



Trustee Recruitment Pack

The charity

Elfrida Rathbone (Camden) is a charity dedicated to empowering young people with neurodivergence and learning disabilities in Camden and neighbouring boroughs. Formerly operating as a SEND college, we are now entering an exciting new chapter - developing a dynamic employment support offer to help young people access meaningful, long-term employment opportunities, and gain confidence and independent living skills.

The role

What is a Trustee, and what do they actually do?

Think of a trustee as part of the charity's leadership team. You're not involved in the day-to-day running of things, that's the staff's job, but you help steer the ship. Trustees make sure the charity stays true to its mission, uses its money wisely, and follows the rules (like charity law and safeguarding policies). You'll be part of key decisions about strategy, finances, and how we support our young people.

Responsibilities:

- Helping set the charity's direction and priorities
- Making sure we're financially healthy and sustainable
- Asking good questions and offering your perspective
- Supporting the staff team and holding them to account in a constructive way
- Attending board meetings (usually every couple of months) and reading the papers beforehand
- Acting in the best interests of the charity and the people we serve

Why join?

Being a trustee of a charity is a deeply rewarding experience, especially one rooted in local communities like Elfrida Rathbone (Camden). Not only will you gain valuable skills in areas

like organisational strategy, but you'll also find real fulfilment in contributing to meaningful impact in people's lives. It's very much a two-way relationship. Some of our trustees have developed expertise in advocacy, partnerships, and charity governance, while also playing a key role in shaping major decisions about the charity's direction in recent months.

Are there financial implications?

Nope. You won't be personally liable for the charity's finances as long as you act responsibly and in line with your duties. Trustees aren't paid (it's a voluntary role), but we'll cover any reasonable expenses, such as travel. And don't worry, you don't need to be a finance expert. We'll support you to learn as you go.

The commitment (time, place)

We typically hold 4 Board meetings a year. While there's no obligation to contribute beyond these meetings, you're very welcome to get more involved if you'd like, for example, by working closely with the Chair or supporting our team on specific projects.

Support and training

We'll provide an induction session once you're formally appointed. As a small charity, we're flexible and open to your ideas about the kind of support and training you'd find most helpful. Our team is friendly and collaborative, and both our trustees and Managing Director are always happy to answer any questions you may have.

What are we looking for in a trustee?

At ERC, we welcome people from a wide range of professional backgrounds across the public, private and voluntary sectors. This could include experience in areas such as marketing, legal, finance or business, but these are by no means the only skills we're looking for.

We believe everyone has something valuable to offer. More than anything, we're looking for people with the right attitude, a willingness to contribute, and a genuine belief in our mission.

Interview and appointment process

If you are interested in applying for this position or would like to find out more about the trustee position, please get in touch with either our Chair, Fabian - fabian.van-essen@iu.org or CEO Hui - hui@elfridacamden.org.uk