

Chair of Trustees Vacancy

Application pack
December 2023



**GREATER
MANCHESTER
YOUTH
NETWORK**

#YoungPeopleCan



www.gmyn.co.uk

#YoungPeopleCan



A warm welcome from GMYN!

GMYN is seeking a new Chair of Trustees with the passion and drive to move the charity forward with a new strategy in a period of growth and development. The current Chair is stepping down in 2024 after 8 years and we are looking to find a new Chair that will continue to lead the trustee board.

GMYN has played a key role in supporting young people since 2007 and since then, has helped over 11,000 children and young adults. The new strategic plan is currently being developed and this is an ideal opportunity for someone new to come and bring their skills and experience to help us in the future.

We have created this pack so that interested applicants can get an understanding of the Chair role and what is expected. The pack aims to provide you with the information to apply and join an exciting and innovative charity.

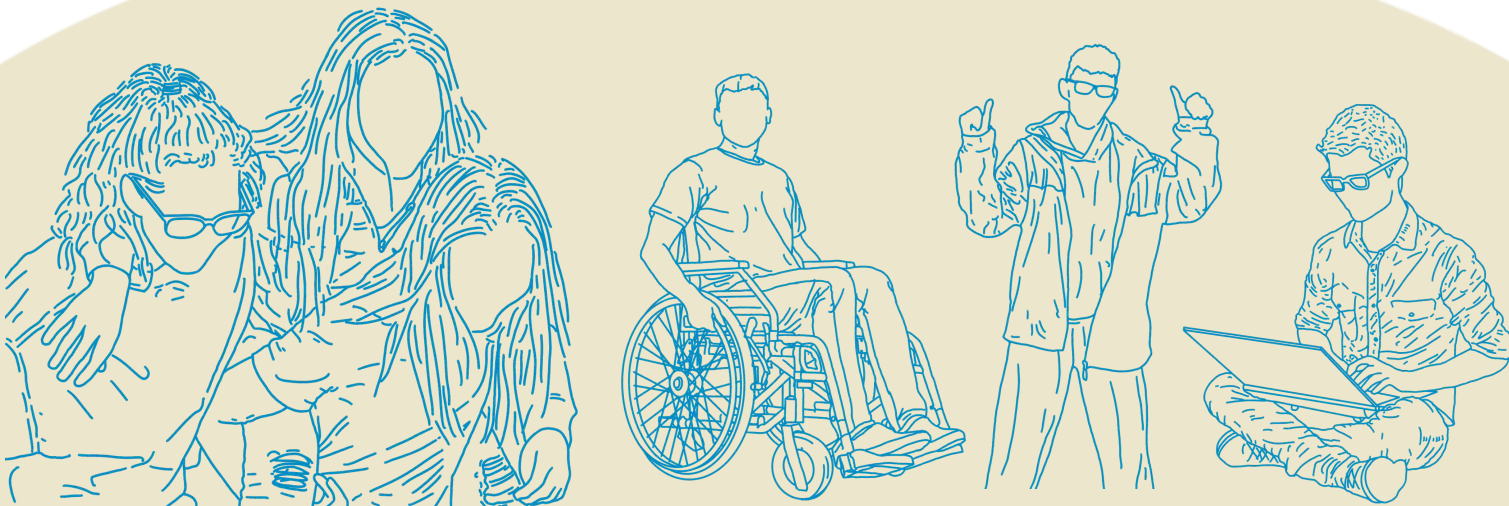
If you are interested in finding out more about becoming our next Chair please e-mail us to arrange a short video/phone call with the current GMYN Chair, Sam Palmer.

chair@gmyn.co.uk

Deadline for applications is 5pm, January 29th 2024

Interviews with Trustees and some of our young beneficiaries will take place in person at the GMYN office in February.

(date/timing TBC but will likely be in the evening)



Are you the next Chair of GMYN?



A foreword from Sam Palmer current Chair of GMYN

Dear candidate,

Thank you for considering to become the next Chair of the Board of Trustees at GMYN. Over the past 8 years, working with this vibrant and dynamic young people's charity has been an absolute privilege and honour. The positive impact we've made on young people in Greater Manchester is nothing short of inspiring.

As the charity is about to enter into the next phase of our journey, with a new strategy, we eagerly seek a leader with passion and vision to join our team and propel us to even further heights.

GMYN is more than a charity - we are dedicated to empowering young people by offering unwavering support and resources for them to succeed, even in the face of the most negative challenges. Our commitment to fostering growth, resilience and a profound sense of purpose creates a nurturing environment at the heart of our mission.

In the role of Chair, you will be instrumental in shaping the strategic direction of the charity. Your collaborative efforts with our dedicated team of trustees, staff, and volunteers will play a pivotal role in driving innovation, promoting inclusivity, and ensuring the sustained success of our programmes.

If you are a visionary leader with a passion for youth empowerment, we invite you to consider this exceptional opportunity to leave a lasting impact on the lives of young people in Greater Manchester. Join us in our mission to ensure that #YoungPeopleCan

Sam Palmer
Chair of the Board

About us...



For many young people, moving towards a positive future isn't easy. Greater Manchester Youth Network (GMYN) supports young people aged 10-25 from across Greater Manchester by offering innovative and exciting opportunities that they are not able to access elsewhere.



Our developmental programmes and drop-in activities help young people to strengthen social connections, improve wellbeing, increase confidence, develop skills and have a say on issues that matter to them.

Our key focus is supporting YP who face particular challenges, including: cared-for young people and care leavers, disabled and neurodiverse young people, unaccompanied asylum seeking children (UASC)/new arrivals, young people with social, emotional and mental health (SEMH) needs, and young people who are not ready for work.

GMYN's story

Our vision is #YoungPeopleCan

Our mission is to enable young people to have a positive impact on their own lives and the wider community.

Founded in 2007, Greater Manchester Youth Network (GMYN) has grown from a single volunteering project to an established and highly respected charity delivering multiple youth programmes across Greater Manchester. GMYN has supported marginalised young people, providing new opportunities and chances to progress in life.

GMYN was created through a need to provide opportunities and support for young people struggling and needing help. We saw an opportunity to take a chance and create a new charity that could provide help and support, and involve young people directly in shaping what we do. And 17 years later, we are continuing to work hard to continue supporting the young people of Greater Manchester.

Impact

GMYN's work is guided by our Theory of Change which outlines why we are needed, our approach, our activities and our intended outcomes which are that young people have:

- Extended wellbeing
- Strengthened social connections
- Developed new skills
- Boosted their contribution to their community
- Increased confidence



What the Chair will do

The role of the chair is to hold the Board and Senior Management Team to account for the Charity's mission and vision and making sure the charity fulfils its objectives. You will work with the CEO to lead the organisation, steering us towards our mission with innovation, resilience, and strategic excellence.

The Chair provides inclusive leadership to the Board, ensuring that each Trustee fulfils their duties and responsibilities for the effective governance of the charity.

This role is at the forefront of our commitment to creating a positive impact to the young people in Greater Manchester we work with. You will be responsible for guiding our trustees, fostering collaboration, and shaping the organisation's strategic direction.

The main roles and responsibilities of the Chair

Your most important role is to be a positive and passionate ambassador of GMYN and the work we do to enable young people to create a positive future for themselves.

Visionary Leadership

- Ensure the organisation is effectively working towards its vision through our strategic plan and appropriate governance.
- Inspire trustees, staff, and stakeholders to align with the organisation's mission and goals.
- Lead by example, demonstrating a commitment to the highest ethical and governance standards.

Strategic Planning

- Collaborate with board members/trustees and the CEO to execute our comprehensive three-year strategic plan for 2024-27.
- Continuously assess the progress of the organisation to respond to evolving needs and opportunities.
- Foster an environment that encourages innovative thinking and creative problem solving.



Trustee Management

- Facilitate effective board meetings, ensuring productive discussions and decision making.
- Support board members in fulfilling their roles and responsibilities.
- Identify and recruit individuals who can contribute to the board's diversity and expertise.

External Relations and Ambassadorship

- Acts as a key Ambassador and one of the public faces of GMYN
- Build and maintain strong relationships with external stakeholders, including donors, partners, and community leaders.
- Stay informed about sector trends, best practices, and policy developments.

Organisational Oversight

- Collaborate with the CEO to oversee organisational performance and financial health.
- Monitor and mitigate risks that may impact the organisation's mission.
- Ensure that GMYN meets its legal obligations. These include obligations that are part of Charity law as well as things that are covered under other laws like employment law and safeguarding.

GMYN Trustees are also Company Directors which means that you will be required to become registered as a Director with Companies House. As you will be registered as a Company Director, we will ask you to confirm that you have never been disbarred or excluded from being a company, Director previously.

Due to the nature of our work all applicants (as well as all existing Trustees) will be asked to go through the Disclosure and Barring Service check. (DBS) A DBS check is a way for us to check your criminal record to help us decide if you are suitable to be a Trustee and able to work with children and or vulnerable adults. Having a criminal record won't automatically exclude you but we will need to review your suitability based on the findings.



What GMYN can offer you

GMYN is a fast growing charity that has supported over 11,000 young people with a current turnover of more than £1million. We are looking for a new Chair that will help lead us on the next exciting phase of our development. We expect passion and commitment from our Chair and in return, here's what we can offer you:

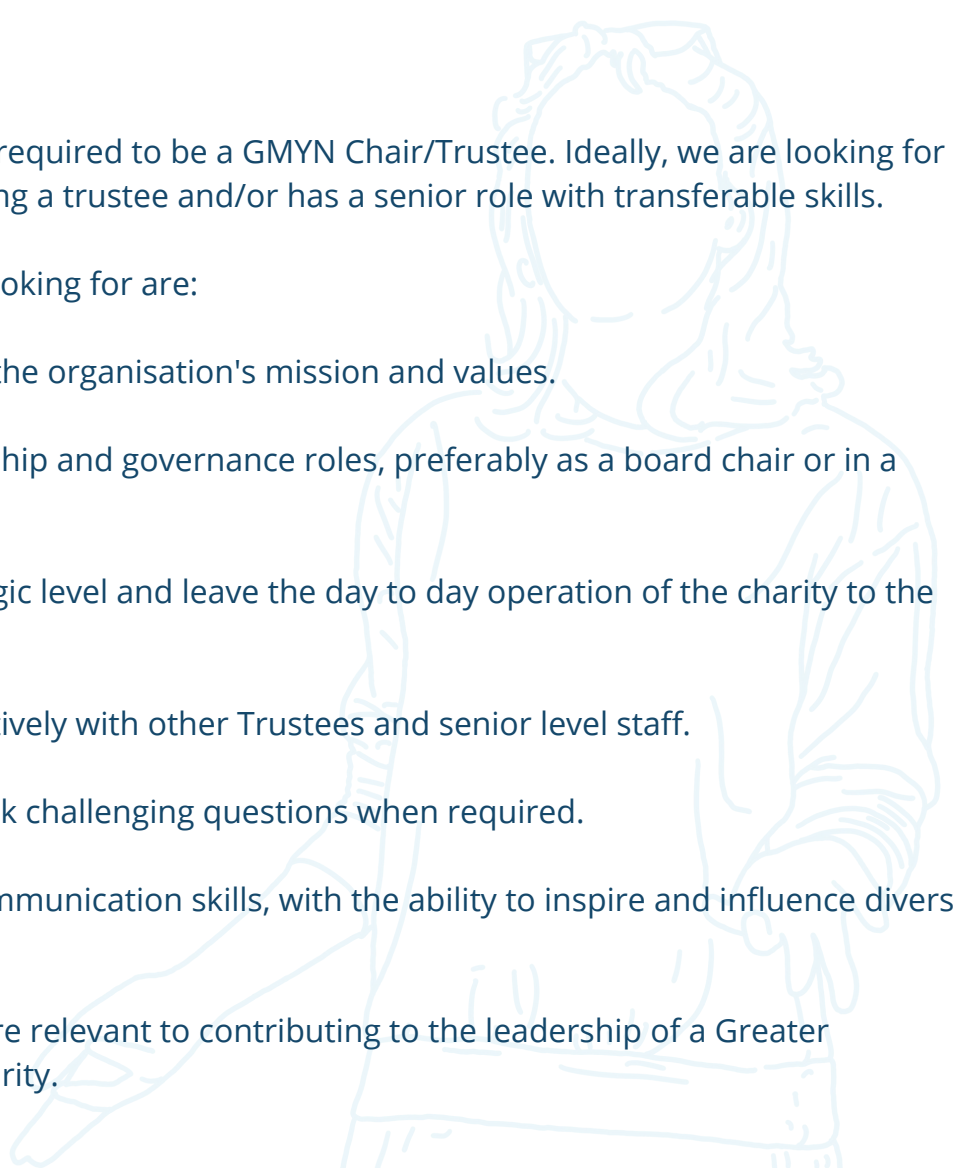
- A place where you can use your skills and experiences to have a positive influence on an innovative charity that changes young people's lives.
- The chance to be a company director as well as a Trustee and therefore to learn what it means to govern a charitable company.
- A chance to visit youth projects across Greater Manchester and see the wonderful work we do and the impact the charity makes.
- Opportunities to share your skills and experience by providing leadership and support to other Trustees.
- The chance to network with a diverse group of people on the board from various sectors and backgrounds.
- Training in specialised subject areas such as Safeguarding; Equality, Diversity, Inclusion and belonging (EDIB).

Personal specification

Experience of Youth work is not required to be a GMYN Chair/Trustee. Ideally, we are looking for someone with experience of being a trustee and/or has a senior role with transferable skills.

The main qualities that we are looking for are:

- A demonstrable passion for the organisation's mission and values.
- Proven experience in leadership and governance roles, preferably as a board chair or in a similar capacity.
- The ability to lead at a strategic level and leave the day to day operation of the charity to the Senior Leadership Team.
- The ability to work collaboratively with other Trustees and senior level staff.
- Curiosity and the ability to ask challenging questions when required.
- Strong interpersonal and communication skills, with the ability to inspire and influence diverse stakeholders.
- Skills and experiences that are relevant to contributing to the leadership of a Greater Manchester-based youth charity.



Guidance for applicants

If having read this information you would like to apply to become our next Chair, we would strongly suggest you set up a short informal chat with our current Chair, Sam Palmer. He can provide you with a bit more background to GMYN; where we've come from, and where we are heading. He can also answer any other questions you may have about the chair role.

Your CV and your covering letter

Your invitation to interview will be based on how you demonstrate that you meet the points on the person specification. We will consider skills and experiences from various roles if you can demonstrate how they can be transferable to this Chair role.

You can apply using either of the following methods:

- Send a CV and cover letter (maximum 2 sides of A4).
- Send a CV and audio/video version (maximum 5 minutes) of your cover letter.

We ask that you provide us with information that address the following questions:

- Why would you like to be the next Chair for GMYN?
- What professional skills could you bring to the board that would be beneficial to GMYN? For example, leadership, partnership development, influencing and strategic planning.
- What work/life experiences you have that may be relevant to GMYN?
- What would you most like to gain from taking on this volunteer leadership role?
- What support could you offer to the CEO?
- How could you add to/help with the diversity plans of the GMYN board of Trustees?





GMYN

Our approach to being more inclusive:

GMYN aims to create an inclusive welcoming environment for young people and all those who work or volunteer at GMYN or wish to join #TeamGMYN.

Whilst our staff and board of Trustees are diverse in many ways, we recognise we are not currently representative of the communities that we serve, and we want to change this.

GMYN is ambitious about diversity and inclusion and wants to improve. If you've got the right skills and experiences, we want to hear from you. We encourage applications from all people regardless of age, disability, gender identity, sexual orientation, religion, belief or race.

The commitment

It is estimated that the Chair commits around 15 days per annum to GMYN. The time will be employed flexibly and can vary depending on the demands of the business. Your commitment will include:

- Attendance at Trustee meetings (5 to 6 evening meetings each year) which are a mix of on-line and face to face.
- Attendance and chairing of board management meetings with the vice chair and CEO.
- Preparation and attendance at the annual strategic planning day
- Time to read papers for Trustee meetings.
- Appraise performance of the CEO.
- Attendance at training sessions as necessary
- Ambassador role at key networking events.
- Involvement in focused working groups as and when needed.

Remuneration:

The Chair roles is voluntary, but travel expenses are available.