



# Mayday Trust

Trustee Recruitment



Mayday Trust is a charity and company limited by guarantee, registered in England and Wales. Charity  
Registration Number: 1035524 Company Registration Number: 2911222



## Organisational Background

Mayday Trust was formed in 1976 by Probation Officer Michael Varah and Probation Volunteer Jim Higgins.

Mayday is a forward-thinking organisation working alongside people going through some of the toughest life transitions, including people experiencing homelessness, leaving care, coming out of prison, or experiencing emotional distress.

As an organisation Mayday has transformed from being a conventional service provider in the Social Care sector to a pioneer in challenging the systems available to people experiencing tough times.

This was far from an overnight change; it required years of listening to people who worked with Mayday, a total change to the mission and vision, prototyping a new response, and much reflection. The learning from this period led to the publication of [\*Wisdom from the Street\*](#), the development of the [Personal Transitions Service \(PTS\)](#), and the creation of the [PTS Innovation Partnership](#).

Learning from this transformation and the development of the PTS has shown that the system people encounter when they experience a tough time is not working. People within the system currently face unnecessary barriers, becoming trapped in services while they are often forced to sacrifice their dignity to survive. For this reason, Mayday is striving to create a paradigm shift to a person-led system, which puts people back in control of their tough time and their future.

This organisational transformation has led to much exploration and refinement of the problem Mayday is trying to solve, the vision and mission:

### The Problem

*The systematic institutionalisation of people going through tough times.*

### The Vision

*A world where systems work for people going through tough times.*

### The Mission

*To reconstruct the system by providing people going through tough times access to the Personal Transitions Service, whilst influencing others in the sector to adopt person-led, transitional and strength-based approaches.*



## Recruitment Background

Mayday is looking to recruit a number of new Trustees as it continues to transform, focusing on developing the PTS and challenging the systems available to people experiencing tough times. To achieve this, Mayday is looking to increase its diversity and bring fresh thinking to the Board.

Mayday is keen to hear from anyone who thinks they could add value to the Board of Trustees after reading through the Role Description and Person Specification.

## Trustee Role Description

### **About the role**

The role of the Board of Trustees is to lead on the vision and direction of the Trust, monitoring the activities of Mayday so that its mission and objectives can be achieved within the Mayday ethos and values.

The role of the Board of Trustees is to formulate corporate strategy, ensuring that the Trust is guided by a common set of objectives and values and that these are effectively managed in line with the legal and statutory obligations placed on Mayday.

The Board of Trustees is responsible for ensuring compliance with Mayday's constitution and mandatory guidance issued by all relevant statutory requirements and contractual obligations.

The Board of Trustees should set the strategic aims, taking into consideration the views and requirements of all key stakeholders but most importantly the people who Mayday work alongside, while ensuring that the necessary financial and human resources are in place for Mayday to meet its objectives and review management performance.

The Board of Trustees is responsible for ensuring the safety and quality of services to the people we work with and applying the principles and organisational standards Mayday, as well as other relevant bodies, such as local safeguarding authorities.

The Board of Trustees should also ensure that Mayday exercises its functions effectively, efficiently and economically.

All Trustees must take decisions **objectively** in the interests of Mayday.

## Duties

As a member of the Board you will work alongside other the Trustees and the five members of the Senior Management Team of Mayday as an equal member of the Board. You will share responsibility with the other Trustees for the success of the organisation in delivering services to people going through tough life transitions. Your role as a Trustee will be to use your skills and your personal experience as a member of your community to:

- Regularly attend Board meetings and other related meetings.
- Contribute to the development of plans for improving services for the people we work with.
- Help ensure that the Board sets challenging goals and objectives for services and meeting performance targets.
- Monitor the performance of the Senior Management Team in meeting agreed goals.
- Ensure that management systems are in place to give accurate information to the Board, such as information about financial resources and quality of the work.
- Take part in the appointment of the Chief Executive and other senior staff.
- Ensure that the Board always acts in the best interests of the people we work with, community and the wider public.
- Ensure you are always fully up-to-date with developments in the sector and with the evolving responsibilities of the role through appropriate training.

## Time Commitment

- Trustees will normally attend 2-hour Board meetings every 6-8 weeks or at intervals determined by the Board.
- Trustees will be expected to contribute a reasonable number of days to partake in meetings and events to promote the work of Mayday.
- Trustees will be expected to attend 1-2 other meetings (i.e. strategic planning days) per year.
- Trustees may be asked to participate in sub committees off the main Board.

## Remuneration

- The role is not remunerated.
- Trustees are eligible to claim allowances, at rates set by Mayday, for travel and subsistence costs necessarily incurred on Mayday business.

## Trustee Person Specification

### **What we are looking for:**

At this exciting and challenging time for Mayday, we are committed to finding exceptional Trustees who have a real passion for the work that we do and who are able to share our vision and have the leadership ability to ensure our delivery and influencing work succeeds in changing the nature of services for now and in the future.

### **Who you are:**

- You have fire in your belly to make a difference.
- You have a passion and strong commitment to social justice and systemic change.
- You listen; you reflect a lot.
- You have a strong sense of your own identity; you know who you are.
- You know the system; you may have been in the system, worked in the system or want to get involved to change the system (whether that is the homelessness, mental health or criminal justice systems).
- You may have income generation / fundraising experience that could be leveraged or strong networks that could support the Mayday mission.
- You may have experience providing rigour to impact measurement that could be useful.
- Your passion drives your determination to make a difference, never give up, go many extra miles, and do whatever it takes to walk alongside those going through a tough time.
- You care about people who do not have or are prevented from having a voice.
- You are fearless, not afraid to challenge or be challenged.
- You are a strong communicator, someone active on social media who will help share Mayday messages.
- You believe in each person's ability to find their own way and make their own decisions.
- You are honest, open and compassionate with a high level of integrity and a loyalty to those who share your values.
- You are a strategic thinker and visionary who is able to hold the focus on mission.
- You have experience or interest in governance and know what good governance looks like.
- You are a free thinker not afraid to present a different viewpoint.
- You have an appetite for risk proportionate to an organisation modelling radical change.

**What you will do:**

- You will be a strong **influencer** for Mayday and system change within your networks and connections.
- You will be **an active Board member**, committed to contributing to Board meetings, sub committees and events as required.
- You will **embed the Mayday values** and ensure the highest level of good governance and integrity in everything you do.
- You will support the senior executive team by being a **critical friend** as well as **ally** during the tough times.
- As a member of the Board you will be responsible for **setting Mayday's strategy and direction** based on listening to the voices of the people we serve.
- As a member of the Board you will **set the annual budget** and have oversight and responsibility for the **financial sustainability and governance of Mayday funds**.

**How you will do it:**

- You will work as part of the Mayday Board contributing to debate, discussion and decision making.
- You will prepare for Board meetings through reviewing papers and keeping up to date with Mayday activities.
- You will join others within the organisation and wider system to inform thinking and challenge where appropriate.
- You will meet and/or present to key stakeholders as required and within time that you have available.
- You will enjoy and have fun in being part of a committed movement for change.



## Trustee Application Process

### **Please submit the following:**

- Your CV;
- A covering letter setting out your motivations for applying and the added value you would bring to Mayday Trust as a Trustee (maximum 2 sides of A4); and
- Equal opportunities monitoring: Mayday would be grateful if you would choose to include the information below in your application so it can ensure that information about its vacancies is reaching everyone.

***Gender:***

***Ethnic origin:***

***Sexuality:***

***Age:***

- Complete the ***Declaration of Interests Form*** in Appendix One (separate document)

Documentation can be submitted via email to [boardrecruitment@maydaytrust.org.uk](mailto:boardrecruitment@maydaytrust.org.uk)

If you have any questions about this opportunity, or would value a confidential discussion, please briefly outline your query in an email to [boardrecruitment@maydaytrust.org.uk](mailto:boardrecruitment@maydaytrust.org.uk) which will enable us to ensure the most appropriate individual comes back to you.

The deadline for applications is **Sunday the 8th of November 2020**. Interviews to take place the week commencing **Monday the 16<sup>th</sup> of November 2020**.

A shortlist will then be compiled from the list of applicants and shortlisted applicants will be invited for interview the week commencing the 9th of November 2020. Provision will be made for video interviewing, given current circumstances.