

More Than Trustees

**Guidance for
candidates**

A message from the CEO

This is the most significant document in our young charity's history. It needs to compel you to lend us your talent, relationships and passion to empower the next generation with the technical and life skills they need to thrive.

Today, in the UK on average, there are 10 unfilled STEM roles per business, only 24% of the STEM workforce are women, one in three young people are not confident with their next steps in education – an inclusion and skills gap which has only widened since Covid-19. Each year, we send more young people into the workforce who are ill-equipped and disenfranchised. At *FIRST UK*, we use robots, mentors from industry and competitions to build STEM capital, empower young people and break down barriers.

You'll be joining at an inflection point for the charity – moving us from STEM enrichment for the masses, towards precision-targeted impact for the underrepresented. Our [inaugural strategy](#) articulates an intent to more than double the charity's impact over the next three years, serving 4,000 underserved and underrepresented young people likely to benefit most from our core intervention [FIRST Tech Challenge UK](#). We have a well defined, scalable operating model and a passionate, experienced team who make ideas happen.

We're backed by some of the world's leading technology businesses including Arm, Raytheon Technologies and Bloomberg to name a few. We have built a sustainable pipeline which will see us diversify and grow our income to more than £1m by 2025 whilst leveraging the relationships to help us achieve more, better and sooner.

We're not afraid to challenge, disrupt, learn and pivot. We believe a charity should want to go out of business. We have a tractable problem to address and we need your help to attack it. Now, let's Build More Than Robots.

[Ed Cervantes-Watson](#), CEO



10
on average in
UK, unfilled
STEM roles per
business

24%
of STEM
workforce
are women



1/3
young people
not confident
with next steps
in education



What drives us

Who we are

We're *FIRST* UK, a charity established in 2018, fuelled by robots and industry mentors, empowering young people to explore, challenge and grow into innovators who will take on tomorrow's challenges.

What we do in a sentence

We equip young people aged 12-18 with the technical knowledge and interpersonal skills to succeed by connecting them with industry mentors to work in business teams, designing and building robots to compete in tournaments.

Our vision

A world where young people are empowered to explore, challenge and grow into innovators, who will take on tomorrow's challenges.

Our mission

To make STEM less intimidating, more diverse and inclusive, empowering young people to make informed choices about their future.

We overcame adversity

Covid-19 impacted our young charity perhaps more than most. We were under two years old when the pandemic brought an abrupt halt to our trajectory. School and workplace closures, collapse of income streams, volatility in the education sector, economy, and wider society presented immense challenges to programmatic delivery and threatened our very survival.

We reacted instinctively – accelerating our technology roadmap, implementing an accessible programme with home-learning and remote events. We partnered with industry to develop a robotics simulator mapped to the curriculum. We operated leanly and conserved resources. We used the time to regroup and pivot our focus to long-term strategic gains over short-term programmatic delivery. We survived.

Now energised and mission-focused

Thanks to industry supporters who understand the problem and want to invest in the solution, we now have the runway and permission to take off.

We are attracting fresh talent into the organisation – including you – to deliver and smash the strategy. We're collaborating with delivery partners to ensure nationwide reach, localised targeting and scalable operations. We have honed our core programme and gateway products to provide a suite of delivery methods and progression pathways.

The interventions we offer, the funding and operating model which delivers them, and the impact we can create are assured. Accessing schools and other environments where our beneficiaries operate to embed programmes sustainably is arguably our most acute challenge. We need your help to overcome it.



During Covid-19 disrupted delivery we achieved:

1.5K
young people
engaging in 30
hours of STEM
enrichment

3
learning and
engagement
tools introduced

146
schools
and youth
organisations

79
schools
and youth
organisations

More than a strategy

As Trustee, you'll help us enact our ambitious 3-year strategy. You will steward us into a new period of intentional and sustainable growth while holding us to account. Together, we will scale what works, ditch what doesn't and implement approaches that better target and maximise our impact.

Our strategic goals

Empower young people who are less engaged in STEM through accessible, quality provision.



We're instilling confidence in facilitators and young people with accredited educational resources and CPD training that remains relevant to the evolving STEM industry.

Implement best-practice delivery that is well-targeted and sustainable.



We're embedding our provision within schools and youth organisations with flexible, progression programmes that sustains long-term engagement.

Build a proactive and collaborative network to help achieve our mission.



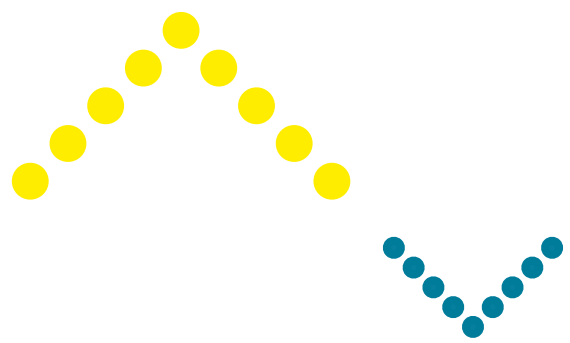
We're building a hub network of collaborators and delivery partners with specialist knowledge to expand our support and fuel sustainable growth.

Establish a transparent evaluation strategy to target, learn from, report on and respond to outcomes.



We're establishing a targeted approach to engage and support underserved young people, while learning using evidence-based insight to maximise our impact.

Our values



Our team and trustees embody these values to drive our mission

Learn, adapt, repeat

We continually learn from our experiences and others, to develop interventions which meet the needs of the young people we serve.

Collaborate with pioneers

We work with innovative organisations in STEM who want to empower a generation to realise their potential.

Drive change, don't wait for it

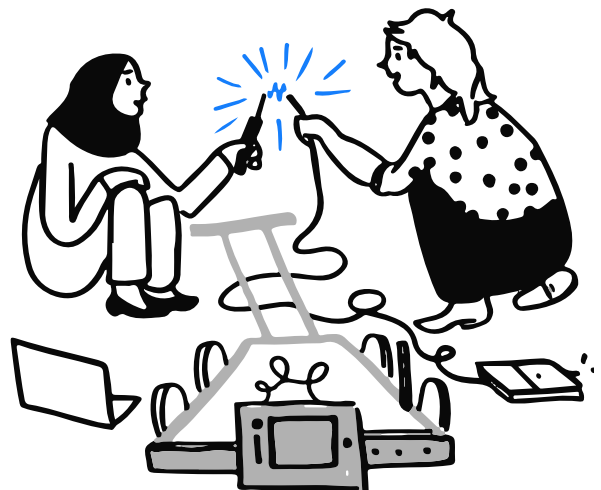
We step up and challenge what isn't working, using our knowledge and network to achieve success.

Deliver efficiently

We operate in an agile and effective way, trusting in those we work with, to achieve impact at pace.

Focus on outcomes

We follow an evidence-based pathway to impact, that demonstrates transformative outcomes.



What makes you more than a trustee?

You're a changemaker not a report reviewer.

As Trustee you want to drive real impact, and fast. You resonate with being:

- **Passionate** – about education, technology and the future of young people
- **Informed** – using your knowledge to make sound decisions that drive impact
- **Networked** – always looking to connect dots between opportunities and people
- **Commercial** – you want to run a charity like a high-growth tech start-up
- **Critical** – you see solutions, not problems
- **Authentic** – committed to non-tokenistic equity, diversity and inclusion
- **Advocate** – you open doors, raise profiles and drive influence
- **Committed** – to us, our mission, our team, our beneficiaries and your fellow trustees



The practical bit

Time equals impact

Trustees meet quarterly from 1-4.30PM. These can be joined virtually for three meetings and in person for the all-day strategy deep dive.

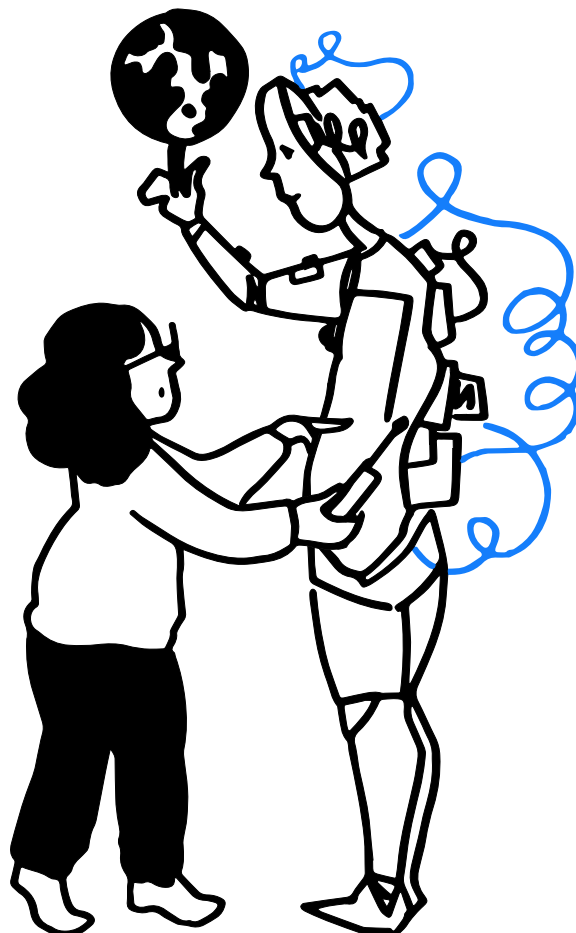
Our 2023 impact sessions are:

- Thu 30 Mar
- Thu 29 Jun – all-day strategy deep dive
- Thu 28 Sep
- Thu 14 Dec

We prefer sessions to be about co-creating solutions and opportunities while avoiding death-by-reporting.

You may be invited to sit on a sub-committee relevant to your skills, interests and charity needs. Sub-committees convene once per quarter for 2 hours to address governance topics and ensure main Board sessions remain outcome-focused.

We expect Trustees to attend at least one competition and one fundraising activity per year.



Ok, I'm in! Now what?

Submitting your application

We're looking to appoint up to four trustees to be ratified at the 28 March 2022 Trustees Meeting which you must be available to attend if successful. We ask interested candidates to:

- Upload their CV to our HR portal
- Answer 3 super short probing questions

Invite to interview

Candidates who are a strong potential fit will be invited to a short (up to 45 minute) get to know conversation with the CEO. This is an opportunity to learn more about the organisation and interview us. Following this conversation, where the feeling is mutual, candidates will be invited to interview with the Chair of Trustees and wider board.

- Get-to-know chat with CEO – rolling invites
- Interview with Chair of Trustees – 28 Feb
- Formal appointment – 28 Mar

References and checks

The role of Trustee is unremunerated – reasonable expenses will be paid for attendance at meetings. In accordance with our Safer Recruitment Policy, Trustees will be asked for two references which will be conducted by phone and are subject to Basic Disclosure and Barring Service checks upon appointment. Read our [Safeguarding Policy](#).

With thanks
to our partners

arm

 **Raytheon
Technologies**

 **Disney**

Bloomberg

 **Collins Aerospace**

Qualcomm

V E D D I S

 **twilio**

 **GENE HAAS
FOUNDATION**

Thanks for considering becoming more than a Trustee.