

Role Title: Trustee

Location: England, Sussex-based offices if desired.

Type: Volunteer (expenses covered and optional access bursary)

Time Commitment: Approximately 2-4 hours per week, including online bi-monthly board meetings on the first Monday evening of alternate months.

Accessibility: We work with volunteers/staff on a person-centred basis regarding access needs and requirements.

if you require this advert in a different format, please contact recruitment@clareproject.org.uk stating **RECRUITMENT ACCESS** in subject title

About The Clare Project:

At The Clare Project (TCP), our commitment is unwavering in supporting and uplifting our Trans, nonbinary, intersex (TNBI), and gender-variant community members. By offering affirming support and advocacy, we aim to not only reduce social isolation but also champion the lives of TNBI individuals through dedicated initiatives.

Our work extends beyond offering refuge; it involves training healthcare providers, businesses, and organisations to reshape societal understanding and support for TNBI people. We prioritise the voices and needs of historically marginalised groups within the TNBI community, envisioning a world where every TNBI individual has equal access to wellbeing, health, and social care.

We pride ourselves on being one of the UK's largest TNBI-led, and TNBI-orientated charities in both our support services and initiatives. Over recent years, we have developed a strong Trustee Board and a remarkable team of workers and volunteers. We strive to be both intersectional and equitable in our approach to the delivery and development of all our work, and welcome you to join us on our courageous journey, at both a challenging, and exciting time..

Role Summary

Joining The Clare Project as a Trustee means becoming a crucial part of our mission to support and empower the TNBI community. You will:

- Uphold our [Mission, Vision & Values](#), ensuring compliance with legal and regulatory standards.
- Engage actively in advocacy for TNBI rights, focusing on systemic change at policy and community levels.

- Oversee our financial health, promoting ethical and sustainable resource management.
- Foster inclusive community engagement and representation.
- Collaborate with our board, staff, and volunteers to nurture an equitable and innovative organisational culture.

Ideal Candidate Profile

We are seeking up to three TNBI community members to join our board. If you have not been a trustee before, please don't be put off applying and whilst this is not a paid position, expenses can be claimed and equipment/training provided.

Ideal candidates should:

- Be aged 18+ and based in England, UK.
- Embody our values of self-determination, acceptance, inclusion, confidentiality, safety, health, compassion, integrity, and empowerment.
- Have a commitment to understanding and challenging oppression.
- Bring skills in legal, finance, strategic planning, advocacy, or community development, with fundraising being a notable addition.
- Be prepared to dedicate time to strategic development, governance, and community engagement.
- [To learn more about what being a Trustee means, click here.](#)

Onboarding and Support

New trustees will receive a comprehensive induction, ongoing training, regular reviews, and mentoring to integrate fully into their role and the culture of The Clare Project.

Why Join Us?

Becoming a Trustee with The Clare Project is an opportunity to make a significant, positive impact on the lives of TNBI individuals. This role allows for personal growth in governance and leadership within a diverse and inclusive environment.

Application Process

To apply, choose one or more method(s) that best represents your dedication:

- A structured application form.
- A CV and cover letter.

- A brief video or audio introduction (we recommend 2-5 mins long).

Send your application to Recruitment@clareproject.org.uk by **Monday, 25th March, 9am**. For queries or alternative submission formats, please contact us.

In order to be flexible and accommodating, we are offering both in-person in Brighton and online interviews. The available dates are as below, please indicate preferences when applying.

- Wed, 3rd April: 9am - 1pm
- Thurs, 4th April: 12pm - 3pm
- Mon, 8th April: 4pm - 8pm

Please note applicants offered the role will be required to complete a DBS check, and where appropriate we may require to check other credentials or qualifications relevant to the role. These checks are handled in both a confidential and trauma-informed manner, due to the respected sensitivities of our community and records. Any questions or concerns, please do ask us.

Diversity, Equity and Inclusion

We strongly encourage applications from the TNBI community, especially individuals from under-represented groups such as those from racial and/or ethnic minority backgrounds, People of Colour, individuals from Gypsy & Traveller backgrounds, Neurodivergent and/or Autistic, lived experience of homelessness, people aged under 50, and anyone who has a variation in sex characteristic (sometimes known as intersex).

As a course of Positive Action, anyone from the listed communities who meets the Ideal Candidate Profile will be offered an interview. Please state in our application if this is relevant to you.

Accessibility

We strive to make our application process accessible to everyone. If you have any questions or need accommodations, please contact us. Successful applicants will have the opportunity to discuss access needs during the induction.

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