



Board level position at fast growing specialist Youth charity supporting Young Carers & Young hospital patients in London,

Opportunity to shape the organizational human resources, human talent strategy and organisational culture throughout the charity as well as involvement with the wider charities impact on young people from across London.

### **Main Responsibilities of an HR Board Member (Trustee)**

- You will be committed to ensuring the highest standards of governance in policies and practice related to employee and volunteer relations, recruitment, retention, reward, and recognition, as well as staff and trustee development
- Oversight of policy setting, goal and target setting, and evaluate performance against targets, budgets, plans and charitable objectives
- To ensure that HR activities and interventions are linked to the company's charitable objectives and compliment the company culture
- To support the development of the charity's board by reviewing training opportunities & strengthening board efficiency
- Assessing risks and measuring the impact of HR interventions in the light of changing legal requirements and best practice
- Implementing company policies and practices in the context of furthering charitable objectives and evaluating how they impact beneficiaries and staff
- Ensuring the long-term strategic oversight of the organisation's personnel and staffing requirements in relation to the overarching goals of the charity. This is in line with the six-year business plan objectives.

### **Time Commitment**

- Board meetings are every other month – typically last for 2 hours, it is desirable if these can be attended in person in central London however Zoom attendance is also an option
- You may be required to work on document creation
- Occasional coffee or lunch meeting with both staff members of the charity and in some cases other board members If you would like an informal chat about this position, please contact [satoffice@renaissance-foundation.com](mailto:satoffice@renaissance-foundation.com). Thank you.



## Background

Renaissance Foundation is a grass roots London wide specialist charity for young people, that experience two critical issues as young Londoners those who are **Young Carers & young patients** with Longterm health conditions, We support 12-19 year olds, with a particular focus on those experiencing additional social & economic disadvantage. Our award-winning programmes have changed young people's lives of which we have many case studies of our impact in action,

## Our Board

We have a longstanding Trustee board who are committed to the charities development and oversight, over the last 5 years Renaissance Foundation has continued to grow and develop year on year whilst keeping a high quality high touch programme for the young people we support,

Each board member is assigned a professional lead area from Finance, Legal to Marketing for example, We are seeking a new **HR Trustee** to strengthen our Board in these key strategic areas and help us achieve and exceed our charities vision,

## The Application

We welcome applications from individuals without prior board experience and will conduct an induction process for each successful candidate as well as an initial introductory rial advisory period to help individuals check they fulfil the time commitment of the role before becoming a full trustee,

We are dedicated to building an inclusive culture and working environment that promotes a sense of safety and belonging for our staff to feel supported to achieve their potential. We are striving to be an actively anti-racist organisation, and encourage applications from diverse, under-represented groups, including those with lived experience of the social causes we address.

To find out more please visit [www.Renaissance-foundation.com](http://www.Renaissance-foundation.com) If you'd like an informal conversation about any of the roles, please email [satoffice@renaissance-foundation.com](mailto:satoffice@renaissance-foundation.com)