



Alumni Trustee Role information



Application Deadline: Monday 30 June 2025

Interviews on Zoom: Thursday 10 July 2025

Please read on for more information about the trustee role and how to apply.

What does Young Sounds UK do?

As an Alumni of Young Sounds (formerly known as Awards for Young Musicians) you'll know the answer to this question! In short, we exist to give talent a chance. We're here to help young people with exceptional musical potential who are struggling financially to achieve their musical ambitions. By becoming a Young Sounds trustee you'll be contributing your ideas to our future development and hopefully learn lots from us too about how to run a thriving and forward-thinking arts organisation.



Meet a former Alumni Trustee

Caius Lee was supported by Young Sounds for two years. In 2019 he became our first ever Alumni trustee, contributing to our comms committee and compèring our 2020 online concert. He is now Director of Music at Worcester College, Oxford.

“I am immensely grateful and proud to have served as an Alumni Trustee. It speaks volumes that Young Sounds invite past recipients to become a Trustee and shows faith in its Award winners, enabling them to succeed beyond the funding provided. My introduction to the Board was like being welcomed to a family where everyone was tremendously supportive and patiently guided me on the workings of a successful charity. Mentoring was provided throughout the tenure to build my knowledge base where I was then entrusted to contribute ideas to the meetings in person or online.

I was able to give an emerging musician's perspective on the Board, helping to shape opportunities for current and future beneficiaries. There is no doubt that I gained invaluable real-life experience in the world of business and transferable skills which will prove useful in the future. I now have an in-depth knowledge of how the arts and charity sector works and the decision-making processes required for a successful national charity, including how to fundraise and host donor concerts.

Being a trustee requires a tremendous amount of responsibility, as the Board is committed to the future upkeep of the charity. I strongly urge interested Alumni to take up this invitation to join the Board to expand their own skills. It's also an ideal opportunity to give back to the charity in an enormously rewarding way and to ensure that Young Sounds continues to be a leader in music education.”

Why be a Trustee?

Being a trustee gives you knowledge, understanding and experience of how a charity is governed. More specifically some of the things you will be involved with and learn about are:

- Finances e.g. scrutinising management accounts and signing off annual budgets
- Programme development and management
- Communications
- Events management
- Risk assessment and management
- Business planning
- Fundraising

Young Sounds also operates several sub committees, most of which meet on Zoom for an hour every month to focus on some key areas of the organisation's work e.g. fundraising and communications. These involve both staff and trustees and so if recruited you'll be warmly invited to get involved in at least one of them, depending on your interests.

Another really important – and really enjoyable – part of being a trustee for Young Sounds is to turn up to represent the charity at our fundraising concerts. As you will know if you've performed at them, these take place both in London and in other parts of the UK and we're now holding up to 10 events a year. We won't expect you to come to all of them of course but would encourage you to join us at as many as possible. We've developed a successful format combining networking and refreshments with just the right length of music (events are timed so guests can come straight from work). One of the performers speaks, as does a parent/carer, Young Sounds' Chief Executive and where possible a Young Sounds Patron. Trustees are there to talk to guests about how great our work is and so encourage them to support us, financially or in other ways. And the food and drink are good too!

As well as gaining knowledge and experience, being a trustee can be a great way to develop confidence and communication skills and it's viewed positively by employers when you apply for a job, so there's mutual benefit for the organisation and trustees. As well as it supporting trustees' learning and development, the organisation gains knowledge and expertise from the trustees. Being a trustee is a strategic and advisory role: trustees aren't normally involved in planning or delivering projects.

Why Alumni Trustees?

As you'll know as a member of our Alumni children and young people are at the heart of Young Sounds' work and we therefore believe that children and young people themselves must be involved in influencing and informing the organisation. It's important to Young Sounds that our programmes meet the needs of the young people we support, and that they're representative of and relevant to the participants. This approach is often described as Youth Voice and Participation. Recruiting Alumni as trustees is the next step to ensuring that young people are directly involved in decision making.

What is a Trustee?

"Trustees have overall control of a charity and are responsible for making sure it's doing what it was set up to do. Trustees are the people who lead the charity and decide how it is run. Being a trustee means making decisions that will impact on people's lives. Depending on what the charity does, you will be making a difference to your local community or to society as a whole. Trustees use their skills and experience to support their charities, helping them achieve their aims. Trustees also often learn new skills during their time on the board."

Taken from Government guidance

www.gov.uk/guidance/charity-trustee-whats-involved

As a trustee you have legal responsibility for the charity's management and administration and for ensuring that it remains solvent. More information can be found on the link above.

Legally you must be age 18 or over to be a trustee.

As Young Sounds is also a Company Limited by Guarantee, trustees automatically become a Company Director too. A Company Limited by Guarantee is a private limited company that has guarantors rather than shareholders, so it's suitable for charities. The members (in our case the Trustees or Directors, which means the same thing) agree to pay a fixed amount known as a guarantee (usually £1) towards the company's debts if it goes into liquidation. So don't let that £1 put you off!

What's the time commitment?

The trustee selected will begin by observing one meeting after which, if they choose to commit, will serve as trustee for a two-year period. The two-year term involves attending eight meetings (one every three months) and reading papers in advance. At each meeting you'll be supported to contribute to discussion, share your ideas and opinions, and be part of reaching decisions and conclusions.

How will I be supported?

You will be assigned a trustee buddy from the existing trustees who will act as a peer mentor, helping you to settle into the role; learn about the papers and documents which as a trustee you have to read and comment on; understand your responsibilities, processes, protocols and meeting structure; and answer questions that you have about being a Young Sounds trustee.

Young Sounds is committed to accessibility and inclusivity. Any additional access or other requirements will be supported.

If at any point in the process the appointed trustee decides to step down (for example if they decide it isn't what they expected or their circumstances change) they will be supported to leave the board of trustees and, if relevant, be signposted to other opportunities.

Will I be paid?

When you become a trustee, you volunteer your services and you won't receive payment for your work. Generally, charities can't pay their trustees for simply being a trustee. Trustees can however claim reasonable expenses, for example:

- Travel to and from trustee meetings and occasional overnight accommodation if required
- Telephone calls for charity work
- Childcare or care of other dependants while attending meetings
- More information on the processes for claiming expenses will be provided as part of on-boarding for the role.

Role specification and criteria

Applicants must be:

- Age 18-25 as of the date the application is submitted
- A Young Sounds Alumni i.e. you have been supported as a young musician by the charity
- Available to observe the trustee meeting taking place on Tuesday 9 September 2025, 2.00 to 5.00 pm (this meeting will be on Zoom).
- Able to commit to the eight trustee meetings in 2025-2026, one every three months (see timetable at the end of this document for dates).
- Meetings are held in London or on Zoom.

How to Apply

If you meet the criteria above and are keen to apply please send a CV and a short supporting statement (both documents should be no more than 2 sides of A4 each please) explaining:

- What you think you have to offer as a Young Sounds trustee
- What you hope to gain from being a Young Sounds trustee.

Please send your CV and supporting statement to Hester Cockcroft, Chief Executive of Young Sounds at hester.cockcroft@youngsounds.org.uk by **Monday 30 June 2025 at 12 noon.**

Interviews

Shortlisted applicants will be invited to an online interview with Young Sounds' Chair of Trustees and Chief Executive **on Thursday 10 July 2025**. If your application is unsuccessful we'll signpost you to other relevant opportunities where possible.

Got questions?

If you have any questions, would like to receive this information document in another format, for support with your application, or to apply in another format please contact Hester Cockcroft on 0300 302 1185 or email

hester.cockcroft@youngsounds.org.uk.

Recruitment phase

Monday 30 June 2025 at 12 noon

Application deadline

Thursday 10 July 2025

Interviews on Zoom

Dates for your diary

Induction sessions with 'buddy' trustee

- Dates TBC

Attend Board meeting to observe

- Tuesday 9 September 2025, 2.00 to 5.00 pm (on Zoom)

You will attend these meetings as an Alumni Trustee:

- **Confirmed dates**
 - Tuesday 9 December 2025, 4.00 to 7.00 pm (London)
 - Tuesday 11 March 2026, 2.00 to 5.00 pm (on Zoom)
 - Tuesday 10 June 2026, 2.00 to 5.00 pm (London)
- **To be confirmed**
 - September 2026
 - December 2026
 - March 2027
 - June 2027
 - September 2027
 - December 2027