



## Trustee- RicNic

**Location:** Remote (UK-wide); *candidates with connections to the West Midlands, or lived experience of the communities RicNic services are particularly welcome.*

**Time commitment:** This is a voluntary role that does not require a significant time commitment.

- Approx. up to 3 hours per fortnight, particularly when reading board papers or contributing to specialist areas of focus.
- Quarterly Board meetings (online, weekday evenings), with occasional involvement in sub-committees or planning sessions.

**Terms of office:** 3 years, renewable up to a maximum of 6 years.

### Context:

RicNic is a youth-led creative charity, supporting children and young people to develop their skills from early years to early careers. Our vision is a world in which every young person has the confidence, skills and platforms to shape their communities through creative practice and leadership. Our projects are delivered in schools, community settings and professional theatre venues, all within a youth-led framework which supports and encourages participants to build responsibility and ownership of their own work. The charity is funded through grants from trusts and foundations, income from workshops and events, and a pay-what-you-can membership to our regular groups, ensuring that we remain as accessible as possible to those who attend our projects. RicNic is based in Walsall, West Midlands and primarily serves areas of high multiple deprivation.

Further information can be found at [www.ricnic.org.uk](http://www.ricnic.org.uk)

### Overall Purpose of the Role:

RicNic has grown considerably in reach, funding and output in recent years, and we're now focused on securing larger, multi-year funding and diversifying our income to reduce reliance on grants. To support this next stage of growth, we're looking to strengthen our board with additional specialist expertise. We're particularly keen to hear from trustees with experience in one or both of the following areas:

- **Monitoring and evaluation:** experience designing or overseeing impact measurement, outcomes reporting, or evaluation frameworks within a charity, education or social sector context
- **Income diversification and commercialisation:** experience developing new or diversified income streams, such as earned income, trading, partnerships, or commercial ventures, to support charity sustainability beyond grant funding
- **Business continuity:** experience in continuity planning, ensuring RicNic can keep delivering safely and sustainably if disrupted, covering areas such as safeguarding, financial resilience, data and systems.

## Trustee Responsibilities:

All Trustees share collective legal responsibility for RicNic's governance. All trustees are asked to:

- Understand RicNic's aims and objectives as set out in our governing document, and ensure we operate in accordance with them
- Help set the strategy for the organisation, including financial strategy, and monitor its implementation and progress
- Use their skills, knowledge and experience to further RicNic's work, putting aside personal interests and declaring any conflicts of interest as they arise
- Identify risks to RicNic and ensure they are monitored
- Attend and contribute to board meetings, and undertake agreed tasks between meetings
- Uphold RicNic's policies and procedures relevant to the trustee role, including confidentiality, safeguarding and data protection
- Uphold and contribute to RicNic's approach to equity, diversity and inclusion
- To act as an ambassador and champion for RicNic- promoting our work positively at events, in professional networks, and online, and helping open doors to new supporters, partners or funders where opportunities arise.

## Person Specification

### Essential

- *A genuine interest in and commitment to RicNic's mission of supporting young people through creative practice and leadership*
- *Sound, independent judgement, with the ability to think strategically and constructively challenge*
- *Willingness to speak candidly at board meetings while working collaboratively towards shared decisions*
- *Ability to understand and act within charity governance responsibilities, including safeguarding, confidentiality and conflicts of interest*
- *Willingness to commit the time required for the role, including reading papers in advance and undertaking agreed tasks between meetings*
- *Good communication skills, and the ability to work as part of a diverse board*

### Desirable

- *Previous experience of board-level or governance roles, in a charity, public sector or corporate setting*
- *Lived experience or connection to the communities RicNic serves, including areas of high multiple deprivation in the West Midlands*
- *An existing network that could benefit RicNic, e.g. in funding, partnerships, or the creative/cultural sector*
- *Experience working with or governing organisations serving children and young people*

## How to apply:

To arrange an informal chat about the role or to apply please contact Jennifer Holyhead (CEO) at [jennifer@ricnic.org.uk](mailto:jennifer@ricnic.org.uk)

Applications should include a CV and Cover Statement (in written or video/audio format if preferred) covering your interest in our work and aligning your skills to the brief above.

Closing date: 5<sup>th</sup> September 2026

*RicNic aims to be an equal opportunities organisation and welcomes applications from all individuals regardless of gender, age, disability, religion, belief, sexual orientation, marital status or race.*