

## **Trustee (Board Director) - Social Change Lab**

**Application deadline:** Monday, 15th of September, 23:59 BST.

**Time commitment:** Quarterly board meetings (1 hour, online) plus ad hoc availability for governance matters

**Location:** Remote (UK preferred, but we are also open to international candidates)

**Compensation:** This is a voluntary, unpaid position

**How to apply?** Via [this form](#).

### **About Social Change Lab**

[Social Change Lab](#) is a UK-based non-profit researching social movements to understand their role in social change. While social movements have historically been crucial drivers of social and political change, little research and funding goes into understanding their impact. Through research reports, workshops, and trainings, we provide insights to help movements be more effective.

We support activist groups in choosing effective campaigning strategies and tactics as well as supporting funders with their philanthropic giving. Our work has been covered in a range of national and international outlets, including the [BBC](#), [Guardian](#), [Big Issue](#), [New York Times](#), and [Washington Post](#).

We are seeking to strengthen our Board of Directors with at least two new Directors who can bring diverse perspectives, expertise, and strategic guidance to help us maximise our impact. We are currently a non-profit company limited by guarantee, hoping to become a charity in the near future. This role would be a company Director for now and a charity trustee if our application is approved.

### **The responsibilities of this role**

As a Director/Trustee of Social Change Lab, you will:

- **Provide strategic oversight and governance:** Attend quarterly board meetings (typically 1 hour, held online) to review organisational strategy, performance, and key decisions
- **Ensure legal and regulatory compliance:** Support the organisation in meeting its legal obligations as a non-profit company limited by guarantee

- **Offer specialist expertise:** Contribute your professional knowledge and experience to guide decision-making in areas such as research strategy, communications, fundraising, finance or charity governance
- **Support the Executive Director:** Act as a sounding board and critical friend to the Executive Director, providing guidance on strategic challenges and opportunities
- **Champion the organisation's mission:** Act as an ambassador for Social Change Lab, helping to raise our profile and connect us with relevant networks
- **Monitor financial health:** Review financial reports and budgets to ensure the organisation's sustainability and responsible use of resources
- **Participate in ad hoc consultations:** Be available between meetings to provide input on urgent matters or specific issues aligned with your expertise

## Skills and Experience Profile

### Essential

- **Strategic thinking:** Ability to think critically about organisational direction and long-term sustainability
- **Commitment to our mission:** Genuine passion for understanding and supporting effective social movements
- **Collaborative approach:** Ability to work constructively as part of a board team
- **Time availability:** Capacity to commit to quarterly meetings and occasional ad hoc input
- **Integrity and independence:** Ability to provide constructive challenge and independent oversight

### Desirable

We are particularly interested in candidates with experience in one (or more) of the following areas:

#### **Governance, finance and legal**

- Experience as a trustee or board member of charities or non-profits
- Knowledge of UK charity/non-profit law and compliance requirements
- Risk management
- Financial planning and forecasting

#### **Strategic development**

- Organisational strategy and growth planning
- Theory of change development and impact measurement
- Scaling effective interventions

### **Communications and media**

- Strategic communications planning
- Media relations and public engagement
- Digital communications and social media strategy

### **Research expertise**

- Academic or applied research experience, particularly in:
  - o Social movements and protest
  - o Political sociology or social psychology
  - o Campaign effectiveness evaluation
  - o Behavioural change research

### **Thematic experience within our focus areas**

- Deep knowledge of climate activism and environmental movements
- Experience in animal advocacy or welfare campaigns
- Understanding of AI governance and its social implications
- Connections within relevant activist networks
- Fundraising strategy and donor relations

**Don't worry if not everything applies perfectly - we strongly encourage applications from candidates who may not meet all criteria but bring valuable perspectives and enthusiasm for our mission. We particularly welcome applications from people with diverse backgrounds and experiences, including those from traditionally marginalised communities.**

### **What we offer**

While this is an unpaid voluntary position, serving as a Trustee offers:

- **High-impact contribution:** Shape the strategic direction of an organisation working on some of the world's most pressing problems
- **Intellectual stimulation:** Engage with cutting-edge research on social movements and their effectiveness
- **Professional development:** Gain board experience in a non-profit environment

- **Networking opportunities:** Connect with leading researchers, activists, and philanthropists in the social change space
- **Supportive environment:** Join a friendly, mission-driven team committed to evidence-based social change

## Application Process

1. [Application form](#) (≈1 hour)
2. Screening call (15-25 mins)
3. Virtual interview (1 hour)

We review applications on a rolling basis and encourage early submissions. Informal conversations about the role are welcome - please contact [james@socialchangelab.org](mailto:james@socialchangelab.org).

Social Change Lab is committed to building a diverse and inclusive board. We strongly encourage applications from women, people of colour, LGBTQ+ individuals, people with disabilities, and those from other underrepresented groups. We believe diverse perspectives strengthen our governance and enhance our impact.