

Resource list for trustee recruitment

Designing your process

There are some excellent resources and services to help you with trustee recruitment. Rather than creating new resources we signpost you here to some free and low-cost resources that we think you will find useful.

- **Reach Volunteering**
Trustee Recruitment Cycle
<https://reachvolunteering.org.uk/trustee-recruitment-cycle>
- **Lloyds Bank Foundation**
Trustee Recruitment, Selection and Induction Toolkit
<https://www.lloydsbankfoundation.org.uk/we-develop/useful-resources/trustee-recruitment-selection-and-induction>
- **Getting on Board**
How to recruit trustees for your charity: A practical guide
<https://www.gettingonboard.org/signon-howto-recruit-trustees-guide>

Skills and competency analysis

It is important to start with understanding what skills and competencies you have on the board and what you need. These two resources are helpful starting points.

- **Reach Volunteering**
Guide on how to complete a skills audit.
<https://reachvolunteering.org.uk/trustee-recruitment-cycle/reflect/how-complete-skills-audit>

- **NCVO**
Skills Template (NCVO members only)
<https://knowhow.ncvo.org.uk/tools-resources/board-basics/tools-and-guidance/identify-the-skills-on-your-board>

Advertising your trustee role

There are a range of places where you can advertise your trustee role. We have put an asterix (*) besides those that we know offer a free service.

- ***Reach Volunteering**
The single biggest source of trustees with professional skills in the UK (over 9,000 volunteers available).
<https://reachvolunteering.org.uk/im-an-organisation>
- ***Do-it/Trustee Finder**
A national volunteering database with a dedicated channel for trustee recruitment.
<https://doit.life/volunteer/find-volunteers>
- **NCVO's Trustee Bank**
For NCVO members only, membership is free for charities with an income under £100,000.
<https://www.ncvo.org.uk/practical-support/information/governance/trustee-bank>

- **Honorary Treasurer's Forum**
Offers a service to promote Treasurer vacancies.
<http://www.honorarytreasurers.org.uk/Vacancies1.html>
- **Third Sector Lab**
A great platform to help find digital trustees
<https://thirdsectorlab.co.uk/digital-trustees/>
- ***Bar in the Community**
Service for charities that need to appoint legally qualified trustees.
<https://www.barinthecommunity.org.uk/advertise/>
- **Institute of Chartered Accountants (ICAEW)**
Free advertising for people with specialist finance and business skills.
<https://www.icaewvolunteers.com/>
- **LinkedIn**
Post your role and use the advanced search tool to find your ideal trustee.
<https://www.linkedin.com>
- **Local networks:** churches, local solicitors, your Volunteer Centre and or local business groups.

Trustee recruitment or placement

There are also more tailored services that will help you recruit a trustee, usually for a fee.

- **Trustees Unlimited**
Sources potential candidates from a large database.
<https://trustees-unlimited.co.uk/>

- **Trustee Works**
Reach offers an executive search service to help you find the ideal trustee.
<https://reachvolunteering.org.uk/trusteeworks-bespoke-trustee-recruitment>
- **Getting on Board**
Offers a free recruitment service for charities. Your vacancy will be added to their database and flagged up to their signposting team.
https://gettingonboard.formstack.com/forms/looking_for_a_trustee

Other resources to support with trustee recruitment

- **Charity Commission**
Charity trustee welcome pack
<https://www.gov.uk/government/publications/charity-trustee-welcome-pack/charity-trustee-welcome-pack>
- **Charity Commission**
The Essential Trustee (CC3)
<https://www.gov.uk/government/publications/the-essential-trustee-what-you-need-to-know-cc3>
- **The Charity Governance Code**
<https://www.charitygovernancecode.org/en/front-page>

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