

Joining the SolidariTee Board of Trustees



SOLIDARITEE

Background

SolidariTee is a charity led entirely by volunteers who are students and young people, working to improve the support available for refugees and other migrants in vulnerable situations, and to put an end to the culture of hostility and misinformation that too often surrounds discussions about migration.

To date, we have worked with more than **2000 student volunteers at over 60 universities**, and provided **more than half a million pounds** in funding for partner organisations providing vital legal aid and mental health support in Greece.

SolidariTee is a UK Registered charity, which means our governance structure is led by a board of trustees. Currently, we have eight trustees, including former student volunteers, people with experience working in grassroots civil society movements and NGOs supporting people on the move, and people with lived and family experience of displacement.

What we do

Though we are a small charity (our turnover is often lower than £100,000 per year), we punch above our weight. We are able to create meaningful opportunities for students and young people to learn about migration in a compassionate, fact-based way, and to develop their skills relating to organising, campaigning and movement-building.

We've also been able to train more than 40 NGO professionals in Greece, supporting people navigating the gruelling legal process of seeking asylum, in a pioneering programme focused on trauma-informed approaches to legal aid, known as the Therapeutic Legal Assistance Model. In doing so, we've been able to support a lasting shift in knowledge and awareness, in support of lasting, holistic refugee assistance that brings legal aid and mental health support hand-in-hand.

Moreover, with the funding available for refugee assistance, and in particular for legal aid, having fallen off a steep cliff in recent years, the funding that SolidariTee is able to raise makes a tangible difference to small and medium-sized organisations doing vital work in Greece, who face ongoing and mounting pressures that challenge their ability to sustain their operations.

How we work & our current position

SolidariTee has no paid staff or office space, meaning that we're able to spend more than 95% of our income on charitable activities. Unfortunately, in 2024 and 2025 we were hit hard by many of the pressures facing other small charities in the UK and beyond. This affected the amount of money that we were able to raise within a given time period, relative to the predictions that we had made to our partners. In preparation for the 2025/26 academic year, we worked together, as a board of trustees and student leadership team, to redesign approaches that we felt would lead to greater organisational and financial resilience. We're pleased to say that these appear to be paying off: our first campaign week of the year saw more than 14 student-led events take place, and so far we have received more than 800 applications to join the team, double last year's figures.

SolidariTee has a volunteer CEO, who sits on our board of trustees, and provides an overall focal point for the wider volunteer community. In addition, we have a student president who leads the overall operations of the student team, including a 'Central Team' of 30 who coordinate between 40 university teams. We also have a Networks Coordinator, a graduate role that exists to support the student network and lead on induction, training, and other key operational functions.

Functions of Trustees: What's involved?

Trustees have overall legal and strategic responsibility for the running of SolidariTee. This means that, collectively, they are responsible for making sure that SolidariTee is doing what it was set up to do (acting in line with our constitution and strategy), and is operating in a financially and operationally responsible manner.

You can read more about being a trustee on the [Charities Commission website](#)

Within SolidariTee, though we're a small charity, we operate with a relatively large number of trustees. This is to ensure that we are able to represent a more diverse range of experiences and perspectives, including young people and former volunteers, NGO professionals, legal aid expertise, and lived knowledge of migration and displacement.

Responsibilities

Trustees are responsible for **reviewing and approving our annual report and accounts** which are submitted to the Charities Commission. Within SolidariTee, other strategic conversations that trustees may have at board meetings could range from **discussing the emphasis of fundraising vs awareness raising within our student movements, through to exploring new models for fundraising, or reviewing action plans for mitigating key risks to the charity.** Importantly, trustees should typically focus on strategic discussions as opposed to operational ones; the day-to-day running of the charity is not something that all trustees would be regularly involved in, though there are opportunities to do so for those with interest and capacity. **All trustees would be responsible for contributing to a culture where the highest standards of safeguarding are upheld.**

Time commitment

SolidariTee typically meets for 2 or 2.5 hours between 4-6 times per year. On an ad-hoc basis, other correspondence or documents for review may be shared by email. Typically, the estimated time involved in reviewing or responding to correspondence outside of board meetings would not total more than 1 day per quarter. However, sometimes, trustees with additional skillsets may volunteer to support in additional capacities, for example by delivering a workshop to our student team, participating in a working group to discuss social media strategy, or supporting with the development of a new policy.

Term length

Unlike other boards, we can offer shorter, more flexible term lengths to enable wider opportunities to join our board. Trustees will typically be invited to join for a term of 2-3 years, after which time renewal may be possible, but if circumstances require, we are also able to accommodate 1-year trustees.

Skillset & Experience

Most of all, we are looking for someone with a genuine commitment to supporting SolidariTee's work, and who can demonstrate qualities of dependability, integrity, clear and collaborative communication, and compassionate decision-making.

A demonstrated interest in one or more of the following areas are strong assets:

- Youth-led charitable or activist movements
- Legal aid within asylum and migration contexts
- Refugee assistance and/or asylum and migration more broadly (either in the UK or internationally), humanitarian assistance, and development responses
- Volunteering and volunteer-led charitable movements

Who we're looking for

In addition, we are particularly interested in receiving applications from people who identify as having lived or family experience of being a refugee, seeking asylum, or who have experienced other forms of migration in challenging situations.

We also especially welcome applications from people from the global majority, people who identify as being disabled, of diverse gender and/or sexual identity, and who have experiences of being from a low income background. We know that candidates who traditionally experience forms of marginalisation within society (including self-identifying women) are frequently less likely to apply for roles where they do not meet all of the criteria listed. We would like to encourage you to express your interest in this role even if you aren't sure you meet all of these criteria - as a collective, we complement each others' skillsets as a board of trustees and no one person is supposed to know everything!

Candidates may feel that they fit one or more of the below profiles, all of which are welcomed - no single person needs to fulfill all of these:

1) Subject-matter experts

If you have experience in charity governance, safeguarding, financial accounting, fundraising, social behaviour change, or other technical functions that are essential to the running of a charity, we particularly welcome your application.

Additionally, if you have subject matter expertise relating to migration policy in the UK and/or Europe, asylum and migration law, or trauma-informed approaches, these skillsets would also be very valuable.

2) Experts by experience

As we spoke about above, it is particularly important to us that SolidariTee is led with and by people who have lived experience of crossing borders in challenging situations. SolidariTee is by nature often quite removed from the clients that our partner NGOs support, which makes it particularly key that we have input from experts by experience when it comes to our communications, education priorities, and approach to working with volunteers.

3) People with experience building movements of young people

If you self-identify as a young-person and/or student, and have experience, either within or outside of SolidariTee, leading and building movements for positive change, we would also love to hear from you!

Guidance for current volunteers

We would typically not consider applications from people who are currently volunteering with SolidariTee in a student capacity if they will remain a university student for at least the next 3 months and/or have volunteered with SolidariTee for less than a year.

This is because each year, we have a large number of team members who are graduating and looking for other ways to stay involved in contributing to SolidariTee. If you're still able to stay on the student team, or haven't yet volunteered with us for long, we would encourage you to continue to volunteer there whilst you can; there will be lots more time to take on other roles!

If you're just about to graduate, we would encourage you not to apply to be a trustee until you are at least 3-months post graduation. This is because we have learnt from experience that the post-graduate transition can be quite challenging and unpredictable. It's often not too easy for people to be able to predict how much time they will be able to commit, or how much headspace they will have in the first few months, and we don't want to place additional pressure on new trustees or face challenges in coordinating availability and communications.

Ready to apply?

If being a Trustee at SolidariTee has captured your interest, we would love to hear from you!

Please write to boardoftrustees@solidaritee.org.uk with a CV and cover letter (max 2 pages), telling us about your motivation to apply and why you feel you would be a good fit for this role. Please also tell us about one aspect of being a trustee at SolidariTee that you think would bring a unique challenge or opportunity as compared to other charities.

If you have any questions, accessibility requirements, or would like to have an informal discussion with a current trustee before deciding whether to apply, please reach out to the same email address.

The closing date for applications is Friday 28th November.

