

Recruitment Pack: Trustee

(March 2025)



Overview

Debt Justice is looking for new Trustees to join our board and help strengthen our work to challenge poverty and inequality caused by unjust debt. In solidarity with global allies, we actively challenge the way that debt is used to sustain colonialism and exploitation in the global economy. At the same time, we use a community organising approach to build the collective power of people with lived experience of debt in local communities across the UK. Our local groups bring people on the frontlines of economic injustice together to lead campaigns and win systemic change to tackle the household debt crisis.

Trustees can be based anywhere with a requirement to travel to London for one board meeting a year, the other two main board meetings are hybrid and online.

As a Trustee you will play a key role in helping us fulfil our mission, this includes:

- Opportunities to make strategic decisions and develop new skills
- The chance to support an economic justice organisation campaigning in solidarity with people affected by debt in local communities and in the global south.
- Induction and training to help you in your role as Trustee, including a nominated trustee-buddy to provide peer-support

We are committed to equity, justice, diversity and inclusion across our work and this includes taking measures to support your application and your ability to participate in board meetings, including but not limited to:

- Any travel or childcare costs reimbursed
- The option of joining board meetings remotely
- Discussing your accessibility needs and making reasonable adjustments as needed - for example organising a sign language interpreter in advance.

Experience of being a Trustee is not essential - if you are interested in becoming a Trustee for the first time, [we'd be happy to talk to you](#) about what it involves to help you make up your mind.

We are committed to providing equal opportunities for everyone regardless of background. We recognise that people face systemic oppression based on factors including their gender, ethnicity, sexual orientation, age and disability and therefore we have a responsibility to centre anti-oppression in our work. We also recognise that people from certain backgrounds are under-represented in this sector and we are committed to addressing this in whatever way we can.

To express our commitment to achieving a more diverse board, we are aiming for 50% non-male board membership and 15% people of colour. We would particularly like to encourage applications from women and non-binary people, people of colour, people who identify as LGBTQIA, people with

disabilities and/or chronic health conditions and people who identify as working class or have done in the past.

If you are not sure whether to apply, please feel free to get in touch to find more and our current trustees would be more than happy to [have a chat](#) and answer any questions you may have.

We are also interested to hear from anyone who has knowledge and experience in any of the following areas, please note this is list of desirable rather than essential experience:

- **People with lived experience of debt and/ or economic injustice** We are keen to bring the perspectives and experience of people affected by economic injustice into the heart of our governance structures to help shape our strategy on tackling household debt
- **Experience of working with funders and trusts.** Trust fundraising is an important source of income and we are keen to have new trustees with grant fundraising experience.
- **Senior leadership experience including financial management** We would like to bring on someone who has experience of operating at director or C-suite level in a progressive organisation or charity.

About Us

Vision, Mission & Values

Debt Justice is a UK charity working to end poverty, inequality and exploitation caused by unjust debt. We do this through research, education, campaigning, and organising, based around the principles of solidarity and partnership. We seek to strengthen the global movement for economic justice through everything we do.

Our vision is of a world that is fair, democratic and sustainable, where everyone has their basic needs met, their human rights respected, and the opportunity to flourish, live a dignified life, and contribute to their community and to society as a whole. This is a world where finance and the banks serve the public interest, and where no-one is exploited, oppressed or driven into poverty by debt.

We have a small, highly-skilled team with an agile, creative and flexible approach, a network of local activists across the UK, a growing community of online activists, and a strong network of allies in the UK and around the world. All of this adds up to a big impact, relative to our size.

Key victories in recent years include:

- \$130 billion of debt cancellation for global South countries as part of the Jubilee 2000 campaign
- An Act of Parliament to protect 40 lower income countries from being sued by vulture funds in UK courts
- [\\$1 billion of debt cancellation](#) by the IMF, and \$13 billion of debt payments suspended, during the Covid-19 pandemic
- Suspension of Ukraine's debt repayments following Russian invasion
- £500 million support fund and [£65 million vulnerable renters package](#) announced to support people with the financial impacts of the Covid-19 pandemic

Our work is guided by our five-year organisational strategy that covers the period 2020-2025. Our current priority work areas are the sovereign debt crisis in the global south; the UK's household debt crisis; and the intersection between global south debt, the climate crisis and colonialism. We are undertaking a strategy process this year to develop our next five-year strategy.

About the Role

Summary

- The board is responsible for the governance and strategic direction of Debt Justice. Trustees have collective legal responsibility, along with the other board members, for Debt Justice's management and administration.
- You will need to be able to attend three board meetings per year (February, June and November). You will have the option to attend either in person in London or remotely.

Accountable to

Board of Trustees of Debt Justice

Statutory duties

- Ensuring that Debt Justice pursues its stated objects (purposes), as defined in its governing document, by developing and agreeing a long-term strategy
- Ensuring that the organisation complies with its governing document (i.e. the memorandum and articles of association), charity law, company law and any other relevant legislation or regulations
- Ensuring that the organisation applies its resources exclusively in pursuance of its charitable objects (i.e. the charity must not spend money on activities that are not included in its own objects, however worthwhile or charitable those activities are) for the benefit of the public
- Ensuring that the organisation defines its goals and evaluates performance against agreed targets
- Safeguarding the good name and values of the organisation
- Ensuring the effective and efficient administration of the organisation, including having appropriate policies and procedures in place
- Ensuring the financial stability of the organisation
- Protecting and managing the property of the charity and ensuring the proper investment of the charity's funds
- Ensuring proper and formal arrangements for the appointment, supervision, support, appraisal and remuneration of the Director

Additional duties:

- Scrutinising board papers
- Applying any skills, knowledge or experience to help the board of trustees reach sound decisions
- Participation in board meetings
- Helping with fundraising (such as by providing contacts and making approaches as appropriate)
- Sitting on board committees, as required
- Sitting on recruitment and disciplinary panels, as required

Person specification

Essential:

- Commitment to the vision, mission and values of Debt Justice
- Strategic vision
- Good, independent judgement
- Willingness and ability to devote the necessary time and effort to carrying out the trustee role effectively, including participating in board meetings and conference calls in between meetings, scrutinising board papers, and responding promptly to board email discussions
- Understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship, especially those set out in:
 - The Charity Commission's guidance *The Essential Trustee* (CC3): https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/617828/CC3.pdf
 - Debt Justice's Memorandum & Articles of Association: <https://jubileedebt.org.uk/wp-content/uploads/2017/08/150702-Mem-Arts.pdf>
- Commitment to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.
- Ability to think creatively
- Willingness to speak one's mind
- Ability to work effectively as a member of a team
- Commitment to ongoing training and development as a trustee

Desirable:

- Significant skills and experience in one of the following areas:
 - Lived experience of debt or economic injustice
 - Experience of trust fundraising
 - Senior leadership experience including financial management

Eligibility

Please note that some people are disqualified by law from acting as trustees, including anyone described in sections 178 to 180 of the Charities Act 2011. This includes:

- Anyone who has an unspent conviction for an offence involving deception or dishonesty
- Anyone who is an undischarged bankrupt
- Anyone who has been removed from trusteeship of a charity by the Court or the commission for misconduct or mismanagement
- Anyone under a disqualification order under the Company Directors Disqualification Act 1986
- Anyone who has entered into a composition or arrangement with their creditors which includes an individual voluntary arrangement (IVA), and is currently on the Insolvency Service Register.

If any of this applies to you and you are interested in supporting the work of Debt Justice, please get in [touch with us](#) and we can discuss other ways that you can support our work.

Remuneration

This is a voluntary, unpaid position. Travel expenses are provided, and funds are also available to support childcare arrangements if needed.

Commitment

Board members are expected to attend three board meetings a year in February (online), June (in person) and October (hybrid). Each year board members will set the following year's board meetings times and dates and so you will have the opportunity to suggest changes for 2026 dates, in discussion with other board members.

You will also be required to prepare for each board meeting by reading board papers which are sent two weeks in advance of the board date.

Board members may also volunteer to be on one of the sub-committees of the board which will involve further meetings:

- Finance and Resource Committee - meets online four times a year
- Management Committee - meets ad hoc
- Risk Committee - meets once a year
- Recruitment committee - meets to recruit new trustees including planning (1 meeting), shortlisting (1 meeting) and interviewing potential trustee candidates (one day).

How to apply

To apply for the role please submit your CV with a covering letter of no more than 2 pages demonstrating how you meet the requirements in the person specification and confirming that you are eligible to act as a charity trustee.

Please send your CV and cover letter to application@debtjustice.org.uk by 9am on Wednesday 23 April 2025.

Interviews will take place on zoom on **Monday 12 May 2025**. We can provide funds for childcare if this is needed to enable candidates to attend an interview.

The Chair and other trustees of the Debt Justice's Board are available to answer any questions about the role. If you would like to arrange a conversation, please contact matt@debtjustice.org.uk.

Thank you for your interest.