



Applications for Trustee position with the Daphne Jackson Trust Candidate information pack 2026

Who we are

The [Daphne Jackson Trust - Restarting Careers in Research](#) was founded in 1992 in memory of Daphne Jackson, the UK's first female Professor of Physics. The Trust has evolved to become the UK's leading organisation dedicated to realising the potential of returners to research following a career break taken for a family, caring or health reason. We offer Daphne Jackson Research Fellowships and Daphne Jackson Research Technical Professional Fellowships to enable and empower individuals to return to their career with confidence. We have proven expertise in assessing the potential of individuals to make a successful return to their chosen career, supporting applicants at every stage of the process and then through their fellowship, taking into account their career break, their personal circumstances and their aspirations.

We have helped over 500 researchers return to their careers and have just published our latest Impact Report ([Our Impact – Daphne Jackson Trust](#)). No other Fellowship offers the combination of mentoring, retraining and flexibility that the Daphne Jackson Fellowship offers. The Fellowship application process supports applicants at every stage, taking into account their career break, their personal circumstances and their career aspirations. It is this extra support that has led to the overwhelming success rate of Daphne Jackson Fellows.

The Trust has become a key contributor to national policy developments in EDI (equality, diversity and inclusion), engaging with stakeholders such as Ministers, shadow Ministers, the Department for Science, Innovation & Technology ; the Commons Science & Technology Select Committee; and a number of All Party Parliamentary Groups.

Whilst the Trust provides the infrastructure and dedicated staff to facilitate the fellowships, funding by external organisations and hosts is fundamental to us being able to deliver our mission. We therefore work hard to identify suitable new funders, as well as continuing to enhance our relationships with existing stakeholders.

What we are looking for

Trustees are central to the success of a charity, being responsible for the overall direction, strategy and vision of the Trust. It is therefore essential that Trustees are effective both individually and collectively if they are to have a positive impact on the charity and enable the organisation to fulfil its charitable objects.

While we have a strong Board, we aspire to develop our Board further and seek to adopt practices that promote diversity as there is general acceptance that diversity strengthens decision making and

reduces the possibility of 'group think'. We want our Board to have a blend of complementary skills and attributes as well as a mix of ideal personal qualities. We are using diversity in its widest sense to include not just visible differences but those which can't be seen, such as neurodiversity, by which we mean an individual's experiences, personality and the way they think and approach problem solving. We wish to be as representative as we can be of all of the Trust's constituent stakeholders, including returners, higher education, research, charities, learned societies and professional bodies, and commercial organisations.

We encourage applications from under-represented groups, including people from Black, Asian and Minority Ethnic communities, people living with disabilities, individuals who have not previously held Trustee positions and from younger people who may not have had previous Board experience but have the required personal attributes, skills and enthusiasm for the role. All new appointments will be supported with a full induction as they establish themselves as Trustees and will be encouraged to make the most of external opportunities for development in line with the Trust's mission and objects.

Whatever your background and experience, you will need to show evidence of the following essential competencies and behaviours:

- an ability to work successfully as part of a team, respecting and listening to others and contributing constructively to collective decision-making processes
- an ability to understand and contribute to the strategic issues faced by the Trust
- analytical skills and sound judgement
- a clear appreciation of the requirements of a Trustee role and the importance of supporting the Chief Executive and other team members to achieve their strategic objectives
- a clear commitment to, and demonstrable enthusiasm for, the objectives of the Trust
- a willingness to respond positively to requests made by the Board and Chief Executive for ad hoc additional support such as membership of working and project groups, and specific calls to bring specialist knowledge to bear proactively on issues facing the Trust
- an understanding of the higher education and research sector in which the Trust operates and an awareness of the challenges and opportunities faced by the sector

Trustee - Role Summary

The Daphne Jackson Trust's Board of Trustees are responsible for the overall governance and strategic direction of the Trust, developing its aims, objectives and goals in accordance with the governing document, legal and regulatory guidelines.

General Responsibilities of a Trustee

- contribute actively to the Board of Trustees' role in giving firm strategic direction to the Trust, setting overall policy, defining goals, setting targets and evaluating performance against agreed targets
- ensure the Trust applies its resources exclusively in pursuing its objectives
- safeguard the good name and values of the Trust
- declare any conflict of interest while carrying out the duties of a Trustee

- be collectively responsible for the actions of the Trust and other Trustees
- ensure the effective and efficient administration of the Trust
- ensure the financial stability of the Trust and the proper investment of its funds
- protect and manage the property of the Trust
- attend meetings and read papers in advance of meetings
- attend committee meetings and working party meetings as appropriate
- participate in other tasks as they arise from time to time, such as representing the Trust at events, strategic networking, interviewing new staff, helping with fundraising
- keep proactively informed about the activities of the Trust and wider issues which affect its work

In addition to the duties of all Trustees, each individual Trustee should use any specific skills, knowledge or experience they have to help the Board of Trustees reach sound decisions. This will involve scrutinising Board papers, leading discussions, focusing on key issues, and providing advice and guidance requested by the Board on new initiatives or other issues relevant to the area of the Trust's work in which the Trustee has special expertise.

Further information about the general duties and responsibilities of Trustees can be found in the Charity Commission document entitled 'The Essential Trustee'.

Time required for the role

The Board meets twice a year.

The following Board sub-committees are in place and have their own additional time commitments

- Finance and General Purposes Committee meets three times a year.
- Awards strategy Committee meets twice a year.

It is desirable that Trustees are able to attend some meetings and events in person (hybrid option is available) and be available to the Chief Executive on an occasional basis for contact by email or phone. In addition to the formal meeting schedule, it is expected that Trustees will be available at times for other contact by phone, teams, email or in person with staff and have time to contribute to working groups as the need arises. Availability to attend events organised by the Trust or to attend external events as a representative of the Trust from time to time is necessary.

Terms of Office

Trustees are appointed to the Board for a three year term, with another term of three years if desired and agreed by the Chair.

Remuneration

Unpaid, expenses covered in line with Trust policy