Role Description and Person Specification

OUR BOARD OF TRUSTEES

akt is governed by a Board of Trustees. The board is made up of passionate and dedicated colleagues who oversee and support akt's work in a voluntary capacity. In accordance with charity and company law, the board focuses primarily upon strategic, policy and governance issues.

Our Trustees ensure that all decisions are made in pursuit of akt's mission to support LGBTQ+ young people aged 16–25 who are homeless; risk of homelessness or living in a hostile environment to find a safe place to live and thrive.

They are collectively responsible for the proper management of the charity's strategy and direction, monitoring the charity's performance and the allocation of resources. The board's areas of expertise include:

- Financial management, income generation and enterprise.
- Operational service delivery, with a particular focus on housing, homelessness, young people services and safeguarding.
- Fundraising, marketing and communications.
- People management.
- Strategy, including Digital/AI and transformation.
- Charity leadership and governance.
- National and local government policy and practice.

A full list of our current trustees can be found at www.akt.org.uk/our-team/.

An independent, external review of governance arrangements at akt in Summer 2025 found that "akt's governance is strong. The charity has a high quality board that is operating effectively with a shared view of the charity's mission that is regularly tested in board discussions. The Chair is highly effective, and the Board works well with the senior management team. Both financial and safeguarding governance are strong."

The full board meets for a full day four times a year with a mix of in person and online meetings (in person meetings are in either London or Manchester). There are currently three standing sub-committees (Finance, Fundraising & Risk; People & Culture and Services) which meet online for around an hour in the run up to each board to discuss matters in more detail. Each trustee is expected to sit on at least one of those committees. There are also occasional other ad hoc meetings throughout the year, and trustees have the opportunity to participate in other work as set out in the role profile below. Taking account of reading and preparation time, the time commitment is therefore estimated at two-three days per quarter.

According to its constitution, akt trustees are appointed for a term of up to three years with an option for re-appointment for a second term of up to three years, subject to board approval. Only in exceptional circumstances will a trustee be appointed for an additional, third term.

Through this recruitment process, we are seeking new colleagues who will continue and build on akt's strong track record, bringing genuine enthusiasm and passion for akt's mission and providing independent and constructive new perspectives for the years ahead.

ROLE PROFILE

akt trustees are collectively responsible for:

- Undertaking the general and specific duties of charity trustees to meet legal requirements and ensure that akt is well run.
- Providing leadership and contributing to akt's strategic direction including overseeing delivery *of Home + Hope*, the charity's new strategy for 2026-31.
- Offering insight and challenge that both supports and holds to account the Chief Executive and Senior Management Team, including engaging in particular areas of work from time to time, according to their skills, expertise and interests.
- Ensuring that the voices and lived experience of the young people that akt serves are reflected in and influence decision making across akt.
- Ensuring that organisational performance and risk are well understood and being managed effectively, with a particular focus on safeguarding of the young people that akt supports.
- Working collaboratively as part of the board to ensure akt functions within the legal, financial and other regulatory requirements of a UK registered charity and company and its constitution, and that the charity strives for best practice.
- Championing akt's work as a senior ambassador, supporting its activities, fostering networks within wider communities, and promoting what the charity does to peers and contacts. This might from time to time include attending akt fundraising events, receptions or other networking opportunities.

PERSON SPECIFICATION

We are seeking an individual who can bring governance expertise alongside a genuine commitment to improving outcomes for LGBTQ+ young people. Applicants should be able to demonstrate:

1. A strong commitment to the mission, values and purpose of akt including a commitment to trans inclusion and creating positive outcomes for LGBTQ+ young people.

2. The ability to provide constructive challenge and independent judgement while working collaboratively with fellow trustees and the executive team to support effective decision-making and organisational development.
3. Experience of operating at a strategic level, with the ability to analyse complex information, identify key issues and contribute to the long-term success and sustainability of the organisation.
4. An appreciation of service delivery, particularly for young people, vulnerable communities or within the charity sector, and the ability to keep impact and lived experience at the centre of board discussions.
5. The confidence and interpersonal skills to act as a trusted sounding board, build positive relationships and contribute effectively within a diverse and inclusive board environment.
6. A willingness to devote the time necessary to be an effective trustee, including attending board and committee meetings, preparing thoroughly and actively contributing to the work of the Board.
7. We are particularly looking for the following skills and experiences
    - A strong understanding of services, impact and the realities facing young people.
    - Experience of culture and organisational development.
    - Charity governance experience; we are particularly interested in someone to join the board who can lead on governance.
    - Technology and AI and how it might present opportunities for charities to maximise their impact.