



Join our Board!

TRUSTEE RECRUITMENT

Chair of Trustees

Help shape the future of a charity that supports survivors of trafficking and exploitation to build lives that are safe and free.

Could you lead our Board into its next chapter?

Ella's Board of Trustees is looking for a new Chair. We want someone with vision, who can help shape and hold Ella's long-term strategy and support our co-directors as they deliver it. Aspiring Chairs should:

- understand the work of Ella's
- be compassionate
- share our ambition to reach more women and help Ella's grow
- be able to help Ella's deliver the best outcomes for survivors.

Position: Chair of Trustees

Location: London – hybrid, with quarterly meetings in person

Type: Voluntary

Time: Around two days a month

Term: Three years, renewable once

8

safe houses across London

77

women reached in 2024/25

75

children benefiting from our support

£1.16m

annual income, up 23% on last year

About Ella's

Ella's is a London-based charity working with women who have survived trafficking and sexual exploitation. Our mission is to do everything we can to ensure survivors have all they need to recover and build lives that are safe and free.

We run safe houses, support women and families in neighbourhoods across London and beyond, and speak out on the issues affecting the women we work with.

The way we work

Dignity, choice and compassion guide everything we do.

By and for survivors: women are the experts in their own lives, and our Survivor Advisory Board helps shape our services and direction.

Women-led and collaborative: we build trust, inclusion and support at every level.



The role

CHAIR OF TRUSTEES – RECRUITMENT

The Chair is a vital leadership role, making sure the Board works effectively and collaboratively while providing strategic oversight. Ella's is developing an ambitious long-term vision: you'll help the Board hold it, test it and keep it in view, while giving our co-directors the support and challenge they need to put it into practice

Key responsibilities

Vision and strategy

- Lead the Board in setting and reviewing Ella's long-term vision and strategy.
- Work with the co-directors to shape board agendas around our strategic goals, and keep a well-planned calendar of board meetings.

Supporting the co-directors

- Act as a sounding board, helping them keep sight of long term goals alongside day-to-day demands.
- Be accessible for guidance and support, and help them balance risk management with ambitious development.
- Oversee their annual appraisals and make sure they have regular professional development.

Leading an effective Board

- Chair board meetings well, with agendas, papers and minutes prepared, circulated and followed up.
- Encourage every trustee to take part in discussion and decisions, and meet each trustee once a year.
- Run regular governance reviews so the Board's size, composition and skills stay fit for purpose.

Governance, risk and compliance

- Ensure trustees meet their legal obligations under charity law and good governance practice.
- Stay informed about key risks, oversee timely policy reviews and sign legal documents on the Board's behalf.
- Involve trustees in critical procedures such as grievance, disciplinary and safeguarding cases.

Culture

- Keep survivors at the heart of every decision, and help trustees, staff and volunteers feel valued and supported.
- Model high standards and an inclusive, collaborative atmosphere across the org.

Read the responsibilities of all trustees [here](#).

What to expect

Time commitment

Around two days a month, including reading and preparing for meetings.

Board meetings

Up to eight a year, usually 1.5-2 hours, in the evening or early morning. Quarterly meetings are held in person in Central London where possible; others are generally virtual. All trustees must be able to attend.

Strategy and events

One and a half days a year focused on strategy, plus occasional supporter, fundraising and away-day events.

Term

Three years, with the option of a second term. After two terms there's a rest period of at least a year.

Induction and support

A mandatory induction, including safeguarding, within your first three months. You'll meet fellow trustees, spend time with staff and, depending on your experience, we can help you find a mentor.

Engagement

Agree on an area of thematic engagement, playing to a personal area of interest or expertise, and being able to speak at board meetings on such if asked.

Safeguarding

All trustees should ensure that they are aware of their safeguarding responsibilities and take responsibility for promoting and safeguarding the welfare of vulnerable adults, children and young people. This will include completing a Standard DBS check.

Diversity and inclusion

Please read our statement [here](#).



Who we're looking for

Previous board experience is **not** required – we'll provide support and training to help you bring your knowledge, skills and experience to the role.

- ★ **Long-term vision:** able to hold a clear vision for Ella's, with a good sense of organisational complexity and the challenges of change.
- ★ **Supporting leaders:** experience of helping senior leaders deliver strategy, ideally in a shared or co-leadership structure.
- ★ **Values alignment:** strongly sympathetic with our mission and values, and the challenges facing the women we work with.
- ★ **Trust and collaboration:** supportive of the team and motivated to work collaboratively with fellow trustees.
- ★ **Independent judgement:** willing to make unpopular recommendations to the Board when needed.
- ★ **Leadership and chairing:** strong leadership and planning skills, and able to chair meetings effectively.
- ★ **Commitment:** accepts the legal duties of trusteeship and our Trustee Code of Conduct, is confident with technology, and can give the time needed – including ad hoc advice to the team and contributing their expertise to the Board.

What we offer

The chance to shape an ambitious long-term vision for survivors, alongside a warm, women-led team.

A full induction, time with staff and trustees, online resources and, depending on experience, an independent mentor.

Lived experience

We'd particularly love to hear from people who have benefitted from a service like Ella's, so we can learn from your lived experience. We'll provide any access and support you need.

How to apply

Please email the following to recruitment@ellas.org.uk

1. An up-to-date CV detailing relevant experience.
2. A motivation statement (500 words) explaining why you're applying, what you'll contribute, your approach, skills and experience, why your expertise is valuable to the Board, and how you meet the person specification.
3. A completed [equal opportunities monitoring form](#) – kept confidential, used for statistics only and not part of your application.

Want an informal, confidential chat first? Get in touch at the same address.

Please note that we will review applications as we receive them and may invite for interview before the closing date.

Trustees must be over 18 and must not have been disqualified under the Charities Act 2011 from acting as a trustee of a charity. Please also note that appointment to this role will be subject to a disclosure check.

Closing date

Fri 27 November