



Trustee Recruitment Brochure

Join a movement changing
the odds for young people

RISE UP unlocks the talent of young people furthest from the labour market and creates fairer, more accessible pathways into meaningful employment.

We are particularly keen to hear from people with finance and governance expertise, alongside a passion for youth employment, social mobility and system busting change.

The System is broken and we are here to fix it.

Voluntary trustee role | Reasonable expenses reimbursed |
Recruitment dates to be confirmed

Welcome,

Thank you for considering becoming a trustee of RISE UP. We are a young, ambitious charity with a clear purpose: to remove barriers, open pathways and change lives to create opportunities into meaningful employment.

RISE UP exists because too many talented young people are still locked out of opportunity by systems that were not built with them in mind. Our role is to see the potential others miss, build practical routes into work, and challenge employers and systems to do better.

"If you believe young people are not the problem - the system is - we would love to hear from you."

As we grow, good governance matters more than ever. We are looking for trustees who will bring strategic grip, curiosity, wise challenge and the courage to help us scale without losing the heart of who we are.

We are particularly interested in hearing from people with experience in finance, governance and philanthropy, as well as people who share our passion for youth employment, social mobility and system busting change. If that sounds like you, I hope this brochure gives you a sense of our mission, our momentum and the opportunity to help shape what comes next.

Kira Speirs
Head of Charity, RISE UP

About Rise Up

Our mission

To unlock the talent of young people furthest from the labour market and create a fairer, more accessible pathway into meaningful employment.

We are a movement, not just a charity

RISE UP works with 16-30-year-olds who have been locked out of opportunity by barriers most people never see.

We meet young people at face value: no judgement, no assumptions, just belief, support and the right pathways.

Our work is youth first and lived experience led. We listen, adapt and co-create. We also hold employers and systems to account, because young people are not lacking talent, ambition or drive; the system needs to change.

How we create change

Inputs	Activities	Outputs	Outcomes
Skilled staff	Coaching	Confidence	Employment
Lived experience	Mentoring	Readiness	Social mobility
Targeted funding	Employer pathways	Placement outcomes	Stability
Strong partnerships	Scholarships	Employer insight	Long term change

Our impact and momentum

120+ young people supported into work in the last year.

Major national and regional employer partnerships built.

Media visibility including BBC One, LBC, UCB and The Guardian.

Awards recognising innovation and youth impact.

Income, reach and influence growing at pace as an emerging youth organisation.

Why join us now?

RISE UP is entering a period of sustained national growth. Demand from young people is rising, employer partnerships and learning opportunities are expanding, and our voice is strengthening nationally.

The opportunity for trustees

You will help guide a charity with real momentum: strengthening governance, protecting independence, supporting strategic growth and making sure young people remain at the centre of every decision.

What we are strengthening

- Employer partnerships and paid pathways for young people.
- Access to learning opportunities, including on the job learning.
- A stronger governance framework aligned to Charity Commission expectations.
- Funding opportunities that can scale proven work and test new models.
- Systems, policies and controls that support sustainable growth.
- Youth voice, lived experience and accountability in everything we design.

This board role will suit you if you...

- Care deeply about creating opportunities for young people.
- Believe in challenging the status quo when it isn't working.
- Bring expertise that will help RISE UP grow and evolve.
- Enjoy constructive challenge, collaboration and collective decision-making.
- Bring an entrepreneurial mindset with a flair for scaling impact.
- Want to help build something that will outlast all of us.
- Share our passion for creating change, with lived experience welcomed as a valuable strength.

If you want a quiet, ceremonial board role, this is not it. If you want impact, purpose and a mission that truly matters, welcome to RISE UP.

Who we are looking for

Priority skills for this recruitment round

We are particularly keen to hear from people with finance and governance experience. We are also looking for trustees who bring a genuine passion for youth employment and a commitment to system busting change.

Experience area	What you might bring
Finance and audit	Charity finance, budgeting, financial controls, audit, investment, risk and sustainability.
Governance	Board effectiveness, compliance, policy oversight, minute taking, company/charity administration or Board Secretary experience.
Youth employment and labour market	Employment routes, apprenticeships, HR, employer engagement, education, workforce development and inclusive recruitment.
Safeguarding or youth services	Safeguarding, social care, youth work, vulnerability, risk management or frontline services.
Digital, data and IT governance	Digital transformation, data governance, cyber security, systems and responsible use of technology.
Communications and public affairs	PR, campaigning, youth voice, narrative building, brand governance and influencing systems.
Lived experience and community insight	Experience of the barriers young people face and the creativity needed to design better pathways.

Time commitment

- 6-8 Board meetings per year.
- Reading papers ahead of meetings.
- An annual 1:1 and occasional strategic sessions or events.
- Optional involvement in subcommittees or working groups.
- Minimum tenure 1 year

This is a voluntary role. Reasonable expenses are reimbursed.

Eligibility, induction and how to apply

Eligibility and independence

- Trustees must be over 18 and not disqualified from acting as a trustee.
- Trustees must act independently and not represent their interests as a donor, partner, employer or corporate group.
- Trustees must declare actual or potential conflicts and follow RISE UP's conflict management procedures.
- All trustees must uphold safeguarding responsibilities and complete required checks, including DBS where applicable.

Induction and support

- Induction and briefing on RISE UP's mission, governance and programmes.
- Introductory meetings with the Head of Charity and wider team.
- Opportunities to meet the Youth Advisory Board and understand youth voice in practice.
- Access to governance training and ongoing support.

We look forward to hearing from you!