



Treasurer

Candidate Pack

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Welcome letter

Welcome, and thank you for your interest in POW Nottingham.

It is a genuine privilege to introduce this Trustee Candidate Pack at such an important and hopeful moment in our journey. POW has long been a vital voice and support network for individuals within the sex worker community - championing dignity, safety, and self-determination. Our mission remains as important today as it has ever been: to empower individuals, challenge stigma, and create meaningful, lasting change.

Over the past year, like many organisations, we have faced significant challenges. However, what stands out most is not what has been paused, but what is possible. With plans to reopen our building, restart services, and implement a renewed strategy, we are entering a period of rebuilding, innovation, and growth. POW Nottingham is pleased to announce the successful awarding of National Lottery Funding. This funding gives us the opportunity not simply to reopen our doors, but to rebuild a stronger, safer, and more sustainable organisation for the future. POW has always been about dignity, compassion, and meeting people where they are. We now have the opportunity to create an organisation that reflects the resilience of the community we support and the incredible commitment of everyone who has stood by us.

A key first step in this next phase is strengthening our governance. We are therefore particularly focused on recruiting an experienced Chairperson who can provide clear strategic direction, alongside a skilled and diligent Treasurer who can help ensure strong financial stewardship and sustainability. These roles will be central to stabilising and guiding the organisation as we move forward with confidence and purpose.

This is where you come in.

We are also looking for passionate, thoughtful, and committed individuals to join our Board of Trustees and to help shape the future of POW Nottingham.

Whether you bring experience in governance, fundraising, communications, lived experience or simply a deep commitment to our values, your contribution can make a real difference.

Being a trustee is both a responsibility and an opportunity: to support a dedicated team, to guide strategic direction, and to stand alongside a community that deserves to be heard, respected, and supported.

I warmly encourage you to consider becoming part of this next chapter. Together, we can rebuild stronger, think bigger, and ensure POW continues to be a place of safety, empowerment, and positive change for years to come.

Thank you for your interest and your commitment to making a difference.

With best wishes,

Matt Rooney

Chair, POW Nottingham



About Us

Who we are

POW Nottingham is a non-profit, voluntary organisation supporting the rights of sex workers and those at risk of being exploited. We recognise and support the rights of individual sex workers to self-determination, including the right to remain in or leave sex work.

- POW aims to empower our diverse community, focusing on ending violence and stigma through education, advocacy and multi-agency working.
- POW aims to preserve and protect good health within the sex worker community whilst ensuring appropriate services are accessible.

POW also seeks to affect larger societal change through advocacy and training, increasing public awareness and providing the tools needed to engage the local and national communities around issues of sex work and sexual exploitation.

Where are we now?

POW is currently undergoing a structural reset following the closure of the building and a halt in services last year. Following our recent successful bid to the lottery which secured crucial funding, we plan to reopen the building and restart services once necessary building works, recruitment and essential training has taken place.

“Respect from the staff, trust, confidential and feeling safe.”
– Feedback from beneficiary

About Us

What we do

Our Services

We provide a holistic set of complimentary activities and services to reach, engage and support our clients through the issues and barriers that they are facing. The needs of our community are often varied and complex, and as such it remains important for us to provide support at different stages and levels that are appropriate to their needs at that time, we do this through:

- **Drop-in support** with various specialised clinics for substance use, sexual health and other health and wellbeing interventions.
- **Outreach activities** which primarily consist of on-street support via the POW van and off-street support visiting venues and homes in the community.
- **Casework**, both short and long-term, that recognises the varying needs and demands of our community.

We need new board members, a Chair and a Treasurer to support us to roll out a new strategy and make this vision a reality, for this we welcome candidates with a range of experiences.

“

I am breathing, that is because of POW. I feel my drug use has reduced and my mental health is a bit better.

”

– Feedback from beneficiary

About the Role

Overview

This is an exciting moment to join the Board of Trustees at POW Nottingham. As Treasurer, you will play a central role in shaping the next chapter of our organisation, supporting the development and delivery of a new strategic direction. You will bring your financial expertise to bear on work that matters — helping us to continue championing the rights of sex workers and those at risk of exploitation. This is a meaningful opportunity to make a lasting difference through your professional skills.

Overall Purpose

The Treasurer is responsible for overseeing the financial affairs of the Charity in line with best practice, the governing document, and all relevant legal requirements. You will report regularly to the Board of Trustees on the financial health of the organisation and ensure that robust financial measures, controls, and procedures are in place and fit for purpose.

Whilst the Treasurer takes a lead on financial oversight, all Trustees remain jointly and severally responsible for the administration of the Charity.

Key Responsibilities

- Working closely with staff who manage the day-to-day finances of the organisation — currently the Interim Chief Executive and Office Manager — alongside our outsourced bookkeeping accountants.
- Liaising with the Charity's auditors or independent examiner.
- Monitoring the financial viability of the Charity and providing guidance informed by audit findings.

- Developing sound financial frameworks for the management and protection of Charity assets.
- Implementing and overseeing financial controls and systems, and ensuring they are consistently followed.
- Providing financial input into the Charity's new strategic plan.
- Working with the Chair and relevant staff to ensure the annual accounts meet all current regulatory requirements.
- Ensuring the responsible management of the Charity's resources in line with its stated objectives.
- Contributing to the organisation's fundraising strategy alongside fellow Trustees.
- Presenting accounts to the Board of Trustees and other stakeholders in a clear, accessible, and engaging way.

Person Specification

We are looking for a candidate who can demonstrate the following:

- The ability to translate complex financial information into clear, accessible language for non-financial trustees.
- Strong organisational skills and a meticulous eye for detail.
- A qualified Accountant – or qualified by experience.
- Confidence using financial software, online collaborative tools, and virtual board communication platforms.
- Sound independent judgement and effective problem-solving abilities.
- A conscientious, trustworthy, and diligent approach to their work.
- A collaborative mindset, with a willingness to support and mentor fellow trustees in their financial understanding.
- The ability to be hands-on when required, whilst maintaining a focus on oversight and strategic direction.
- Strategic thinking skills, with the capacity to weigh risk against opportunity.
- A readiness to contribute to and oversee areas such as forecasting, budget-setting, and auditor liaison.

We are seeking someone who brings energy, enthusiasm, and genuine commitment to the role, and who will add to the diversity of thought and experience on our Board.

Personal Attributes

The ideal candidate will be:

- Deeply committed to supporting the rights of sex workers and those at risk of exploitation.
- A strategic thinker who is equally comfortable rolling up their sleeves when a practical approach is needed.
- Dedicated and dependable, with the time and flexibility to respond when matters arise – particularly valuable within a small, agile organisation.
- Collaborative, adaptable, and open to new ideas and perspectives.
- Confident engaging in constructive challenge and open debate, whilst helping to maintain a positive and cohesive board environment.
- Resilient, with the ability to navigate complex political, social, and funding landscapes.
- In addition to the specific responsibilities of the Treasurer, the successful candidate will also share in the broader duties and qualities expected of all Trustees.

Trustee Role Description

Our Board needs new Trustees as well as a new Treasurer and we would welcome applications from individuals who do not want to take on a Treasurer role at this particular moment in time but who would be interested in joining us as a Trustee.

This is an exciting time to join POW as a new strategy is rolled out, with a new board and CEO needed to deliver this vision. This is a real opportunity to join a charity which has a great impact on the lives of those we support, at a time of crucial change for the charity.

What does a Trustee do?

- Trustees ensure their charity has a clear strategy and that all decisions put the needs of the service users first.
- They safeguard the charity's assets – both physical assets, including property, and intangible ones, such as its reputation.
- They make sure that the charity is run sustainably.
- They hold the leadership team to account and provide support and encouragement to them.
- Trustees are jointly responsible for all their decisions and work together to ensure the charity delivers its aims.
- They support the CEO.

Trustee Person Specification

We encourage applicants of all backgrounds and identities who are passionate about the work we do and who can bring new and innovative ideas. We will consider applications from anyone with an interest in our work, and welcome candidates with a variety of experiences, but we are particularly interested in hearing from people with experience in **Marketing, PR, HR, Organisational Change, Fundraising, Charity Governance and Financial Accountancy.**

All Trustees should support the POW vision of self-determination, and the rights of our clients to leave or remain in sex work.

I have always treated all clients with respect, however, working with POW has been eye-opening in that they help me to understand the struggles and barriers that sex workers face on a daily, sometimes hourly, basis.

– Feedback from partner organisation

Skills and Qualities Needed

- Willingness and ability to understand and accept their responsibilities and liabilities as Trustees and to act in the best interests of the organisation.
- Ability to think creatively and strategically, exercise good, independent judgement and work effectively as a Board member.
- Effective communication skills and willingness to participate actively in discussion.
- Commitment to the Charity Governance Code and Nolan's seven principles; leadership; integrity; decision making, risk and control; board effectiveness; diversity; openness and accountability; all underpinning organisational purpose.

What will your impact be as Treasurer or Trustee with POW Nottingham?

This is a meaningful opportunity to contribute your time, skills, and passion to a cause where you can make a genuine difference. As Treasurer or as a Trustee, you will support a community that benefits directly from the organisation's work, while also developing your own skills and gaining valuable experience in governance and leadership.

You will be part of an inspiring team of Trustees, volunteers, and staff, working together to deliver life-changing support services and strengthen the organisation for the future.

You will bring your skills and insight to help the organisation build on its strengths, learn and grow, and successfully deliver its new strategic direction. This includes supporting the implementation of POW Nottingham's strategy and helping ensure the organisation continues to provide the vital, trusted support it is known for.

You will also play a role in shaping and strengthening the Board itself, contributing to a positive, inclusive, and effective governance culture. You will help ensure we deliver impactful, high-quality services, while continuing to challenge stigma surrounding adult entertainment and sex work.

You will contribute to ensuring we are collectively the best we can be for our beneficiaries, while helping to grow a strong and engaged community of supporters for our work and mission.

Alongside this, you will support the essential work of good governance—helping to ensure the organisation is well-run, sustainable, and provides a positive experience for beneficiaries, funders, and everyone involved.

This is your opportunity to be part of positive, lasting change for a community that will truly benefit from your contribution.

Our Commitment to Equity, Diversity and Inclusion

We believe that diverse backgrounds, perspectives, and lived experiences make our organisation stronger and more effective. We are dedicated to building an environment where everyone feels valued, respected, and empowered — and where intersecting identities are recognised and represented at every level, including our Trustee Board.

We particularly welcome applications from people of colour, young people, LGBTQ+ individuals, and those with lived experience of socio-economic inequality. We are looking for Trustees who share our passion for equity, diversity, and inclusion, and who will help embed these values across all areas of our work. We are committed to an accessible recruitment process and are happy to make reasonable adjustments — please don't hesitate to let us know what support you need.



I am breathing, that is because of POW. I feel my drug use has reduced and my mental health is a bit better.



— Feedback from beneficiary

Time commitment

In total, the expected time commitment for our new Treasurer will be one day a month. For Trustees, this will be 3-4 hours monthly.

Currently, our Board meetings are held fortnightly during the evening. These are hybrid and last circa 1/1.5 hours. The number of Board meetings is reflective of our current circumstances and it is expected that moving forward this will be reduced to monthly meetings as the new strategy settles into place. In the future it would be ideal to be able to hold some of these meetings in-person, with hybrid options available where needed. All Trustees are expected to attend our AGM in May which will be in person in Nottingham.

You will need to spend some time reading the board papers ahead of the meetings and we expect that you will be able to attend some of our events (one or two a year) and board development activity.

How to Apply

The TrusteeWorks Team at Reach Volunteering are supporting POW Nottingham with their Trustee recruitment.

Applications should be made via TrusteeWorks in the first instance. To apply, please send a CV with a covering letter stating why you wish to join the organisation and how your skills and experience would add value to our Board. Please add anything else that you think is relevant to your application.

If you would like to talk to one of the TrusteeWorks team or one of our existing Trustees or the Interim Chief Executive before you apply, please contact the TrusteeWorks team to arrange it.

Please send applications and enquiries to:

trusteeworks@reachskills.org.uk

Applications will be accepted until 5pm on Friday the 2nd of October. We will review applications throughout the process and will interview candidates on an ongoing basis. We reserve the right to close the application process before the deadline if we successfully fill the position.

