

Recruiting and retaining the right board

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Angela Style

Consultant – Charity Strategy & Governance



Key messages for today

Good governance not just a duty – supports your effectiveness

Getting the right people around your board table is key to unlocking potential

Great boards don't happen by accident



By the end of this session

Reflected on skills, experience and qualities you need on your board

Introduction to some effective recruitment practices and opportunity to share yours

Be familiar with the fab Reach Volunteering Trustee Recruitment Cycle tools





Reflect

Identify the mix of skills and experience your board needs to lead your charity.



Prepare

Plan your recruitment process, write a trustee role description, and get ready to engage with candidates.



Advertise

Create a trustee advert to attract the candidates you want, and share it widely.



Shortlist and interview



Appoint and induct



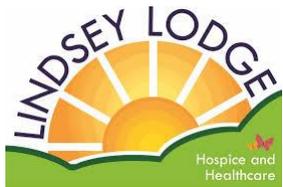
Evaluate

About me

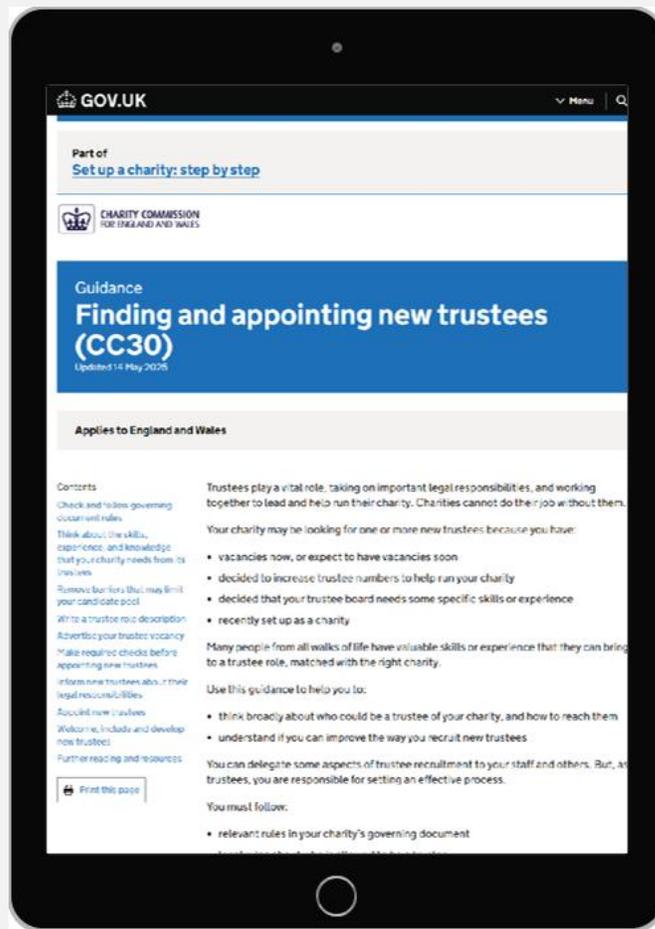
Career in the voluntary sector – volunteer, trustee, Chair, CEO

Now a consultant specialising in strategy and governance with charities large and small





The basics / rules!



What the Charity Commission says about trustee recruitment:

- Follow your governing document
- Think about term limits
- Think about what you need from trustees
- Remove barriers that might limit candidate pool
- Role descriptions
- Advertise
- Required checks
- Inform about legal responsibilities
- Welcome, include and develop trustees



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What makes a good board?

Commitment to your organisation and people there to serve

Has skills across breadth of your operations and strategic ambitions

Diversity in all its forms

Lived experience or understanding of your sector

Teamwork including debate

What else would you add to this list?



Group task



- What are the challenges and opportunities facing your organisation in the next 3 – 5 years? (Think about your strategy if you have one)
- What additional skills might you need around your board table to navigate these?
- What personal qualities might you look for to complement your existing board?

(You can just focus on the questions or explore the Trustee Recruitment Cycle skills audit form in the resource bank)



For more support with your organisation's governance and strategy get in touch

www.angelastyle.com

[LinkedIn](#)

angela@angelastyle.com

Thank you