

**Recruitment of Trustee/Director
with experience of Trusts or Foundations delivering strategic programmes**

Background to Forces in Mind Trust

Forces in Mind Trust was founded in November 2011 by a £35 million endowment from the Big Lottery Fund. As a member of Cobseo – the Confederation of Service Charities and a voted member of its Executive Committee, the Trust works within the military charities sector, and much more widely, to support the United Kingdom’s Armed Forces Community. The Trust is unique within this sector, and last year launched its ‘Third Age’ strategic approach, which puts measurable impact at its core.

- Our Vision is that all ex-Service personnel and their families lead fulfilled civilian lives.
- Our Mission is to enable them to make a successful and sustainable transition.
- Our Strategy is to use our spend-out endowment to fund targeted, conceptually sound, evidence generation and influence activities that will cause policy makers and service providers to support our Mission, and to strengthen the Armed Forces charities sector through collaboration and leadership, and by building its capacity.

The engine of the Trust is the Grants and Commissioning Committee, which drives the award of £2.5 million each year to a variety of organizations in accordance with the Grants and Commissioning Plan. The Plan comprises a coherent set of six Programmes, each with desired beneficiary outcomes and guiding priorities derived from a robust theory of change model, and encompassing an influence and exploitation plan.

The Trust, which is based in rented premises in Victoria, London, has a single corporate Trustee, known as FIM Trustee Limited, and a Board of Directors (in effect Trustees) of up to 14 members, of whom 5 will be Cobseo-nominated members, as well as a Protector who is there to represent the Founder, the National Lottery Community Fund. A small team of 10 full-time employees, led by a Chief Executive, is responsible for the operational delivery of the Trust’s Mission. Human Resources, Financial Control, Legal Advice and Facilities Management (including Information Technology services) are outsourced.

Grant awards are made by the Grants and Commissioning Committee of Directors on the recommendation of the executive team after full independent assessment, whilst the endowment (which is held in portfolios by Investment Managers) and financial management are overseen by a Finance and Investment Committee. These Committees and a Virtual Influence Panel meet quarterly, and the Governance Committee meets bi-annually. Directors are expected to attend quarterly Board meetings and an annual strategy awayday, and to be appointed to one of the Committees; almost all meetings take place at or near to the Trust in London. Directors are appointed for an initial term of 3 years, which may be renewed once. Directors are not remunerated, but are paid reasonable travel and subsistence expenses, including childcare costs when required.

Future direction

After 7 years’ operation, the Trust is now looking to make a far greater impact with its grant funding. This will require: more proactive commissioning; better exploitation of the evidence we generate to change policy and service provision; and more robust evaluation. But the greatest change is our move to a ‘programmatic’



approach to all our work – we are sending a clear message that Forces in Mind Trust intends to build upon its highly successful early years, and now deliver the substantial benefit to the Armed Forces Community for which we were originally conceived. Whilst our reputation and ability to influence others have grown, we intend to substantially increase our capacity to lead real change.

This is an exciting and transformational time for the Trust, and we hope you will consider bringing your talents to join us on our journey.

Director requirements

The Board is seeking to maintain an appropriate level of continuity whilst bringing in Directors with new skills and experience either to replace departing Directors or to support the Trust's next stage of evolution. For this round, the primary aim is to recruit a Director with experience in Trusts and Foundations delivering strategic programmes. Experience in one or a combination of the following areas would be welcomed:

- Programmes achieving systematic change
- Commissioning
- Impact and evaluation

The Trust is required to have spent out by 2031, and it is not envisaged that fund raising will be undertaken.

All Directors are expected to have empathy with the United Kingdom's Armed Forces Community, but direct military experience is not required. Moreover, the nature of the Trust's work means that direct contact with the Armed Forces Community beneficiary population is infrequent.

The Trust operates across the United Kingdom, and applications from Scotland, Wales and Northern Ireland are particularly welcome. The Trust is committed to equality and diversity and we encourage applications from females, and from all sections of the LGBT community and black and minority ethnic communities. Most of the Directors' work takes place in the Trust's offices, which are fully accessible, and so we also welcome interest from those who may have additional needs.

Further information

The Trust's work is extensively described on its website www.fim-trust.org

How to apply

Expressions of interest comprising a cover letter and CV totalling not more than 4 sides should be sent to director@fim-trust.org by Friday 10th May 2019. All applications will be acknowledged, and those with whom the Trust wishes to take forward discussions will be personally informed before the end of May.

A note on data protection: FiMT is aware of its obligations under the General Data Protection Regulation (GDPR) and will treat your personal data as being confidential and comply with all data protection legislation in respect of it. We will only use the personal information you provide us to process your application for the above role where we have a lawful basis to do so. Your data will be collected from your application, CV or notes made by us during the recruitment process. If your application is successful, your data will be used to administer your

Trustee records and fulfil statutory requirements. If you are not successful we will retain your data for six months after the vacancy has been closed to support enquiries relating to your application. Your legal rights in relation to data we hold about you, including your right to request access to your personal data, is included in our main Privacy Policy on our website <http://www.fim-trust.org/privacy>