



Young Trustee (Voluntary role)

Recruitment Pack

- **Closing Date: 11pm on Tuesday 3 February 2026**

1. About Young Citizens

Founded in 1989, Young Citizens is a national education charity working to enable more quality, inspiring and active citizenship education for children and young people in the UK. We operate as a crucial support system for young people and educators alike. Through inspiring initiatives like the Make a Difference Challenge, Citizenship Workshops, and the National Mock Trial Competitions, Young Citizens empowers the next generation to become active, engaged members of society, year after year.

We believe that Britain's future depends on equipping the next generation with the skills, knowledge and confidence to participate actively in society. With democracy under pressure from many directions, our work has never been more important.

Our mission is to provide inspiring learning experiences that light the spark of active citizenship for life. We offer a range of immersive programmes and inspiring resources that build their knowledge of how democracy works, their skills to engage with complex issues in society, and their confidence to participate. This education in turn empowers young people to shape their communities, institutions, and society, building habits for life.

Young Citizens in numbers

13+ Young Citizens staff based across the UK, with a headquarters in London

1500+ professional volunteers give their time and expertise each year

100,000+ pupils took part in The Big Legal Lesson 2024 in England and Wales.

300,000+ children and young people reached each year either through our training of their teachers, resources used in the classroom or our immersive programme

Our website www.youngcitizens.org contains lots of information about the charity. This includes our new '[Lighting the Spark](#)' five-year strategy for empowering young people.

Our most recent [Audited Accounts and Trustees Report](#) for 2023/24 can be downloaded from our website.

2. About the Board of Trustees

Join Young Citizens as a Young Trustee and help shape the future of citizenship education. This is an opportunity to make a real impact on a national charity that empowers young people to become active, informed citizens. You'll work alongside a committed board and a dedicated team of around 13 staff and 1,500 volunteers across the UK. Last year, our programmes and resources reached over 300,000 young people, and we continue to advocate for every child to have the education and experiences that build confident, active citizens.

Governance

Our Board of Trustees plays a critical role in setting strategy and ensuring financial sustainability. While day-to-day operations are managed by our Chief Executive, Ashley Hodges, and her senior team, trustees hold ultimate legal accountability for the organisation.

As a Young Trustee, you will bring a fresh perspective to our discussions and decisions. You won't be expected to have prior board experience, what matters most is your curiosity, commitment, and willingness to learn. You'll contribute to shaping our vision for citizenship education and help ensure our work reflects the needs and experiences of young people today.

We are a small, collaborative Board of 6–8 members, giving every trustee a meaningful voice. Current members bring expertise in finance, education, consultancy, government, marketing, and the charity sector. The Board includes a Chair, a Treasurer, and 3 Trustees elected by the Board.

The Board meets quarterly, usually in the evenings at our St Paul's, London office. In addition, trustees attend monthly online Finance and Income KPI update meetings, which are shorter evening sessions. On average, trustees give around 4–6 hours per month, with additional time at key points such as our Annual Away Day or when supporting specific governance projects.

Upcoming Board dates for the remainder of 2025/26 are:

- Thursday 22 January 2026 (Virtual),
- Wednesday 25 February 2026 (Virtual),
- Wednesday 25 March 2026 (In person)

We also encourage trustees to attend key Young Citizens events, such as the finals of our Mock Trials competitions, which showcase the impact of our work and celebrate young participants. Trustees should also be available occasionally by phone or email to provide advice to the Chair or Executive team.

Young Trustees are appointed for an initial one-year term.

Financial Strength

Young Citizens currently has an annual turnover of approximately £715,000, with income drawn from a diverse range of sources:

- Grants from partner organisations and charitable trusts
- Donations from organisations and individuals
- School subscriptions
- Consultancy contracts

Before 2010, most of our funding came from central government. Like many charities, this support has been progressively withdrawn, and we now receive no central government grants. In response, we successfully transitioned to a more sustainable model, introducing a strong social enterprise element with several mission-related commercial income streams.

The next stage of our journey is to embed this model, strengthen our reserves, and develop new income streams to ensure resilience and long-term impact.

Our website www.youngcitizens.org contains lots of information about the charity. This includes our new 'Lighting the Spark' five-year strategy for empowering young people.

3. Young Trustee - Role Specification

As a Young Trustee, you'll play a vital role in guiding a national charity at a pivotal moment for citizenship education and democracy. You won't be expected to represent all young people, instead, your experience as a young person will add a valuable perspective to our Board discussions. Together, we'll ensure that hundreds of thousands of young people each year gain the knowledge, skills, and confidence to participate meaningfully in society.

Key responsibilities

- Contribute to shaping the charity's strategy at a pivotal moment for citizenship education and democracy.
- Bring your perspective as a young person to Board discussions, helping us make decisions that reflect diverse experiences.
- Support the Board in ensuring the charity operates within its governing document and relevant regulations (training provided).
- Help safeguard Young Citizens' values, reputation, and long-term sustainability.
- Take part in discussions about how resources are used effectively to achieve our mission.
- Work with fellow trustees to oversee financial stability (you won't need to be a finance expert - guidance and training will be provided).
- Support and advise the Chief Executive alongside other trustees, ensuring delivery against agreed objectives.
- Act as an ambassador for Young Citizens, sharing our vision and helping build connections where you can.
- See our impact first-hand by attending key events such as programme launches and the National Finals of our competitions.

4. Young Trustee - Person Specification

We would like to recruit a young person aged 18–25 who is passionate about the importance of young people taking an active part in society.

Specific experience

The ideal candidate will bring their recent experience of formal or informal education and/or involvement in citizenship, social action activities, or youth voice to discussions at Board level.

✉ 1 Paternoster Lane, St Paul's, London, EC4M 7BQ
📞 020 7566 4141 • info@youngcitizens.org • www.youngcitizens.org

Young Citizens has included young people on our Board since 2019, and this will be our fourth appointment of a young trustee. We understand this may be your first board role, so we will provide training, a comprehensive induction, and ongoing support. Candidates with previous experience - such as advisory boards or peer networks - are very welcome too. We'll also arrange for another trustee to act as a mentor during your initial period on the Board.

We are seeking applications from candidates with particular skills, experiences, and attributes to help strengthen the Board. While these are not essential, experience or interest in any of the following areas would be valuable:

- Citizenship education or youth engagement
- Marketing, communications, or influencing
- Business growth and strategic partnerships
- Digital transformation or innovation
- Fundraising and income generation

We also welcome applications from those with experience in public service, law, finance, policy, or youth engagement.

Essential skills and abilities

- Strategic and creative thinker, able to see the “big picture”.
- Strong communicator and collaborator, comfortable contributing in group discussions.
- Values-driven and inclusive, committed to equal opportunities.
- Able to evaluate diverse perspectives and guide constructive consensus.

Commitment

- Commitment to Young Citizens and its mission.
- Commitment to equal opportunities and the promotion of diversity.
- Willingness to learn about the legal duties, responsibilities and liabilities of trusteeship.
- Willingness to put time and effort into the trustee role; at minimum of two hours a month.
- Commitment to Nolan's Seven Principles of Public Life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

Personal qualities

- Independent judgement and integrity.
- Openness, respect and a willingness to listen and learn.
- Ready to contribute actively – not just in meetings, but as an ambassador for Young Citizens.

All new trustees receive a full induction and training, (including Safeguarding) and ongoing support. This is an unpaid role, although reasonable expenses will be reimbursed.

Additional Requirements

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All trustee appointments are subject to successful reference checks and a DBS (Disclosure and Barring Service) check. Further details on trustee duties can be found in [official government guidance](#).

5. How to apply

Please send your CV and a one-page personal statement (explaining why you want to be a Young trustee and how your education, experience or skills align with the role) via the Charity Jobs application link to recruitmenthr@youngcitizens.org.

Deadline: 11pm, Tuesday 3 February 2026.

Shortlisted candidates will have a first-round online interview in January/February, followed by second-round interviews in mid-February. We'll do our best to accommodate holiday schedules. If you need any adjustments to make the process more accessible, please let us know when applying.

Young Citizens is committed to equality, diversity, and inclusion. We want our Board to reflect the wide range of young citizens we aim to support. We welcome applications from everyone and encourage individuals from all backgrounds and experiences to apply.

If you have access needs or require any adjustments to the application or interview process, please let us know when you apply.

Questions?

If you're interested but unsure about the time commitment or would like to learn more about where we are on our journey, please reach out to our team. You can also find more details about our work and new strategy on our website: www.youngcitizens.org.

For an informal conversation about the role, you are welcome to contact our Chair, Beccy Earnshaw, at rebecca.earnshaw@youngcitizens.org