



## Being a Trustee at In2scienceUK

Do you want to help promote social mobility, and diversity in Science, Technology, Engineering and Maths (STEM)? Can you play a valuable strategic leadership role in a charity that supports young people from low socioeconomic backgrounds to achieve their potential and progress to careers in STEM?

**Remuneration:** The Trustee role is not remunerated; travel and other reasonable expenses may be claimed.

**Location:** Remote, with one in-person strategy meeting in London per year.

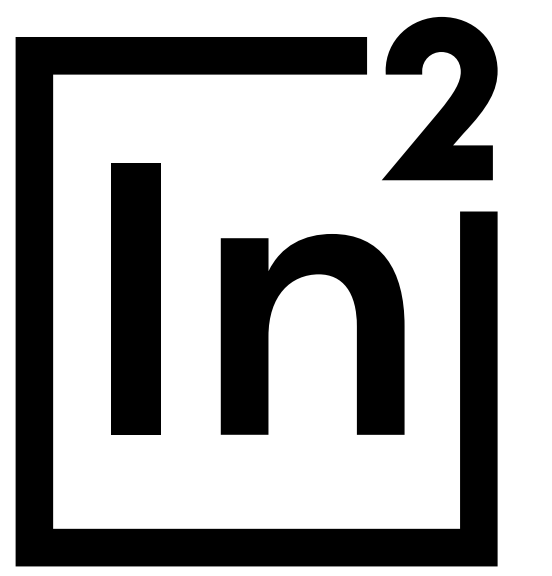
**Time commitment:** Four board meetings per year, plus up to three virtual committee meetings per year (depending on committee membership) and a small amount of support and advice as required between meetings.

**Application deadline:** 17:00 on the 2nd of June 2025

## Overview of In2scienceUK

In2scienceUK is a charity with a mission to empower young people from low-socioeconomic backgrounds to achieve upward social mobility by unlocking their potential to access degrees and careers in science, technology, engineering and maths (STEM).





Many young individuals from low socioeconomic backgrounds encounter significant obstacles when seeking to pursue STEM education and careers. These barriers can include limited access to professional networks, a lack of visible role models, and insufficient information regarding potential career paths. In2scienceUK aims to dismantle these barriers by providing impactful experiences designed to build confidence, enhance essential skills, and significantly increase participants' science capital, thereby enabling them to achieve their academic and professional aspirations in STEM.

With salaries in STEM significantly higher compared to other fields, and a gap in STEM skills across the workforce in the UK, getting a job in STEM is a pathway to greater economic stability, social mobility and ensuring that diverse voices are at the heart of STEM innovation.

## Our programmes

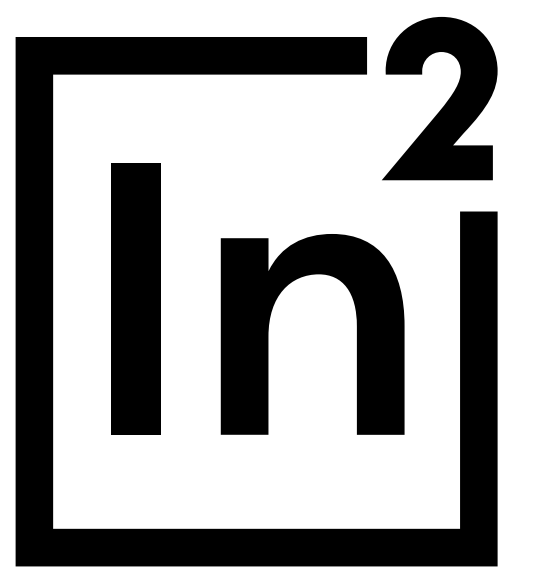
The impact of In2scienceUK is delivered through a portfolio of structured programmes tailored to support young people at different education and career milestones.

The **In2STEM** programme offers Year 12 students crucial early exposure through immersive work placements and practical skills workshops, helping to clarify potential pathways in STEM and higher education. The **In2research** programme is designed for both undergraduates and graduates, providing support and opportunities, including research placements, to help them navigate the complexities of accessing postgraduate study and academic careers. Complementing these, the **In2careers** initiative provides ongoing support focused on employability, offering mentoring, workshops, and resources to facilitate successful transitions into meaningful roles within the STEM sector, including industry.

These programmes collectively work to equip participants with the necessary knowledge, practical experience, and networks to thrive in their chosen STEM fields.







## Our organisation

In2scienceUK has been operating as a charity since 2015 and as a non-profit organisation limited by guarantee since 2011. In 2024, we worked with over a thousand young people providing them with life changing STEM experiences, and thousands more to develop their skills and networks through our In2careers community.

Having recently expanded, we currently operate across England, Wales and Scotland. As such, we are a completely remote organisation and the staff locations (including the management team) reflects this. In2scienceUK current revenue is circa £1.6m and we have a diverse range of support from universities, education charities, scientific societies and STEM employers.

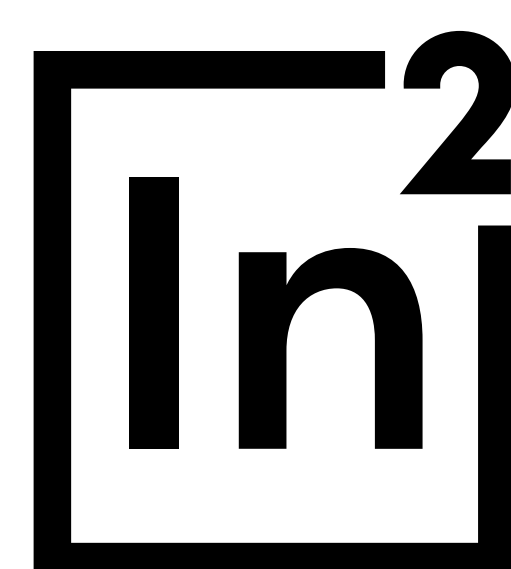
## Role responsibilities

The role of a Trustee is to ensure that In2scienceUK fulfils its duty to the young people with whom it works with and delivers on its vision. The trustees of In2scienceUK fulfil an essential and influential role, and have the opportunity to both support the activities and strategic decision making of the charity.

Trustees have collective responsibility for the strategy and oversight of the charity and the trustee board works as a team to fulfill its statutory role, to provide help and advice to the staff team, and to represent the organisation in their respective networks.







The expected duties of an In2scienceUK Trustee are:

- To contribute actively to teamwork within the Board of Trustees, providing strong strategic direction to the organisation in line with its mission and purpose.
- To safeguard the reputation and values of In2scienceUK and ensure the effective and efficient administration and financial stability of In2scienceUK.
- To support the effective running of the organisation by scrutinising the work of the leadership team in a way that is supportive and motivational. Trustees collectively hold executive staff to account for their performance, are involved in executive appointments as appropriate and appoint a Chief Executive Officer whenever necessary.
- To serve in one or more subgroups of the board for a deeper dive into Income/Growth, Operational Assurance, Evaluation & Learning, and People.
- To ensure that in2scienceUK complies with articles of association and fulfils charity commission responsibilities.

## Skills and experience

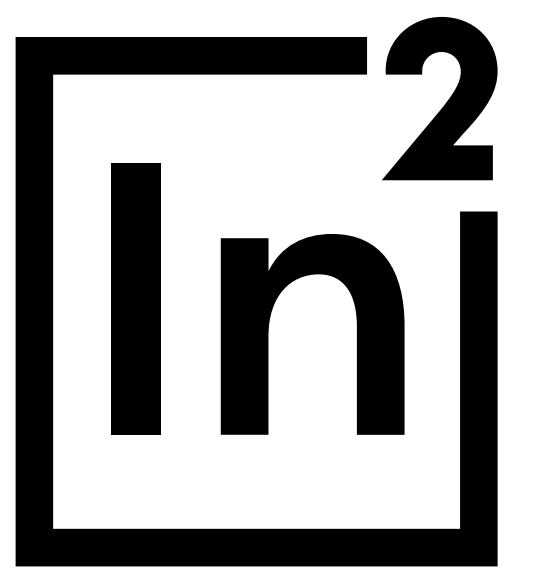
The most important characteristic of our Trustees is a ***commitment to helping young people from low socioeconomic backgrounds access social mobility through careers in STEM***, and so helping to ensure that the STEM professions are populated by people reflecting diverse backgrounds, in all respects, including socioeconomic background.

Many of our Trustees have prior charity governance experience but some did not, and we are keen to receive applications from people with useful experience for whom this would be their first charity role and who will benefit from our training and supportive board environment.

We need the right mix of skills overall and anticipate making 4-6 appointments in this round who will work collaboratively to ensure good governance and the success of the organisation. Specific areas where we would like to strengthen the team, bearing in mind our natural turnover and our strategy for the future, are listed on the next page. If you are able to contribute in one or more of these areas please make this especially clear in your application.







**Lived experience:** Personal experience of transitioning into STEM degrees and careers from an underrepresented background.

- We are interested in applications from young people still going through this transition, for example undertaking undergraduate study, and for whom we can provide additional support in the trustee role as needed; we see this as an excellent development opportunity and a chance to get governance and leadership experience on the CV in line with our overall mission.
- We would welcome applications from current In2scienceUK participants and alumni. Trustees are required to be 18 years or older.
- We are also interested in hearing from people with current experience of working with young people undertaking this transition.

**Professional expertise:** Finance, Communications, HR, Governance, Entrepreneurship, Fundraising and philanthropy and/ or career advice/coaching.

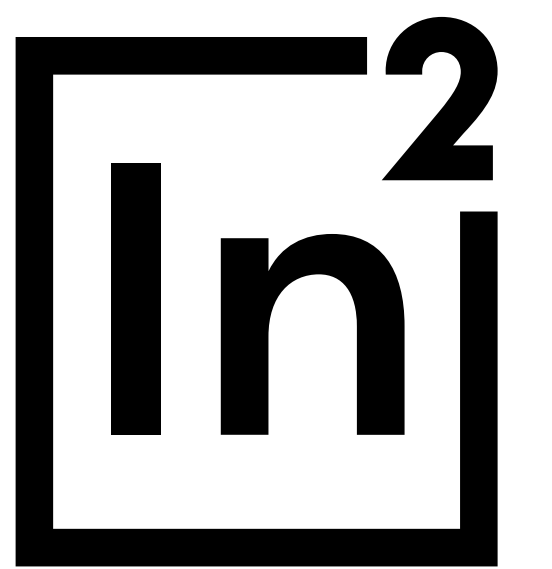
The whole of the board is responsible for key decisions such as budget setting, strategy, policies and prioritisation, however it is useful to have subject experts who can take a functional lead on helping ensure colleagues are asking the right questions and getting good answers.

**Commercial contacts:** An understanding of corporate social responsibility and sponsorship, networks in industries and organisations that employ STEM professionals

**Subject areas:** Personal experience and industry or academic contacts in the following subject areas:

- Maths/Computing/AI
- Life Sciences
- Physical Engineering.





**Treasurer:** We are currently seeking a Treasurer to join the board of Trustees and take the lead on finance. This is an immediate vacancy with our current Treasurer coming to the end of their term.

The Treasurer will be a qualified accountant. We are looking for people who have pre-existing experience or desire to support an organisation of our size. As such, the role will be both providing financial oversight and governance as well as providing advice, support and guidance to our executive team. Those applying without prior charity accounting experience should be willing to undertake any relevant training.

**Chair succession:** While not an immediate appointment, as part of managing Chair succession we are interested in people who would be candidates for a chair designate role and chair in due course, probably via an initial Vice Chair position within the organisation.

For those who have any further questions or would like an initial discussion about these roles with our current Chair, Jonathan Flowers, please contact [recruitment@in2scienceuk.org](mailto:recruitment@in2scienceuk.org).

## Recruitment process



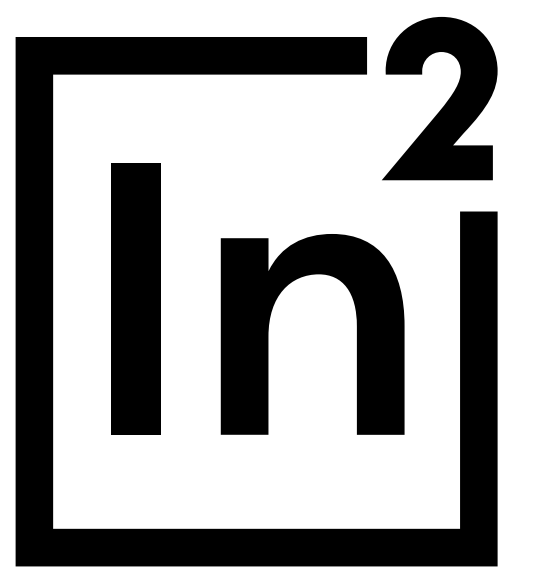
The application deadline is 17:00 on the 2nd of June 2025

Please send a covering letter and CV about how you would contribute to the work of the trustee board to [recruitment@in2scienceuk.org](mailto:recruitment@in2scienceuk.org).

Please ensure you set out specifically how you would want to contribute and the experience, skills or insights you would offer us, based on the list in the skills and experience section.







We would like each applicant to include a concise (no more than 2 sides of A4) cover letter that goes beyond repeating their CV. Specifically, we're looking for:

***Alignment with our mission and values:*** The cover letter should clearly express why you are passionate about our cause and how your personal or professional values align with the work we do. Authentic motivation and a sense of purpose are important to us.

***Relevant skills and strategic contribution:*** We'd like to see a brief overview of how your specific skills, experiences or perspective could support the governance, development, or growth of the organisation. This isn't just about technical expertise – it's about the value you believe you can add at a strategic level.

## Interview and selection

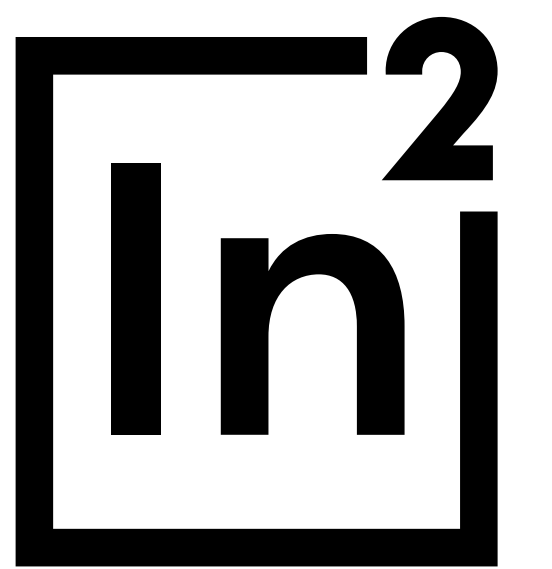
Successful candidates from the application stage will be interviewed by the Chair and another trustee. The interviews will all be held via Zoom.

Shortlisted candidates from that stage may be asked to have an informal discussion with the CEO and the opportunity for a further discussion with the chair, after which offers to join the board will be made. The interviews will all be held via Zoom and take place between the ***7th and 21st of July***.

## Induction

A face-to-face meeting of the whole board, including induction and training for new board members will be held in London, provisionally in September. This will be confirmed based on availability of the whole board. The interview process is also an opportunity to identify new collective and individual development needs.





## Additional information

### Equal opportunities

In2scienceUK is committed to promoting diversity and equality of opportunity for all staff and Trustees. Applications from individuals are encouraged regardless of ethnicity, age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief, and marriage and civil partnerships.

As part of our commitment to creating a more inclusive environment, we ask all applicants to complete an equality and diversity monitoring form. This information is collected anonymously and used solely for monitoring and reporting purposes. It helps us to better understand who we are reaching, identify gaps in representation and ensure that opportunities at In2scienceUK are accessible to all. All responses are kept confidential in line with data protection regulations.

### Governance

We kindly ask all prospective Trustees to complete a ***Declaration of Interest form*** as part of the application process. This helps ensure transparency and allows us to assess any potential conflicts of interest, ensuring the best governance for our charity. Your cooperation is greatly appreciated as we work to strengthen our board and further our mission.





## Safeguarding

In2scienceUK is committed to our responsibilities for safeguarding and promoting the welfare of children, young people and vulnerable adults as outlined in Working Together to Safeguard Children. We are committed to recruiting trustees who share this commitment to safeguarding, and therefore we apply robust recruitment and selection procedures to ensure that the people selected are right for the job, and that all candidates are appropriately screened prior to appointment.

The following checks will be undertaken as applicable:

- References
- DBS check and/or overseas criminal records check where applicable
- Self-disclosure
- Identity check
- Confirmation of registration with registered body where applicable

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**Please send any queries to [recruitment@in2scienceuk.org](mailto:recruitment@in2scienceuk.org)**