CHAIR OF TRUSTEES RECRUITMENT 2026

Apply Now

To apply for this role, please send your CV and a short cover letter (no more than one side of A4) to recruitment@futurefrontiers.org.uk. The deadline to apply is Wednesday 11th November, 11.59pm. Interviews will be held throughout November, and will be arranged with candidates to fit with their availability.

Future Frontiers is a registered charity in England and Wales, registration number 1162470. We are also a company limited by guarantee, registered at Companies House under number 08825219. Our registered office is at Canopi, 82 Tanner Street, London, SE1 3GN.

WELCOME

On behalf of the Board of Trustees, I extend a warm welcome to you and thank you for your interest in joining us as Chair of the Board.

This is an opportunity to help shape the strategic direction, leadership and governance of an organisation that has already supported thousands of young people across London to build confidence, shape their own future careers, and realise their potential. Future Frontiers has navigated a challenging external environment and a series of leadership changes over the last two years, but with the recent appointment of our CEO and a return to a more positive financial position, we are well-placed to make an even greater impact for young people in the years ahead.

Our 2025–28 strategy focuses on sustainability, through careful financial management, at the same time as reaching new audiences and deepening our impact through expanding our offer. Over the next few years, we will build on this momentum – continuing to strengthen our foundations, expand our reach, and enable even more young people facing socio economic barriers to benefit from our work and fulfil their potential. This role is an opportunity to work closely with an ambitious, passionate, and talented team united by a powerful mission: advancing social mobility and transforming life chances.

We are seeking a new Chair or Chair-Elect of Trustees to lead the Board. I have been Interim Chair since September 2024 and, with the charity in a stronger position and a permanent CEO in place, I feel that now is the right time to appoint a substantive Chair. We are particularly keen to hear from applicants with proven leadership qualities, charity governance experience, and an understanding of and passion for our cause, possibly with lived experience similar to the young people we work with (e.g. if you were eligible for free school meals when at school, or have experienced upward social mobility).

Thank you for considering the role of Chair of Trustees at Future Frontiers. We look forward to the possibility of welcoming you to the team.

Yours sincerely,
Frances Soul
Interim Chair of Trustees

About us

In the UK, family income is the strongest predictor of how well a young person will do at school and the future opportunities they will have. Future Frontiers exists to change this.

Our vision

A society where every young person can unlock their potential regardless of their background or the barriers they might face.

Our mission

To equip young people from low-income households to develop careers knowledge, employability skills, confidence and connections that will help them to broaden their horizons and prepare for fulfilling futures.

Our track record

Since our inception, we have supported more than 13,500 young people to navigate their career journeys and break cycles of disadvantage.

Each year, we work with 2,500 young people across Greater London, partnering with a wide network of schools, businesses and supporters to deliver careers coaching, workplace experiences, insight and guidance.

Our Impact

Our work makes a substantial and meaningful difference to young people's **knowledge** about careers and the world of work, their **employability skills**, **confidence** and access to professional **role models**.

Some examples of our impact statistics from this year include:

- **96%** of Year 10 pupils who completed our flagship career coaching programme said that they **know how to find out information about jobs and careers**, compared to 46% before the programme.
- **92%** of World of Work Day participants said they had the opportunity to **practise skills** they will need to succeed in the workplace.
- **92%** of Year 11 pupils feel **confident in their ability to achieve** the things they set their minds to and **90%** of Year 9 pupils feel **confident working in a team** and making decisions following their work with us,
- **87%** of pupils on our Year 10 programme have made contact with people working in jobs that interest them, compared to 32% before.

You can find out more about our programmes and impact so far in our **Annual Impact Report** and on our **website**.

Photo credits: Tom Burman

Where are we now?

We are at an exciting stage in our journey as we deliver our 2025–28 strategy, expanding our offer and deepening our impact. Building on recent progress in strengthening our financial position, we are focused on sustainable growth, innovation, and extending our reach to ensure even more young people can benefit from our programmes.

The external landscape

The publication of Alan Milburn's recent **report on young people and work** has placed a renewed emphasis on the importance of getting careers education, workplace experiences and access to connections right for young people, particularly those facing additional barriers to achieving their ambitions. We have also recently heard from the new Prime Minister Andy Burnham that **Britain will value the hard hat as much as the graduation cap**, which aligns with our sector-agnostic approach and will hopefully lead to a greater understanding of the importance of good careers guidance and access to role models.

There is widespread support for the work of charities like ours, and an increasing understanding of the economic and social imperative to avoid the current generation of young people in secondary school leaving education with limited opportunities in a fast-changing careers landscape. The ongoing economic challenges continue to be felt by our partners, making and growth difficult, and contributing to business partners' struggles to commit capacity and funding, as their core businesses feel the impact of a challenging market.

Financial performance

Following two deficit years, Future Frontiers has successfully returned to a financial surplus in 2025/26, thanks both to committed support from new and existing partners and funders, and to reducing our expenditure profile to ensure sustainability and maintain our work. We have diversified both our programmes and income over the past year, reducing reliance on our flagship programme, and enabling us to work both with some new partners and a wider age range of young people. We are forecasting a surplus year in 2026/27, continuing our financial recovery and prioritising stability and impact.

Next year's plans

In the 2026-27 academic year, Future Frontiers aims to reach at least 2,600 young people - a 6%+ increase on 2025-26 - through interventions including our flagship Key Stage 4 programme, World of Work Days, Career Discovery Days and piloting some new interventions.

We will deliver impact for these young people by supporting them to increase their careers knowledge, employability skills, confidence and connections. We will also launch our Youth Voice strategy, enabling more young people to contribute to programme design and governance; and to stay in touch with Future Frontiers as they embark on their early careers.

Our team, culture and values

Future Frontiers has a staff team of 21 people, all of whom are passionate about social mobility and believe in the difference that good careers education and inspiring experiences with business professionals and in workplaces can make to a young person's aspirations, confidence and, ultimately, their future.

The team's experience prior to joining Future Frontiers spans the charity sector, teaching and education roles and profit-making companies.

We are fortunate to have a team of incredibly talented and expert individuals who develop and deliver exceptional programmes, build relationships and secure support from funders, monitor and evaluate the charity's progress and keep the organisation's finances and operations in good order.

Future Frontiers' culture is reflected in our organisational values, which were developed by the team at the beginning of this year:

EMPOWERING - we energise and enable everyone we work with
PURPOSEFUL - we use expertise and insight to drive positive change
INTEGRITY - we act with honesty and fairness
INNOVATIVE - we embrace fresh thinking and continuous exploration
COLLABORATIVE - we are inclusive and value everyone's input

Our CEO is Rachel Kingston, who joined Future Frontiers in October 2024 as Director of Income & Engagement, following a 20 year career in fundraising roles at UK charities, most recently Macmillan Cancer Support. Rachel served as Interim CEO during the previous post-holder's sick leave, and was appointed into the role permanently in June 2026.

Our Trustees

Future Frontiers currently has eight serving trustees:

- Frances Soul (appointed November 2020) - Interim Chair of Trustees, member of the Programmes Sub Committee and Finance Sub Committee
- Gary Phillips (appointed July 2023) - Chair of Programmes Sub Committee and Trustee Safeguarding Lead
- Henna Fry (appointed May 2024) - Chair of Finance Sub Committee
- Sebastian Hare (appointed January 2014) - Co-Founder and member of Finance Sub Committee
- Heather Burgess (appointed June 2021) - Member of Finance Sub Committee
- Celeste Cheung (appointed August 2022) - Member of Programmes Sub Committee
- Lisa Danino-Lewis (appointed September 2024) - Member of Finance Sub Committee
- Ian Cosgrove (appointed December 2024) - Member of Finance Sub Committee

You can find more information about our trustees on our website **here**.

About the role

Trustees have responsibility for the charity's governance and compliance, as well as taking accountability for its financial and strategic performance. You can read more about the role **here**.

The Chair of Trustees works closely with the CEO, acting as a critical friend, sounding board and advocate. They ensure the Board operates effectively, and support the leadership team to deliver against the charity's objectives. The Chair also acts as an external ambassador for Future Frontiers, amplifying key messages and engaging their networks with the charity's mission and activities.

Key responsibilities

- Lead the Board in setting the charity's strategic direction and ensuring alignment with Future Frontiers' mission and values
- Ensure strong governance, compliance with legal and regulatory requirements, and effective risk management
- Support, appraise, and provide guidance to the CEO
- Agree personal and organisational objectives with the CEO, and regularly review performance against agreed targets and KPIs
- Promote a positive, collaborative Board culture that values diversity and experience
- Ensure appropriate Board oversight of organisational performance, financial health, and long-term sustainability

Main tasks

- Developing and setting our future strategy, alongside the CEO, leadership team and other trustees
- Leading the Board of Trustees, including planning and chairing meetings, conducting 1:1 meetings and providing space for reflection
- Leading the Board in evaluating its own effectiveness and ensuring continuous improvement
- Line managing the CEO, providing support, challenge and guidance, and completing six-monthly performance and development review meetings
- Acting as an ambassador for Future Frontiers, representing the organisation externally and helping to build strong relationships with partners, funders, and stakeholders

Time commitment

The Chair of Trustees role involves a time commitment of approximately 2-3 days spread across each month, including:

- Fortnightly 1:1 meetings with the CEO and any required follow-up
- Setting agendas for and leading Board meetings, which are held five times a year, usually late afternoon / early evening, in person in London or virtually on Microsoft Teams
- Attendance at both sets of sub-committee meetings, each four-five times a year on Microsoft Teams
- Reading papers and reports to enable full contribution at meetings and events
- Ad hoc attendance at strategy meetings or charity events, generally once or twice a year. Trustees are also encouraged to attend or participate in Future Frontiers programmes to build their understanding of our work
- Contact with the CEO, leadership team and other trustees and staff, as required: this will vary depending on projects and priorities across the year

Term of office

Trustees at Future Frontiers serve for an initial term of three years, with renewals possible at three-yearly intervals up to nine years (three terms). While unusual for a trustee to stay in role for more than nine years, in some circumstances individuals have been invited to stay involved for longer. After nine years, the renewal term is annual.

About you

We welcome applications from people from all backgrounds. We are particularly keen to hear from applicants with an understanding of and passion for our cause, whose lived experience might be similar to the young people we work with (e.g. if you were eligible for free school meals when at school, or have experienced upward social mobility).

Previous governance experience as a charity trustee or non-executive director is essential; applicants will need to demonstrate a clear understanding of the role and responsibilities of a Chair of Trustees.

The successful candidate for this role will have:

- Demonstrable experience of effective governance, risk oversight, and strategic decision-making within the charity sector or another regulated environment
- Experience of building effective and constructive relationships with senior executives, and with a non-executive board
- Experience operating within a complex organisation with multiple stakeholders, competing priorities and significant public or community impact
- Understanding of the reporting and compliance responsibilities for UK charities.
- Excellent communication and facilitation skills and a collaborative leadership style, with the ability to lead inclusive and constructive Board discussions
- Credibility and confidence in representing an organisation to external stakeholders
- The ability to consistently role model the **Seven Principles of Public Life** (or Nolan Principles): selflessness, integrity, objectivity, accountability, openness, honesty and leadership
- A passion for and commitment to Future Frontiers' aims and objectives, and an understanding of the challenges facing the young people we work with
- A desire to be an active and engaged member of the Board of Trustees

Why join us

This is an unpaid role; reasonable out-of-pocket expenses can be reimbursed in line with our Expenses Policy. What you will gain, however, is the opportunity to work with a skilled and committed team making a tangible difference to the lives and futures of young people facing some of the biggest barriers to fulfilling their potential.

Being a trustee at Future Frontiers is an ideal role for someone who is passionate about our work and can offer their expertise, perspective and networks to help advance our cause.

Being a trustee has allowed me to learn how charities such as FF operate, to meet the inspirational young people that FF support and an opportunity to work and learn from some exceptional professionals I would not normally come across. In short I've been inspired, learnt loads and been able to share my knowledge of schools. Go for it!

Gary Phillips,
Trustee

My experience as a Trustee is hugely rewarding. I particularly enjoy being able to support the hard-working FF team and draw on my own experience to offer guidance and encouragement. Seeing the impact of the charity's work first-hand, and playing a small part in helping it grow and thrive, is incredibly fulfilling!

Heather Burgess,
Trustee

Being involved with Future Frontiers for many years - first as a business partner and a volunteer mentor and later as a trustee and chair of the finance committee, has been one of the most rewarding things: it combines my personal aspirations of giving back to young people with my professional expertise and networks in and around London - my home town and primary place of work for nearly three decades. Demanding at times, being a trustee at Future Frontiers is the one thing I'm particularly proud of doing and talking about.

Henna Fry,
Trustee

I'm proud to be a founding trustee of Future Frontiers. Over the years, I've loved seeing the charity grow and evolve, and have found it deeply rewarding to have been able to make a small contribution towards the huge impact Future Frontiers has made for so many young people. It's also been a great way to develop my own skills as a board member, to get to work alongside a brilliant group of people from different walks of life, and to stay connected to a cause I'm so passionate about.

Sebastian Hare,
Trustee & Co-Founder

Testimonials

"Before this, I was really confused and scared for what might happen in the future, but you really helped me make up my mind. You made the experience really fun for me and I am so grateful for you and this experience. Also, because of your encouragement, I actually went into school for the full week after almost 3 months. Thank you."

Year 10 pupil in a letter to their volunteer coach

"At the start of Year 10 I was confused, I didn't know what to do. After the Year 11 workshop I can confidently say I know what to do, I know which school I'm going to, and I know which career path I want to choose."

Year 11 pupil

"Being part of Future Frontiers changed how I looked at my GCSEs and what comes next. My mentor showed me how to break down the steps I needed for sixth form, what to expect and how to talk with teachers about it. Because of that I feel like I've got a clear pathway and I'm motivated. I knew what I needed to do to achieve the grades to get into my chosen sixth form, which I was able to do."

Current Year 12 student who took part in the Year 10-11 programme

"All Students in this cohort were identified as vulnerable, yet every student has successfully secured a post-16 place, resulting in zero NEET outcomes. Despite the significant challenges they face, many demonstrated strong engagement with the Future Frontiers project.

Students enjoyed being able to leave school and visit a real office environment, gaining insight into workplace expectations, safety, and the structure of a 9–5 job. For many, meeting real employers...reinforced or broadened their career ideas.

Overall, students agreed they would recommend Future Frontiers. Their reflections suggest the programme effectively boosts confidence, clarifies goals, and supports vulnerable learners in developing hopeful and informed plans for the future."

Designated Teacher for Looked After Children at a partner school

"I wanted to just share some thanks and gratitude. This programme gave [my child] a new sense of direction and he really appreciated it. He felt heard and seen. I wanted to thank his mentor at the programme; [my child] was inspired by him."

Parent of a pupil on our Year 10 and 11 programme