

Reach Volunteering



Background information

Reach Volunteering is the leading skills-based volunteering charity in the UK. We help organisations find trustees, advisors and implementers with the expertise that they need but cannot otherwise access and we're proud of our growing *impact*.

We are the biggest source of trustees for the voluntary sector with 1,149 trustees appointed through our service in 2020.

The **TrusteeWorks** team plays an important part in fulfilling Reach's aims offering an executive search trustee recruitment service to charities across the UK and helping recruit Chairs, Treasurers and trustees with specific skills such as marketing, digital, HR, legal.

We help boards working to increase their diversity and the applicants and appointees made through Reach's service are significantly more diverse in terms of age, gender and ethnicity than the average trustee board and the UK population as a whole.

<https://reachvolunteering.org.uk/diversity-trustees-recruited-through-reach>

www.reachvolunteering.org.uk

The offer under Enhance

Trustee Recruitment Service Core Offer

Standard recruitment: upto 3 trustees

With additional support to address the following:

- recruitment of a Chair
- recruitment of a Treasurer
- the charity's base of operations is in a remote location
- difficult to source skill sets including fundraising and niche sector-specific experience
- a very short deadline (under 6 weeks).

Service

Our service helps charities to recruit trustees who have the specific skills, experience and qualities that they need. We work flexibility with each board, recruiting one or more trustees as required, and to a timetable which suits them.

Diagnostic consultation Prior to the call, the TrusteeWorks consultant prepares by reading any background documents supplied by the charity around strategy, impact and key challenges. During the consultation we discuss current board composition, skills gaps and board dynamics also exploring board priorities and recruitment options.

Depending on the needs of the board, we will also provide support and advice on:

- designing an effective recruitment process
- creating role descriptions
- increasing board diversity
- inclusive recruitment practice.

Creating recruitment materials In dialogue with the charity we will prepare recruitment materials including compelling advertising copy and a candidate pack written to encourage applications from a diverse range of candidates and groups identified as under-represented on their board.

Candidate attraction

- advertise the role on Reach's site, LinkedIn and a variety of jobs boards and networking sites.
- undertake searches on behalf of the charity, inviting applications through our own database of vetted volunteers and using LinkedIn Recruiter and our networks to identify and engage with potential candidates.
- promote the role through social media channels and our partner organisations.

Interviewing and appointing We support to the charity offering advice and resources on the selection process including shortlisting, interview questions, taking up references and preparing an induction.

Legacy Throughout the process our aim is to equip the charity to feel confident in running open recruitment campaigns in the future.

- The charity will have access to their account on the Reach Volunteering site and we provide support on how to use the site effectively to recruit both trustees and skilled volunteers.
- TrusteeWorks consultants remain available to offer advice and support.
- The Trustee Recruitment Cycle has been developed by Reach Volunteering in collaboration with our partners and supports boards to recruit trustees in an effective and inclusive way. <https://reachvolunteering.org.uk/trustee-recruitment-cycle>

How do I know if this provider is right for my charity?

The service is best suited to help charities find trustees where the CEO and the Chair are agreed about the need to recruit new trustees through an open recruitment process and there is broad consensus about the skills that they are looking for, and, where any of the following are true:

- a board needs to bring in trustees with specific professional skills (eg Marketing, HR, digital etc) or is looking to fill a specific role (Chair or Treasurer)
- a board is committed to increasing its diversity

- a board wants to grow and / or adopt good practice in governance and is inexperienced or lacks confidence in running an open, external recruitment process.

The service is not appropriate:

- for a board which is deeply divided and will not be able to agree on the trustee recruitment process or appointment
- for a charity which wants to recruit trustees from a very narrow pool such as very local people only.

Input needed from you

A designated person from the charity needs to have sufficient time to lead on the recruitment process, liaise with the TrusteeWorks team and respond to applicants.