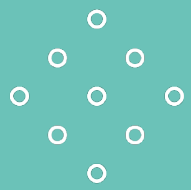


Foothold Trustee

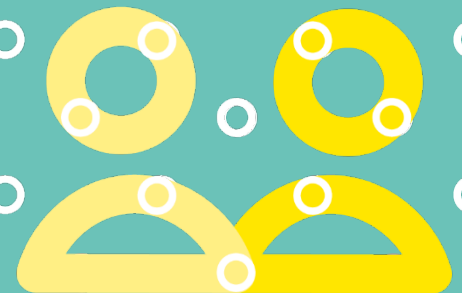
Recruitment pack

October 2025



Foothold

Supporting engineers



We're Foothold, and we're looking for new Trustees with experience in either finance or as an IET member.

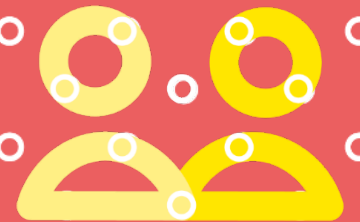
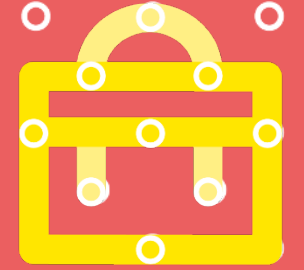
Our Trustees play a big part in helping us to achieve our strategic objectives and meet the needs of those we're committed to support: engineers and their families worldwide.

You don't need to have previous Trustee experience as training will be provided, and if you are interested in developing board level and governance experience this could be the position for you.

You'll find the full role description and person specification on our website:

www.myfoothold.org/get-involved/work-with-us

So if you'd like to play your part in supporting engineers and their families around the globe, we'd love to chat.



We're here to ensure engineers and their families never have to face life's challenges alone.

We're Foothold, the Institution of Engineering and Technology Benevolent Fund. And we're really passionate about supporting the wellbeing of past and present members of the IET (Institution of Engineering and Technology) and their dependents worldwide.

By providing financial support for those most in need, helping to lift them out of poverty and ensure they are in the best place possible to overcome the challenges that life brings, we strive to help engineers and their families to make positive choices that will change their lives for the better.

It's a team effort, with donors, Trustees, staff and volunteers all working together to help us achieve our purpose of ensuring no one in the engineering community has to face life's challenges alone.



OUR YEAR IN NUMBERS: 2023–24

£2.1M

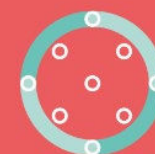
spent
delivering...



2,922 instances
of support



to **1,585**
people



in **56**
countries

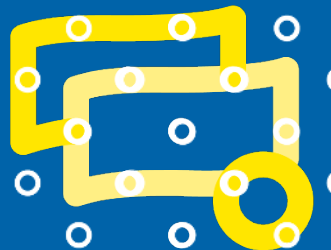
Our direct support programmes do good in all kinds of ways



Financial support

We know that whilst many engineers and their families have a good standard of living, sadly there are some who are struggling to make ends meet.

We provide financial support through one-off grants to fund a range of essential household items, as well as ongoing monthly support for those who really need it to ensure they have enough money to keep a roof over their heads, put food on the table, access transport and keep in touch with friends and family.



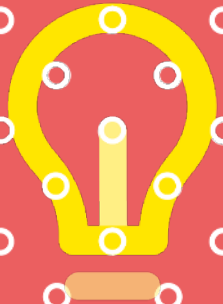
Health and wellbeing

Maintaining and improving the health of our community is at the centre of our work, and our support – spanning counselling grants, disability and illness, sleep problems and more – helps people take control of their financial, mental and physical wellbeing.



Online support

Our wide range of online support and resources means there's something for everyone in our community. Whether they're looking for advice on how to make their money go further, support to help them improve their emotional wellbeing, or information on neurodiversity, our community has free 24/7 access to two dedicated content hubs, the Foothold app, a Mental Health Check-In tool, our expert blog, and monthly wellbeing webinars. Helping them build their resilience to life's challenges.



Foothold and the IET

Since our foundation, the history of Foothold and the IET has been intertwined – and although we are independent charities, we both work to support the world of engineers and engineering.

On 20 March 1890 the benevolent fund was set up to help members of the Institution of Electrical Engineers (IEE). Its purpose was to help widows and children of members who had died and who were living in poverty. In 1900 the first recorded grant of £20 was given. That's around £2,500 in today's money.

Since 1890, the IEE has grown and merged with other organisations to become the Institution of Engineering and Technology – an organisation of over 156,000 members in 148 countries who form our Foothold community alongside lapsed members, dependants and engineers from other disciplines.

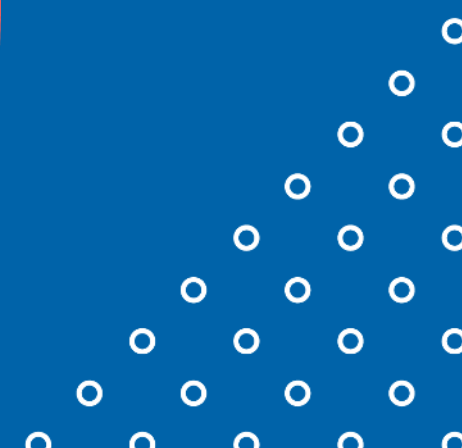


What our Trustees do

Our Trustees get together five times a year for a mixture of virtual and in-person meetings (four Board meetings and one training day with staff), as well as spending time before meetings reading the Board papers and preparing, totalling a commitment of 50–70 hours a year of their time.

They're responsible for providing strategic direction and making key decisions to ensure we're delivering on our objectives.

- they serve on our three Committees:
 - finance audit and risk (quarterly)
 - service development (twice yearly)
 - remuneration and nominations (quarterly)
- they might advise on particular subjects related to their area of interest or expertise
- they are appointed for a three-year term, and can serve four terms maximum (two stints of two terms each, separated by at least 12 months) - if their circumstances change they can resign mid-term
- although this role is unpaid, they can receive money for expenses like childcare costs or travel for meetings





Why our Trustees are so important

"Trustees have overall control of the charity and are responsible for making sure it's doing what it was set up to do.

They may be known by other titles such as: directors; board members; governors; committee members.

Whatever they are called trustees are the people who lead the charity and decide how it is run."

(The Charity Commission)



Our people are full of passion. Are you?

You don't have to have experience as a Trustee to join us. For us, believing in our purpose to do good is the most important thing. Just bring your positive energy – we'll support you with everything else from day one.

Who is on our Board?

- at least six of our Trustees are present members of the IET – with two appointed by the IET directly
- four Trustees are appointed by the Board and can come from a broader background
- there are some specific roles held by Trustees including the Chair, Vice Chair, Treasurer and Chairs of our committees
- information about our current Trustees can be found at www.myfoothold.org/meet-the-trustees

Benefits to Trustees



96%

of Trustees say they've learned new skills



73%

say it has boosted their confidence



84%

said being a Trustee made them happier



22%

got a promotion because of it



86%

say it's a good compliment to professional and family life



38%

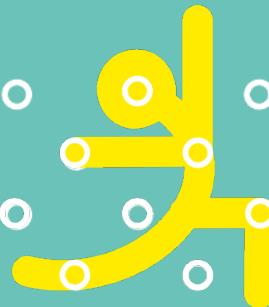
had new leadership aspirations as a result



74%

of women said it improved their confidence

Getting On Board (date unknown). *How to become a charity Trustee: a practical guide.* London: Getting On Board



We want our Board of Trustees to reflect the communities we support.

It's how we can help our community in the best way possible – by 100% reflecting them and understanding their needs.

Which is why we welcome applications from people who:

- are under 40 years old
- are people of colour
- have either a physical or less visible disability
- have experience living in a low-income household



Being a Trustee can bring you unique opportunities

You get to develop skills you wouldn't necessarily build in other roles, and learn from and work with people from all walks of life. On top of this, you'll also:

- use your passion to help **build a brighter future for engineers and their families**
- **play a big role** in strategically leading our charity
- enjoy a **fresh, unique and meaningful experience** in a leadership role
- **get good insight** on how others work, respond to situations and make decisions
- enjoy the perks of **teamworking for the greater good**.



Think you would be a good fit for either of our roles?

If so, we can't wait to meet you!

You can apply by completing our application form on our recruitment page (www.myfoothold.org/get-involved/work-with-us) and uploading your CV and a supporting statement of no more than 2 pages explaining your interest in the post by **midday on Tuesday, 4 November 2025**.

If you have any difficulties completing your application, please get in touch on contact.us@myfoothold.org. There is a space on the form to let us know if you need any reasonable adjustments for the interview.

We can also reimburse your travel costs if you are invited for an interview.

We will be in touch with you by 5pm on Thursday 13 November 2025 and successful candidates will be invited to an in-person interview in London on Friday 21 November 2025.

