Eradicating Economic Inequality

TRUSTEE RECRUITMENT PACK

Joining our Board of Trustees, 2026

Welcome from our Chair

Dear Applicant,

Thank you for your interest in joining the Board of The AVOCADO Foundation. We are recruiting three trustees at an important moment for the organisation: as The AVOCADO Foundation moves into its next stage of growth, with the launch of the AVOCADO HUB, a more diversified income base, and a deliberate programme of work to strengthen governance and reduce our dependence on any single individual. Trustees appointed now will help shape that transition.

The AVOCADO Foundation exists to eradicate the economic inequalities faced by communities affected by structural and racialised barriers — through quality financial education, capacity-building support for the voluntary sector, and entrepreneurship and business development training. Our work is aligned with UN Sustainable Development Goals 1 (No Poverty), 4 (Quality Education) and 10 (Reduced Inequalities).

We are looking to appoint a Treasurer and Finance & Risk Trustee, a Governance and Board Development Trustee, and an Income Generation, Enterprise & Strategic Partnerships Trustee. Each role is described in detail in this pack, along with what we ask of every trustee and how to apply.

I look forward to reading your application.

Dilys Barnett

Chair, The AVOCADO Foundation

> ***"The AVOCADO Foundation is entering its most ambitious decade yet. The trustees we appoint now won't just oversee that growth — they'll help define what it looks like."***
>
> — Dilys Barnett, Chair

About The AVOCADO Foundation

Vision and mission

Vision: a world in which no one faces economic inequality because of their race or ethnicity.

Mission: to eradicate the economic inequalities experienced by young people, nonprofit organisations and entrepreneurs from communities affected by structural and racialised barriers, through financial education, capacity building and enterprise support.

Tagline: Eradicating Economic Inequality.

How we work

We deliver our mission through three pillars: financial education for young people; capacity building for nonprofit organisations, particularly Black, Asian, Multi-ethnic and Refugee (BAMER)-led organisations; and entrepreneurship and business development training. This work is aligned with UN Sustainable Development Goals 1, 4 and 10.

Our history

The AVOCADO Foundation was founded in 2014 as Money4YOUth, rebranded to Money4YOU in 2020, and became The AVOCADO Foundation in June 2024.

Our impact

Cumulative delivery and reach figures to date, based on The AVOCADO Foundation programme records and reports from participating organisations.

50,000+ individuals reached or supported by The AVOCADO Foundation programmes	**15,000+** young people educated across the UK and Africa
10,000+ educational sessions delivered	**4,600+** service users supported through AVOCADO+ Fellowship organisations
1,000+ entrepreneurs trained across eight African countries	**100+** organisations supported through the AVOCADO+ Accelerator

Our Strategic Direction

As The AVOCADO Foundation enters its second decade, the Board has agreed the following strategic priorities. Incoming trustees will play a direct role in shaping and overseeing delivery against these over the next three years:

- Build long-term financial resilience and diversified income
- Strengthen governance, succession planning and organisational assurance, reducing key-person dependency
- Scale evidence-led programmes without compromising quality
- Establish the AVOCADO HUB as an effective mission-delivery and income-generating asset
- Strengthen digital, data and operational systems
- Increase The AVOCADO Foundation's influence in tackling racialised economic inequality

About Our Board of Trustees

The AVOCADO Foundation's trustees are collectively responsible for governing the charity: setting strategic direction, ensuring The AVOCADO Foundation acts within its charitable purposes and for public benefit, safeguarding resources, and providing assurance, scrutiny and support to the executive team. Trustees are legally responsible for the charity's management and administration.

Current Board

The AVOCADO Foundation's Board currently comprises six trustees. Two trustees are completing their terms in December 2026, and these three appointments are designed to strengthen and refresh the Board through that transition, working closely with the Chair and CEO.

Across these appointments, we would also welcome candidates who bring experience of digital transformation and responsible AI, international growth, organisational scaling or senior Board leadership.

View current Board biographies at theavocadofoundation.org/our-people

Support for trustees

- A structured induction covering The AVOCADO Foundation's strategy, finances, programmes, policies and governing document
- Access to relevant training and development
- Reasonable expenses reimbursed in line with The AVOCADO Foundation's expenses policy

Universal trustee duties

All charity trustees have a legal responsibility to advance the purposes of their charity for public benefit. Trustees' duties are set out in Charity Commission guidance on the essential trustee (CC3), which every trustee is expected to read and understand.

What we're looking for

- Passion for The AVOCADO Foundation's vision and mission
- A willingness and ability to understand and accept the responsibilities and liabilities of trusteeship, acting in the best interests of the organisation
- The ability to think creatively and strategically, exercise independent judgement, and work effectively as part of a board
- A strong, demonstrable commitment to equity, diversity and inclusion
- Alignment with our values: Integrity, Intelligence, Interaction and Inspiration

We particularly welcome applications from people with lived experience relevant to The AVOCADO Foundation's mission, and from communities currently underrepresented on our Board.

Safeguarding, confidentiality and conflicts

- All trustees will be asked to complete a declaration of eligibility against the Charity Commission's automatic disqualification rules (see Recruitment Process)
- All trustees are required to declare relevant interests and conflicts of loyalty on appointment and on an ongoing basis, and decisions must be made solely in The AVOCADO Foundation's best interests
- Trustees are expected to maintain confidentiality on Board matters and to comply with The AVOCADO Foundation's safeguarding and data protection policies

Accessibility

Board meetings are held in a hybrid format (in person in London and via Zoom). Please let us know of any reasonable adjustments you need at any stage of the application or trusteeship.

Specific Trustee Roles

1. Treasurer and Finance & Risk Trustee

Time commitment	Approx. 6–8 hrs/month; quarterly Board meetings, plus finance-specific input
Key experience	Senior finance background; charity finance an advantage

Purpose of the role

To provide the Board with assurance and strategic oversight of The AVOCADO Foundation's financial affairs, financial controls and financial risk — working in partnership with the CEO and finance staff, without taking on their operational duties.

Governance and assurance responsibilities

- Lead the Board's oversight of budgets, management accounts and annual financial statements
- Provide assurance to the Board that appropriate accounting records, procedures and controls are in place and operating effectively
- Support the Board to review and approve robust financial policies, including on reserves and cost management
- Advise the Board on the financial viability of the charity and the financial implications of its strategic plan
- Monitor and report to the Board on the charity's financial risk-management framework
- Provide assurance to the Board that annual accounts are prepared, approved and filed in accordance with Charity Commission requirements
- Chair or lead Board discussion on finance and risk, keeping the wider Board's financial understanding up to date

Strategic contribution

- Advise the Board on financial strategy, investment of reserves and long-term sustainability
- Support the CEO and executive team in developing financial resilience aligned with The AVOCADO Foundation's strategic priorities

Essential experience

- A qualified or part-qualified finance professional, or equivalent senior financial experience
- Ability to translate financial information for non-finance specialists
- Sound understanding of financial governance and risk

Desirable experience

- Experience of charity or nonprofit finance
- Experience working with auditors and external accountants

Priorities for the first 12 months

- Review current financial controls, reserves policy and risk register with the CEO and finance team
- Support the Board's understanding of the five-year financial model and revenue diversification plan

2. Governance and Board Development Trustee

Time commitment	Approx. 6–8 hrs/month; quarterly Board meetings, plus governance-specific input
Key experience	Governance, board effectiveness or company secretarial background

Purpose of the role

To support the Board in maintaining effective, proportionate and legally compliant governance, strengthening Board effectiveness and ensuring that governance arrangements develop appropriately as The AVOCADO Foundation grows.

Governance and assurance responsibilities

- Lead the Board's oversight of the governance calendar and constitutional compliance
- Support trustee recruitment, induction and succession planning
- Lead periodic Board skills audits and effectiveness reviews
- Provide assurance to the Board on the quality and completeness of Board records, without necessarily producing them
- Monitor and report to the Board on declarations of interest and conflicts of loyalty
- Support the Chair in developing an effective, inclusive Board culture
- Periodically review whether any committees or delegated authorities remain appropriate

Strategic contribution

- Advise the Board on governance best practice as The AVOCADO Foundation scales
- Support the Board's work to reduce key-person dependency

Essential experience

- Experience of governance, board effectiveness, company secretarial practice, or a related regulated environment
- Sound understanding of charity governance and trustee duties

Desirable experience

- Experience specific to charitable incorporated organisations
- Experience supporting board recruitment or induction

Priorities for the first 12 months

- Review the governance calendar, register of interests and Board skills matrix
- Support delivery of induction for all newly appointed trustees

3. Income Generation, Enterprise & Strategic Partnerships Trustee

Time commitment	Approx. 6–8 hrs/month; quarterly Board meetings, plus partnerships-specific input
Key experience	Senior fundraising, business development or partnerships background

Purpose of the role

To provide the Board with assurance and strategic oversight of The AVOCADO Foundation's income generation, fundraising compliance and strategic partnerships — working in partnership with the CEO and fundraising staff, without directing their day-to-day delivery.

Governance and assurance responsibilities

- Lead the Board's oversight of fundraising and income-generation strategy
- Provide assurance to the Board that fundraising activity complies with charity law, the Fundraising Regulator's Code of Fundraising Practice (in effect since 1 November 2025), data protection and privacy requirements, and The AVOCADO Foundation's own ethical fundraising, partnerships and due-diligence policies
- Support the Board to review and approve robust policies covering donor engagement, sponsorship and partnerships
- Monitor and report to the Board on the charity's fundraising and income-generation risk framework
- Monitor and advise the Board on fundraising and income viability

Strategic contribution

- Advise on the business development implications of The AVOCADO Foundation's strategic plan, including diversification of income streams
- Support the cultivation of strategic partnerships at Board level, alongside — not instead of — the executive team

Essential experience

- Senior experience in fundraising, business development or partnerships, in a corporate, nonprofit or multinational setting
- A strategic thinker able to balance risk and opportunity

Desirable experience

- Experience of charity fundraising governance
- A demonstrated ability to build trusted senior-level relationships, develop partnerships and open appropriate opportunities for an organisation

Priorities for the first 12 months

- Review The AVOCADO Foundation's fundraising policy suite against the current Code of Fundraising Practice
- Support Board oversight of the AVOCADO HUB's income-generation model

Commitment, Terms and Support

Terms of appointment

- Trustees serve a term of three years and may be reappointed for one further term of three years
- This is a voluntary, unremunerated position

Time commitment

Trustees should expect to contribute approximately six to eight hours per month, averaged across the year. This includes Board and any committee meetings, preparation, induction and occasional strategic advice.

- Four quarterly Board meetings a year, each around four hours, in a hybrid format (in person in London and via Zoom)
- A brief monthly Board check-in, currently held online, together with occasional role-specific discussions with the Chair and CEO where required
- At least one of four in-person quarterly strategy days with The AVOCADO Foundation team in central London

Any support outside normal governance responsibilities will be agreed directly with the Chair and CEO, and will not involve trustees directing staff or exercising operational authority.

Expenses

Reasonable expenses incurred in carrying out the role will be reimbursed in line with The AVOCADO Foundation's expenses policy.

Ambassadorial contribution

Trustees are expected to champion The AVOCADO Foundation: attending key events where reasonably possible, sharing appropriate opportunities through their networks, and helping The AVOCADO Foundation build trusted relationships. Personal donations are welcomed but entirely voluntary, and no minimum financial contribution is expected of any trustee.

Recruitment and Appointment Process

The AVOCADO Foundation is committed to equality of opportunity in recruitment. We recognise that talent and potential are distributed across the population, and we actively encourage applications from a diverse range of backgrounds, particularly from people with lived experience relevant to our mission.

Process

- Application form, CV and supporting statement, submitted with equality monitoring information kept separate from the assessment
- Eligibility screening against the published criteria for each role
- Structured interview with the Chair and at least one other trustee, with input from the CEO
- Observation of a Board meeting and a mutual due-diligence conversation
- References, identity and eligibility checks
- A declaration of interests and conflicts
- A declaration of eligibility against the Charity Commission's automatic disqualification rules (updated January 2026), with any request for a waiver handled separately
- Formal appointment at the Annual General Meeting, by a vote of the existing trustees, in accordance with The AVOCADO Foundation's governing document
- A written appointment letter, structured induction, and a review after six months

Timeline

Applications close: Sunday 6 September 2026.

Interviews will take place the week commencing Monday 14 September 2026. We will consider requests for alternative interview dates, including where these relate to disability, caring responsibilities or religious observance.

Successful candidates will be invited to observe the Board meeting on 25 October 2026 (held virtually) and take part in a mutual due-diligence conversation. Subject to satisfactory checks and Board approval, recommended candidates will be formally appointed at the Annual General Meeting on 13 December 2026 (held in person), in accordance with The AVOCADO Foundation's governing document.

Apply to Become a Trustee at The AVOCADO Foundation

Complete our online application form and upload your CV and a supporting statement of no more than two A4 pages, explaining how your experience meets the requirements of the trustee role for which you are applying.

Applications close at 5.00pm on Sunday 6 September 2026. Interviews: week commencing Monday 14 September 2026.

For an informal conversation about any of the roles, or to request reasonable adjustments at any stage of the process, please contact:

AmickyCarol Akiwumi MBE, Founder and CEO — admin@theavocadofoundation.org

Apply online: here or Scan the QR code below

We look forward to your application.