



Trustee

Business & Community Partnerships

About Gifted Women

Gifted Women exists to unlock doors to employment for women in Plymouth and the surrounding areas who are rebuilding their lives after experiencing homelessness, problematic substance use, and contact with the justice system.

We work alongside women as partners in their journey, providing one-to-one support, skills development through our 'Flourish' programme, work experience placements, and help to overcome barriers, both practical and emotional. Our trauma-informed approach centres on six values: Safety, Trust, Choice, Collaboration, Empowerment, and Joy.

We believe employment offers more than a wage - it provides dignity, stability, and the opportunity to build an independent future. Through meaningful partnerships with local employers and a strengths-based approach, we help create pathways where systemic barriers and stigma have previously stood in the way.

We don't change women's lives - they change their own. Our role is to provide the tools, opportunities, and belief that make that change possible.

Why we need you

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Plymouth is our home, and our work only happens because local employers are willing to offer the women we support work experience placements and, eventually, paid roles. The stronger our connections across the city's business community, the more doors we can help open.

We're looking for a trustee who knows Plymouth's business landscape from the inside — who understands how the city's employers think, what they care about, and how conversations about social value, recruitment, and partnership actually work locally. Someone who can help us be visible in business circles, champion our work to the people who need to hear about it, and bring the city's networks closer to our mission.

About the role

Our trustees are legally responsible for the governance of Gifted Women. They make sure we stay true to our purpose, that our strategy is clear and on track, and that we operate with integrity. Just as importantly, they support and challenge our CEO and the team to do our best work.

Trustees act as a group, not as individuals - decisions are made together, and responsibility is shared.

Time commitment

Roughly 10 days a year, made up of:

- Six board meetings a year (online)
- Six board sub-committee meetings (online or in person)
- One board strategy away day
- Reading and prep ahead of meetings
- Occasional ad-hoc contact with other trustees, the CEO, or staff
- Occasional attendance at events, fundraising activities, or visits to our work

Remuneration

This role is voluntary. Reasonable expenses - including travel, childcare, and access costs - are reimbursed in line with our expenses policy. We want being a trustee to be genuinely possible for women from all walks of life, so please talk to us if there are practical barriers we can help with.

Location

Gifted Women operates in Plymouth. Board meetings are held online, but it's ideal if trustees can attend events and have ad hoc meetings in person where possible.

What all of our trustees do

Governance and strategy

- Hold us to our purpose, making sure our work delivers real change for the women we exist for.
- Oversee our strategy, finances, and risks - making sure we have a clear plan, healthy finances, and that risks are identified and managed.
- Approve our annual accounts and key policies.
- Make sure we comply with charity and company law, our governing documents, and our regulators.
- Use independent judgement, acting in Gifted Women's best interests - setting any personal or third-party interests aside.
- Take part in your own annual review and the board's effectiveness reviews.

Support and challenge

- Come to board and committee meetings prepared, having read the papers. Listen well, contribute your views, and help colleagues' voices be heard.
- Offer honest support, stretch, and challenge to the CEO.
- Understand the line between governance (the board's job) and operations (the staff team's job) - and stay on the right side of it.
- Help recruit and induct future trustees and senior staff when needed.

Reputation and relationships

- Live and lead by our values.
- Build collaborative relationships with other trustees, the CEO, the team, and the women we work alongside.
- Champion Gifted Women's work and reputation, using your skills, contacts, and networks where helpful.

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- Established networks across Plymouth's business community; across SMEs, larger employers, professional services, business membership organisations, or city leadership networks.
- A genuine understanding of how local businesses think about hiring, social value, and community partnership.
- Comfort making introductions, opening doors, and being a visible advocate for our work.
- You might be a business owner, a senior leader at a Plymouth-based employer, a business adviser, or simply someone deeply embedded in the city's networks.
- Charity sector experience isn't required; what matters is your relationships and your willingness to use them for us.

You don't need to tick every box. If you're interested but unsure whether you fit, please get in touch - we'd rather have a conversation than miss the right person.

Personal qualities we look for in every trustee

- Comfortable with the legal responsibilities and accountability that come with being a trustee.
- Able to think strategically and to challenge ideas and decisions constructively.
- Able to make sense of management information, finances, and other evidence.
- A clear, plain communicator - willing to speak up and ready to listen.
- A genuine commitment to equity, diversity, inclusion, and anti-racist practice.
- An understanding of - or willingness to learn about - trauma-informed practice.
- Real enthusiasm for our mission and the women we work alongside.

Our values

It is essential that our board lives our values, both inside the charity and out in the world. They are also the trauma-informed principles that shape everything we do.

- **Safety** - creating spaces where women feel physically and emotionally safe.
- **Trust** - being open, honest, and reliable; following through on what we say.
- **Choice** - recognising that each woman is the expert in her own life.
- **Collaboration** - working as equal partners, valuing both lived and learned experience.
- **Empowerment** - supporting women to take control of their own futures, on their own terms.
- **Joy** - celebrating progress and embracing hope in every journey.

A note on diversity

We're particularly keen to hear from women whose lives reflect those of the women we work alongside, and from people from communities that are under-represented on charity boards - including younger women, Black, Asian and racially minoritised women, Disabled women, women from lower socio-economic backgrounds, LGBTQ+ people, neurodivergent women, and women with lived experience of any of the issues our work touches (namely problematic substance use, homelessness and contact with the criminal justice system).

Although Gifted Women is a women's charity and our board must remain majority women, we welcome trustees of all genders, including men, non-binary and trans people.

How to apply

To apply, send a short CV (or LinkedIn link) and a one-page covering letter.

For an informal conversation, please send your contact information and we'll be in touch.

These can be sent to trustees@giftedwomen.co.uk