

## Vacancies: Passionate Trustees to join the KeshetUK Board

KeshetUK is looking to appoint new passionate, committed trustees who will work alongside our existing five [trustees](#) who support KeshetUK to increase our impact and sustainability.



### KeshetUK – our background and impact

KeshetUK's **vision** is of a world where no one has to choose between their LGBT+ and Jewish identity. Our **mission** is to ensure that Jewish LGBT+ people and their families are included throughout Jewish life in the UK. Our theory of change talks about the need for freedom of expression for, leadership by, and the visibility of LGBT+ people in Jewish communities to create this.

Since 2013 we have engaged schools, youth and young adult organisations, synagogues and wider community organisations about the importance of LGBT+ inclusion. We then enable them to take practical steps to achieve it through the provision of educational training and resources; working in partnership to develop better practice and more inclusive policies; and developing and maintaining a network of volunteers and educators.

From September 2017 to August 2018 KeshetUK:

- Ran LGBT+ inclusion training for 30 teachers and senior leaders at an Orthodox London Jewish secondary school and 10 teachers at Jewish Primary School
- Designed and delivered LGBT+ themed workshops and assemblies for over 780 pupils at JCoSS Jewish secondary school and over 720 students at Kantor King Solomon High School.
- Delivered LGBT+ inclusion training and additional workshops to 86 summer camp youth leaders at 7 youth organisations
- Ran LGBT+ inclusion training for senior Jewish Leadership Council, Lead and PaJes leaders
- Worked closely with Chief Rabbi Ephraim Mirvis to [produce a guide on the wellbeing of LGBT+ pupils in Orthodox Jewish schools](#).

To find out more about what we have done in the last year please see our [Annual Review](#).

### What is involved?

The board meets every six to eight weeks, though this is expected to reduce to quarterly over the next two years, as the organisation develops. Currently, we hold the meetings at our offices in West Hampstead in the early weekday evenings.

Trustees are appointed to a three-year term, which can be renewed once. Newly-appointed Trustees need to attend a KeshetUK volunteer induction within six months of their appointment. We expect that our Trustees will commit around 4 hours each month to KeshetUK and for all of our trustees to support fundraising and advocacy for the organisation.

For more information on our current trustees, staff and volunteers, [please click here](#).

## Trustee roles: What are we looking for?

There are many reasons why you might want to become a KeshetUK trustee. They may be practical skills that you can bring, or perhaps you are really passionate about LGBT+ inclusion in the Jewish community; either way, we are looking for people who believe in creating real change in our communities and who will support KeshetUK to achieve that.

KeshetUK is committed to create a diverse board. We are open to appointing people with a range of experiences and backgrounds, who will support us with their knowledge, expertise, skills, and contacts. We are particularly keen to recruit those with previous experience of being a charity trustee. Understanding of the context of KeshetUK's work – Jewish communities and LGBT+ communities – is an advantage but not essential. There are several areas where we particularly require expertise including:

- **Experience of individual and trust fundraising**, and a willingness to commit time and energy to supporting this function ensuring that planned income links to our strategic ambition. We have grown our income from £26.5k in 2016 to £69.1k in 2017 and we need to keep up the momentum so we can sustain and increase our organisational commitments and meet the needs of our communities.
- **Sound knowledge of finance and budgeting**, able to support our executive team and the board in ensuring that spend matches our strategic plans, ensuring external regulations and legal requirements are met. Our projected annual turnover for 2018/19 is £120k per year, and we must ensure we have the processes in place to support this.
- **Familiarity with charities governance**, able to support policy development and regulatory compliance alongside organisational risk management
- **Background in organisational evaluation**, able to support development of effective performance and reporting systems so KeshetUK is better able to demonstrate impact to current and future supporters.

## Application process

If you are interested in shaping the future of KeshetUK, you are welcome to have an informal chat with our Chair, Benjamin Ellis: [benjamin@keshetuk.org](mailto:benjamin@keshetuk.org) – or please do email our Executive Director, Dalia Fleming: [dalia@keshetuk.org](mailto:dalia@keshetuk.org).

Please apply using the form on our website [www.keshetuk.org/trustee\\_recruitment](http://www.keshetuk.org/trustee_recruitment). Please send us your CV and a short cover letter (up to 500 words) setting out why you would like to be involved in KeshetUK and what skills, experience and commitment you would like to bring to the organisation. Recruitment will be on a rolling basis and when we receive this, one of our trustees will be in touch with you to discuss your application.