The Brilliant Club

Recruitment Pack

Brilliant Club Trustee

Registered Limited Company: 07986971

Registered Charity: 1147771 (England and Wales), SC048774 (Scotland)

Registered Office: 8-10 Grosvenor Gardens, Fivefields SW1W0DH

Welcome To The Brilliant Club

Thank you for taking the time to find out more about The Brilliant Club and the role that trustees play in supporting our mission. Our Backing Brilliance (2026-2029) strategy recognises that opportunity is shaped by the places where young people live and learn. We work alongside schools, universities, parents, carers and communities to help more young people fulfil their potential, while using our evidence and experience to influence the education system so that it works better for all.

The Brilliant Club works across the UK, supporting young people to access and thrive at leading universities by working with schools, parents and the broader education sector. We envisage a society where every child has a fair chance to unlock their brilliance, regardless of where or how they grow up, and where positions of influence are open to everyone, not just the most advantaged.

As trustees, our role is to support the charity's leaders by providing strategic oversight, ensuring strong governance and financial sustainability, offering guidance, brokering connections and bringing constructive challenge as the organisation delivers its Backing Brilliance strategy.

As Chair of Trustees, it is my pleasure to work with people from a range of backgrounds and sectors, and I have benefited greatly from the insight they bring. I look forward to welcoming new trustees to the Board and would encourage anyone who is passionate about improving educational opportunity for less advantaged young people to consider the contribution they could make.

Dr Josephine Valentine OBE, Chair of Board of Trustees

About the role

Our Backing Brilliance (2026-2029) strategy builds on our mission by recognising that opportunity is shaped by the places where young people live and learn. Our Trustees play a vital role in helping the charity deliver this strategy and shape its future direction.

The Board of Trustees, led by our Chair of Trustees, meets four times a year to ensure that the charity is delivering its strategy, meeting its charitable objectives and being managed in a financially sustainable way. Trustees work alongside the Executive Leadership Team to understand successes and challenges, monitor organisational risks and make key strategic decisions. Trustees may also sit on one of our Board committees: Finance Committee, People Committee or Impact Committee.

Outside formal meetings, trustees are part of the wider Brilliant Club community. They act as ambassadors for the charity by sharing their expertise, making introductions within their networks and supporting key organisational priorities. Trustees are also encouraged to engage directly with our work by attending events and visiting our programmes.

We are seeking up to three new trustees to strengthen the Board's skills mix and representation. Our priority areas for this recruitment round are:

- **Fundraising:** With a focus on growing our philanthropic income in our Backing Brilliance strategy, we are looking for a trustee who can support us to do this. We are looking to grow our network of supporters and are seeking a trustee who is energised by making introductions and being an ambassador of our work. We would welcome a trustee with

experience of fundraising, either through fundraising roles or from development committee or trustee roles. Most importantly, we are seeking a trustee who is passionate about our mission and excited to bring others on board, and who can offer constructive challenge and support as we look to diversify our fundraising income, particularly in the fields of major donor giving and corporate support.

- **Policy, communications and external profile:** We are seeking a trustee with experience in one or more of the following areas: public policy and affairs, government relations, media engagement and/or strategic communications. This individual will help the Board understand the changing policy landscape, strengthen our external profile and support the charity in building influential relationships that advance our mission and maximise our impact.
- **Alumni representation:** We are seeking an ambassador or young person who has previously completed one of our programmes to join our Board of Trustees. This trustee will bring direct insight into the impact of the charity's work and bring lived experience to the Board.

Previous trustee experience is not essential. We welcome applicants who are passionate about our mission and who can bring fresh perspectives, skills and enthusiasm to the role.

About you

This role will suit you if you:

- Share our commitment and passion to improving educational opportunity for less advantaged young people.
- Bring senior leadership experience, specialist expertise or relevant lived experience that will strengthen the Board.
- Can think strategically, provide constructive challenge and support effective decision-making.
- Are willing to use your networks and influence to champion The Brilliant Club and its mission.
- Are committed to good governance and excited to contribute to a collaborative and engaged Board.

You, as part of the Board of Trustees, will be responsible for:

- Attending and participating fully in four Board of Trustees meetings each year and, where agreed, contributing to a Board committee.
- Ensuring that the charity delivers its charitable objectives and fulfils all governing responsibilities.
- Safeguarding the charity's reputation and values.
- Ensuring that the charity's strategy is fit for purpose to deliver its mission and objectives.
- Championing the charity's mission within your network and the wider community.
- Ensuring the financial stability of the charity, and that the charity's assets are being well managed by the Executive Leadership Team.
- Supporting recruitment, remuneration and disciplinary processes for the CEO.
- Drawing on your specific skills, knowledge or experience to help the Board make effective decisions.
- Supporting the charity's profile building and events, by attending where possible, inviting connections and acting as an ambassador for the charity.

"It is incredibly rewarding to collaborate with a diverse and professional leadership team at The Brilliant Club, and to help deliver our invaluable mission which resonates with me personally, including my broader passion for social mobility." Pawan Dhir, Brilliant Club Trustee

About The Brilliant Club

What we do

Access to higher education and the life-changing opportunities that come from attending the most competitive universities is not equal. The Brilliant Club works across the UK, supporting young people to access and thrive at leading universities by working with schools, parents and the broader education sector.

Our core programmes are The Scholars Programme, which places PhD researchers in schools to deliver university-style courses, and Parent Power, which brings together parents, carers and schools to campaign for better educational opportunities. Alongside our programmes, we use our insight and evidence to influence education policy and practice.

Working for us

- **Salary:** This is a voluntary role and therefore is unremunerated. We are able to pay reasonable travel expenses.
- **Location:** Our meetings take place in person quarterly, in our London office, and usually run from 4pm to 6.30pm.
- **Time Commitment:** Trustees are asked to attend four Board meetings annually. Meetings usually run for two and a half hours. Trustees may also sit on a Board committee and may be asked to support ad hoc requests relating to their area of expertise.
- **Recruitment timetable:** Applications close on **Thursday 26th November 2026**. **Trustee interviews are planned for Tuesday 1st December 2026**, with final candidate conversations and decisions following before formal Board approval in January. The official start date will be in February with the opportunity to join informally at the January board.
- Term: Three years, with the possibility of further terms.

Diversity at The Brilliant Club
It is important that our charity reflects the lived experience of the communities we work with, and we want to be an organisation where people from any background can thrive. We particularly welcome applications from disabled, Black, Asian and Minority Ethnic, Lesbian, Gay, Bi, Trans and Non-binary (LGBTQ+) candidates, candidates from low-income families, and people who can bring relevant lived experience to the Board.

Safeguarding
The Brilliant Club is committed to proactively safeguarding children, beneficiaries and staff and to taking reasonable steps to protect all those who come into contact with the Charity from harm. The safety and welfare of everyone affected by the Charity's activities, especially children, is a key governance priority. As part of our recruitment and selection process and commitment to safeguarding, we will undertake a Disclosure and Barring Service (DBS) check of all individuals in this role. Any role offer will be subject to a satisfactory disclosure report.

What comes next
If you would like further information or to arrange an informal conversation about the role, please email Shelby McHugh at recruitment@thebrilliantclub.org.

To apply for one of the trustee roles, please send a CV and brief cover letter (maximum one page) to recruitment@thebrilliantclub.org outlining why you are interested in becoming a trustee and what relevant experience you would bring to the role. We will then contact shortlisted candidates to arrange next steps and answer any further questions about the role.

Thank you for your time. We hope you will consider joining us as we continue our mission to give every child a fair chance to unlock their brilliance, regardless of where or how they grow up, by supporting them to access and thrive at leading universities.