Join our Board of Trustees & Help Shape the Future of Gifted Women

The strongest charities don't just have great staff. They have great trustees who bring fresh thinking, ask good questions, open doors and help turn ambition into reality.

At Gifted Women, we're entering an exciting new chapter, and we're looking for exceptional people to join our Board of Trustees.

If you're passionate about creating opportunities for women and want to use your skills, experience and networks to make a lasting difference, we'd love to hear from you.

About Gifted Women

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

We work alongside women as partners in their journey, providing one-to-one support, skills development, our 12 week Flourish course, work experience placements and practical help to overcome barriers and access opportunity. Everything we do is underpinned by our trauma-informed values of Safety, Trust, Choice, Collaboration, Empowerment and Joy.

We believe employment offers far more than a wage. It offers dignity, independence, confidence and hope for the future.

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

Why we're recruiting

Gifted Women has grown significantly over the last few years, but we're only just getting started.

We're ambitious about what the future could look like. We want to support more women, build deeper partnerships with employers and communities, strengthen our long-term sustainability and increase our influence across Plymouth.

To help us achieve that, we're looking to strengthen our Board with people who align with our values, believe in our mission and who can bring fresh perspectives, strategic thinking and expertise.

We're currently recruiting for

• Trustee & Treasurer – Helping the Board oversee the charity's financial health, sustainability and long-term planning.

You can download the profile for further information.

What we're looking for in a Trustee

Previous trustee experience isn't essential. We're looking for people who align with our values, think strategically, offer constructive challenge, support equity, diversity and inclusion, and believe in the potential of women to build safe, independent and fulfilling futures.

Most importantly, we're looking for people who care about our mission and want to help Gifted Women continue to grow and thrive.

Why become a trustee?

Becoming a trustee is an opportunity to make a meaningful contribution to your community while developing your own leadership and governance experience.

Time commitment

Approximately 10 days each year, including Board meetings, sub-committees, a strategy day, preparation time and occasional events.

Reasonable expenses, including travel, childcare and accessibility costs, are reimbursed because we want trusteeship to be genuinely accessible.

Our commitment to diversity

We know that diverse boards are stronger boards that make better decisions.

While Gifted Women is a women's charity and our Board needs to remain majority women, we warmly welcome applications from people of all genders.

We're also 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.

If you're interested but unsure whether you meet every requirement, we'd still encourage you to get in touch. We'd much rather have a conversation than miss the right person.

If you require any adjustments during the recruitment process, please let us know and we'll do everything we can to support you.

Safeguarding and eligibility

As a trustee, you will share responsibility for ensuring Gifted Women provides a safe environment for the women we support and will be expected to uphold our safeguarding policies and values.

Trustees must be eligible to act as charity trustees under Charity Commission guidance.

Successful applicants will be required to undertake a DBS check.

Recruitment process

Suitable applicants will be invited to a conversation with the Chair of Trustees (and one other Trustee/Senior Leadership member) before any appointment is recommended to the Board.

We'd love to hear from you

Please send a short CV (or LinkedIn profile) together with a one-page covering letter.

If you'd like an informal conversation first, send us an email with your contact details and we'll be in touch.

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

Recruitment is taking place on a rolling basis and an appointment will be made as suitable candidate come forward. The advert will remain live until the vacancy has been filled, although we are always pleased to hear from people who may be interested in future trustee opportunities.