

Recruitment of Trustee/Director for the Board of Forces in Mind Trust

Background to Forces in Mind Trust

Forces in Mind Trust was founded in November 2011 by a £35 million endowment from the Big Lottery Fund, now the National Lottery Community Fund. As a member of Cobseo – the Confederation of Service Charities – and a permanent member of its Executive Committee, the Trust works within the Armed Forces charities sector, and much more widely, to support the United Kingdom’s Armed Forces Community. The Trust is unique within this sector and puts measurable impact at its core.

- Our Vision is that all ex-Service personnel and their families lead fulfilled civilian lives.
- Our Mission is to enable them to make a successful and sustainable transition.
- Our Strategy is to use our spend-out endowment to fund targeted, conceptually sound, evidence generation and influence activities that will cause policy makers and service providers to support our Mission, and to strengthen the Armed Forces charities sector through collaboration and leadership, and by building its capacity.

The engine of the Trust is the Programmes Committee, which drives the award of around £2½ million each year to a variety of organizations in accordance with the Grants and Commissioning Plan. The Plan, the resource allocation for which is reviewed annually by the Board, comprises a coherent set of seven Programmes, each with desired beneficiary outcomes and guiding priorities derived from a robust theory of change model, and encompassing an influence and exploitation plan.

The Trust, which is based in rented premises in Victoria, London, has a single corporate Trustee, known as FIM Trustee Limited, and a Board of Directors (in effect Trustees) of up to 14 members, of whom 5 will be Cobseo-nominated members, as well as a Protector who is there to represent the Founder, the National Lottery Community Fund. A small team of 10 full-time employees, led by a Chief Executive, is responsible for the operational delivery of the Trust’s Mission. Human Resources, Financial Control, Legal Advice and Facilities Management (including Information Technology services) are outsourced.

Strategic oversight of the Trust’s Programmes and approval of individual projects are the responsibility of the Programmes Committee of Directors, as recommended by the executive team after full independent assessment. The endowment (which is held in portfolios by Investment Managers) and financial management are overseen by a Finance and Investment Committee. These Committees meet quarterly, and there is also a Governance Committee, which meets bi-annually. Directors are expected to attend quarterly Board meetings and an annual strategy awayday, and to be appointed to one of the Committees; meetings usually take place at or near to the Trust in London (currently these meetings are held on line). Directors are appointed for an initial term of 3 years, which may be renewed once. Directors are not remunerated, but are paid reasonable travel and subsistence expenses, including childcare costs when required.

Future direction

To further increase the impact of our grant funding we continue to promote proactive commissioning, better exploitation of the evidence we generate to change policy and service provision, and more robust evaluation.



Our 'programmatic' approach to all our work is a clear message that the Forces in Mind Trust intends to build upon its highly successful early years, and deliver the substantial benefit to the Armed Forces Community for which we were originally conceived. Whilst our reputation and ability to influence others have grown, we intend to substantially increase our capacity to lead real change.

This is an exciting time for the Trust, and we hope you will consider bringing your talents to join us on our journey.

Director requirements

The Board is looking to appoint two new Directors to contribute to the governance and development of the Trust, and is particularly interested to hear from candidates from diverse and minority ethnic backgrounds who have experience or an interest in one or more of the Trust's six outcome areas:

- Housing
- Employment
- Health
- Finance
- Criminal justice
- Relationships

In addition, the Board is looking to increase its coverage of policy, research, Armed Forces charities, lived experience and alternative perspectives. Because the Trust is recruiting two directors, any individual applicant would not be expected to provide all of these attributes, but the intention is to fill them across the two positions.

Strong empathy with the United Kingdom's Armed Forces Community is an essential requirement. Previous Board experience is not necessary, but an understanding of, or a willingness to train in, the principles of good governance in the charity sector is essential. The Trust is looking for bold thinkers, innovative influencers, and agents of change.

The newly appointed Directors will support and offer their expertise and guidance in leading the Trust.

Further information

The Trust operates across the United Kingdom, and applications from Scotland, Wales and Northern Ireland are particularly welcome. The Trust is committed to equality and diversity and we encourage applications from females, and from all sections of the LGBT community and black and minority ethnic communities. Most of the Directors' work takes place in the Trust's offices, which are fully accessible, and so we also welcome interest from those who may have additional needs.

The Trust's work is extensively described on its website www.fim-trust.org

How to apply

Expressions of interest comprising a cover letter and CV totalling not more than 4 sides should be sent to director@fim-trust.org by Friday 27th November 2020. All applications will be acknowledged, and those with whom the Trust wishes to take forward discussions will be personally informed before the end of January 2021.



A note on data protection: FiMT is aware of its obligations under the General Data Protection Regulation (GDPR) and will treat your personal data as being confidential and comply with all data protection legislation in respect of it. We will only use the personal information you provide us to process your application for the above role where we have a lawful basis to do so. Your data will be collected from your application, CV or notes made by us during the recruitment process. If your application is successful, your data will be used to administer your Trustee records and fulfil statutory requirements. If you are not successful we will retain your data for six months after the vacancy has been closed to support enquiries relating to your application. Your legal rights in relation to data we hold about you, including your right to request access to your personal data, is included in our main Privacy Policy on our website <http://www.fim-trust.org/privacy>