



Trustee

JOB DESCRIPTION			
Job Title:	Trustee	Contractual status:	Voluntary (Approx 6-8 days per year time commitment)
Term:	3 Years (renewable)	Salary range:	Expenses claimable
Location:	Sale Sharks Training Centre, Carrington. Manchester, M31 4AB	Reporting to:	N/a
Closing date:	10/08/2026	Interview date:	TBC

About Sale Sharks Foundation

Sale Sharks Foundation is the official charity of Sale Sharks Rugby Club. Our purpose is to Level the Field for communities across the North West, - using the power of rugby to boost health, fight inequality, and foster a deep sense of belonging.

Established in 2010, we deliver more than 30 programmes a year, engaging over 21,000 people annually across three areas: Rugby Development, Community Inclusion, and Education. We work with children, young people and adults of all ages and abilities, with a particular focus on those facing the greatest barriers to opportunity.

We have just launched our new five-year strategy, Levelling the Field (2026–2031), with an ambition to reach 75,000 people across the North West by 2031. It is built on three interconnected pillars:

Breaking Barriers

Tackling inequality for women and girls, disabled people, those living in poverty and young people at risk.

Stronger Together

Building belonging, reducing loneliness and strengthening communities across the North West.

Healthy Futures

Empowering people of all ages to eat well, be well and age well.

THE OPPORTUNITY

We are looking for three new Trustees to join our Board at an exciting moment in our journey. These are voluntary roles, but they are far from passive ones. As a Trustee, you will be a genuine steward of our mission — bringing your expertise, your challenge and your commitment to ensuring Sale Sharks Foundation continues to grow its impact across the North West.

We are particularly keen to hear from people with experience or backgrounds in any of the following areas:

Fundraising & Income Generation Experience in charity fundraising, philanthropy, major donor relationships, trusts and foundations, or corporate partnerships.	Lived Experience of Disability Personal or professional experience of disability, helping us ensure our programmes are genuinely inclusive and responsive to the communities we serve.	Legal Qualified legal professional able to provide guidance on charity law, governance, contracts, employment or regulatory compliance.
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We also welcome applications from candidates with backgrounds in sport, health, education, community development or social inclusion. Above all, we are looking for people who believe in what we do and want to help us do it better.

ROLE SUMMARY

The Board of Trustees plays a vital role in the governance of Sale Sharks Foundation, ensuring strong oversight, accountability and support for the charity's work. Trustees are expected to act objectively, providing constructive scrutiny and support as critical friends of the Foundation.

As a Trustee, you will contribute your skills and experience to help shape the Foundation's direction, safeguard its values and ensure it delivers lasting impact for the communities it serves. You will work alongside a skilled and committed Board, supported by a high-performing staff team led by our new CEO.

ROLES AND RESPONSIBILITIES

Strategic Oversight

- Contribute to setting and upholding the Foundation's purpose, vision, mission and values, ensuring activities align with our charitable objects.
- Support the effective delivery of the Levelling the Field strategy, providing constructive challenge and insight to the CEO and leadership team.
- Help protect the Foundation's reputation, sustainability and financial resilience.

Governance, Risk & Compliance

- Ensure the Foundation operates to the highest standards, complying with its Articles of Association, charity law, company law and relevant UK legislation.
- Contribute to the Board's oversight of major risks and emerging opportunities.
- Participate actively in Board meetings, coming prepared, asking questions and contributing to informed decision-making.
- Support appropriate policies, controls and risk management frameworks.

Using Your Expertise

- Bring your specialist knowledge — whether in fundraising, disability, law or another relevant field — to add value to Board discussions and decisions.

- Where appropriate, contribute to sub-committees or working groups aligned to your skills.
- Act as a critical friend to the CEO and senior leadership team, offering support, challenge and strategic insight.

Ambassadorship & Advocacy

- Act as an ambassador for Sale Sharks Foundation, promoting its work, values and impact within your own networks and communities.
 - Champion the Foundation's PRIDE values — Professional, Role Models, Inclusive, Dynamic, Engaging — in everything you do.
 - Support the Foundation's relationships with key partners, funders and stakeholders where relevant.
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PERSON SPECIFICATION

Skills, Knowledge & Experience — Core

- Commitment to the Foundation's purpose, vision and mission and a genuine belief in the power of sport to create positive social change.
- Understanding of, or willingness to learn, the responsibilities of a charity trustee, including fiduciary duties and governance best practice.
- Sound judgement, integrity and independence of thought, with the ability to act in the best interests of the Foundation.
- Collaborative approach, able to contribute constructively to group discussions and respect differing viewpoints.
- Ability to commit the necessary time and energy to fulfil the responsibilities of the role.

Priority Skills — we are particularly seeking candidates with one or more of:

- Fundraising or income generation experience — including knowledge of trusts and foundations, major donors, corporate partnerships or philanthropy in a charity or not-for-profit context.
- Lived experience of disability — whether personal or through close family, caregiving or professional work — bringing insight that helps us design and deliver genuinely inclusive programmes.
- Legal expertise — ideally with knowledge relevant to the charity sector, including charity law, employment law, contracts, data protection or regulatory compliance.

Personal Attributes

- Curious, energetic and willing to ask the questions others might not.
 - High personal integrity — always motivated to do the right thing.
 - Inclusive and collaborative, with a genuine commitment to equity, diversity and inclusion.
 - Confident communicator, able to engage a range of audiences with warmth and credibility.
 - Connected to, or willing to become connected to, the communities we serve across the North West.
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TIME COMMITMENT

We want to be transparent about what the role involves. Trustees typically give the following time each year:

- Four Board meetings per year (half-day each), usually held in Manchester.
- Sub-committee involvement, as relevant to your skills and availability.
- Occasional strategic input into major projects, partnerships or emerging issues.
- Ambassadorial activity — attending events, supporting stakeholder relationships and championing our work.
- Induction, onboarding and ongoing trustee development.
- Pre-reading of papers

In total, you should expect to commit approximately 6–8 days per year. Some flexibility around in-person and remote participation is available.

HOW TO APPLY

Please submit your CV and a one-to-two page covering letter explaining why you are the right person for this role and how your background and experience aligns with what we are looking for.

Applications should be sent to: foundation.hr@salesharks.com

For an informal conversation about the role before applying, please contact Jack Leech, Interim CEO: jack.leech@salesharks.com or 07355 092113.

Further guidance on the responsibilities of a charity trustee is available via the Charity Commission: www.gov.uk/guidance/charity-trustee-whats-involved

Sale Sharks Foundation is an equal opportunities employer and actively encourages applications from all sections of the community. We are particularly keen to hear from people with lived experience of the communities we serve, including disabled people, those from lower socioeconomic backgrounds, and people from ethnically diverse communities.

The successful candidates will be required to complete an enhanced DBS check.

Together, we're Levelling the Field.

foundation@salesharks.com | salesharks.com/foundation