel to the UK, without family, fleeing war and persecution in their home country. They arrive bewildered, traumatised and anxious, living alone in an unfamiliar place where they may not speak the language or understand the culture.

Through reaching out and assisting them to access mainstream services, we were able to listen and work with them to develop our services. They have shaped our education project and identified the need for a young women's group.

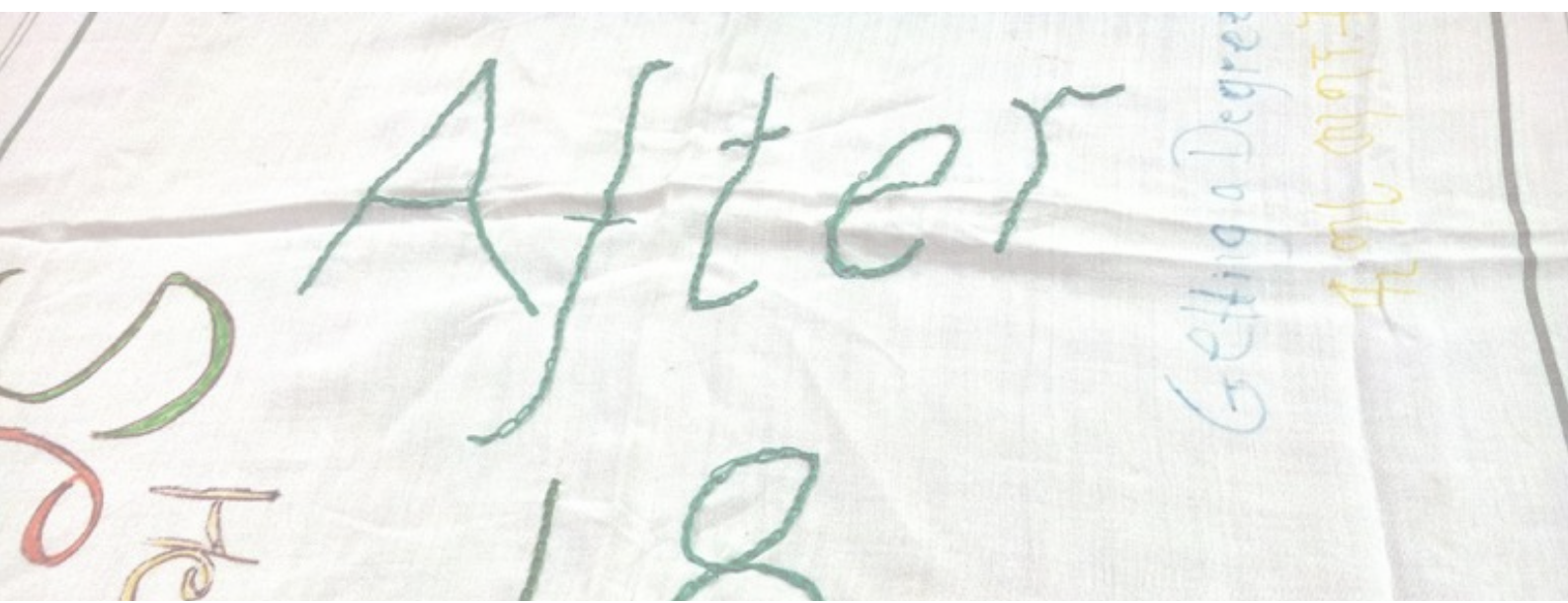
We now have over 200 young people using our services in Leicester each year.

## Our Name

Turning 18 is extremely significant for unaccompanied children as it marks the boundary between childhood and adulthood.

As children can not be returned to an unsafe place, they are allowed to remain in the UK while they are a child but some young people may be expected to return to their country when they turn 18. Those who are allowed to stay must learn how to adjust to living as an independent adult alone in the UK.

After18 works to support young refugees to transition to adulthood and prepare for their future "After 18" by providing specialist information, emotional and practical support and a wide range of educational and social activities.



# Role Description

Are you someone who:

- ★ Cares about welcoming young refugees safely to the community and ensuring they receive support to rebuild their lives
- ★ Wants to offer their time and experience to add value to the work of a growing charity
- ★ Already knows or is very ready to learn about good governance

If so, you may be just the person we're looking for to join us at this exciting stage of our development!

## **What do our Trustees do:**

It is important for After18 to have a Board of Trustees who understands the needs of the young people who come to us, and who are committed to finding ways that we can appropriately respond, and so we greatly value our wide diversity of backgrounds, experience and knowledge.

Our overarching task is to work together to share responsibility for good strategic management of After18, to act in the best interests of After18, and to manage After18's resources with reasonable care and skill for the benefit of the young people.

We meet together once every quarter with our very capable Senior Management Team (SMT). The meetings are held in the evening, via Zoom, and last up to two hours. We have email contact as needed, to keep the project on track and to make decisions as necessary about the detail and direction of After18. Our AGM takes place once a year in Leicester and Trustees are expected to attend in person.

Trustees are also required to review and approve the organisation's policies and annual reports, which are shared ahead of the quarterly meetings and require some reading. Board members with specific responsibilities, such as the Chair or Treasurer, may be required to meet with members of the SMT outside the quarterly meetings to consult on responsibilities related to their role.

The SMT may also approach individual Trustees for advice on aspects of the charity's operations or programmes which relate to the specific skills or experience of the Trustee. Trustees are expected to be responsive on email.

After18 is a registered charity, and as such we are bound by the rules of the Charity Commission. Essentially, Trustees have independent control over, and legal responsibility for, a charity's management and administration. It is a Trustee's legal duty to act in the charity's best interests, to manage resources responsibly, and to act with reasonable care and skill.

This is a fantastic opportunity to join our the diverse and friendly Trustee Board of a growing and well-regarded refugee charity. The role will give you the opportunity to help shape our direction and development. As a Trustee on our Board, you will be making a difference in our local community and in the lives of the young people who access our services.



Our Trustees must have a strong commitment to and belief in the work that we do. All our Trustees have significant experience, whether through lived experience as a former service user, experience in charity governance or leadership roles, and a wealth of experience from their respective career paths.

We also expect our Trustees to display the following characteristics:

- A commitment to the vision, mission and values of the charity
- A willingness to meet the minimum time commitment
- Integrity
- Compassionate motivation
- An ability to think strategically
- Good, independent judgement
- Ability to think creatively
- Willingness to speak their mind
- An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship
- An ability to work effectively as a member of a team and to take decisions for the good of the charity

In addition to these core competencies, we strive to ensure that our Trustee board is diverse and inclusive.

### **What are we looking for?**

Our current Board of Trustees has a range of skills and expertise, as well as lived experience, between them.

We are recruiting a Treasurer to join our Board of Trustees, someone with a financial background or experience managing budgets who will have specific oversight of our finances. The Treasurer will ensure After18's financial viability and that proper processes and procedures exist for assuring all financial records and decisions are maintained.

Ideally candidates will have previous experience in the charity sector, specifically in organisations who work with young people and/or refugees. We also welcome applications from individuals with lived experience.

### **Joining us**

Should you receive a formal invitation to join the After18 Board of Trustees and accept the appointment, you will be given a full induction to the role. This will include meeting the other Trustees and SMT, an introduction to the charity's function, services and strategic plan, an overview of the charity's financial status and all relevant policies and procedures.

# How to Apply

Reach Volunteering's TrusteeWorks are supporting After18 with their Board recruitment.

Trustees must be over 18, free from bankruptcy, not on the sex offenders register, and we need to know if you have an unspent conviction.

Trustees will be required to complete an enhanced DBS check. Please request an application form and ensure you highlight what skills and knowledge you will bring to After18, and why you want to be involved.

You are also invited to complete the equal opportunities form. We will then arrange to speak with you to discuss your interest and answer any questions, and then the final decision about acceptance will rest with the full Board of Trustees.

Please email TrusteeWorks for more information:  
**[trusteesworks@reachvolunteering.org.uk](mailto:trusteesworks@reachvolunteering.org.uk)**

