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**External Trustee  
Recruitment Pack  
2025**



# Welcome from the President [Chair of the Board] and CEO

Dear Prospective Trustee,

Thank you for your interest in becoming an external Trustee at Liverpool John Moores University Students' Union, or JMSU for short.

We are a vibrant and ambitious charity that represents and supports around 27,000 students at Liverpool John Moores University (LJMU).

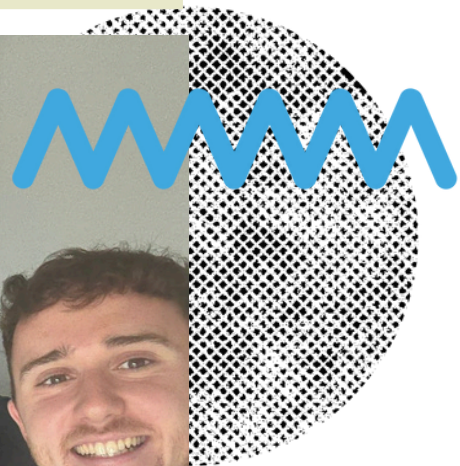
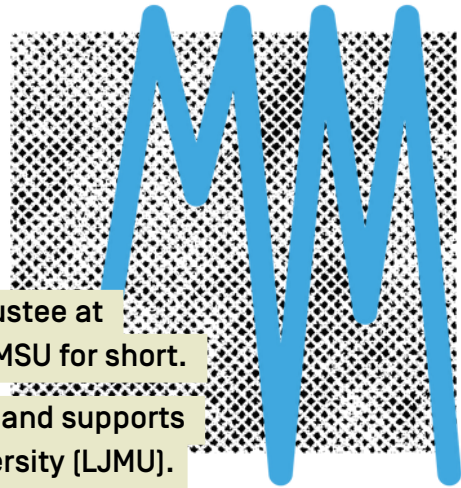
Our purpose is simple but powerful: to empower students to Belong, Be Heard and Thrive.

Over the last few years, JMSU has grown into a well-established and resilient organisation. Our Board of Trustees have been central to guiding that journey, helping us strengthen our governance structures (including incorporating as a CIO), securing an increase in our core funding stream from the University, securing an exit from our long-term legacy pension debt and strengthening our partnership and strategy alongside the University. We have improved in both internal and external indicators year on year and are keen to now start measuring and furthering our impact on the student experience.

We are looking for a new Trustee to join us on this journey. We are particularly keen to hear from people with strong experience of Higher Education, a connection to Liverpool and/or LJMU, and from those who share our passion for education, student experience, and partnership working.

We look forward to hearing from you!

Miles Craven,  
President and Chair of the Board  
Paul Chapman,  
Chief Executive



## About JMSU

JMSU is an independent registered charity, incorporated as a Charitable Incorporated Organisation (CIO) in 2023. We are the recognised students' union under the Education Act 1994, working in close partnership with LJMU but governed independently by our Trustee Board.

We represent all LJMU students, automatically enrolling them as members unless they opt out. Our activities span:

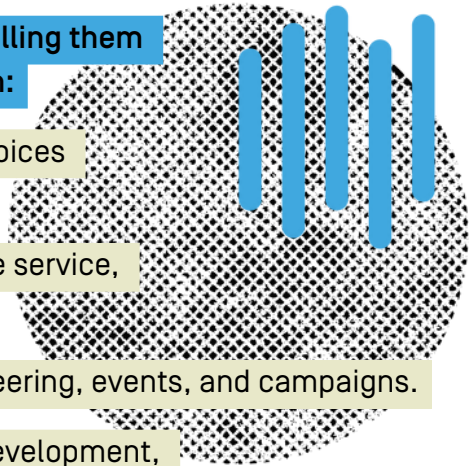
**Representation and Advocacy:** ensuring students' voices are heard across all levels of the University.

**Advice and Support:** through our independent advice service, academic reps, and wellbeing work.

**Community Building:** sports clubs, societies, volunteering, events, and campaigns.

**Opportunities and Participation:** leadership, skills development, and activities that enrich the student experience.

Our income is approximately £1.85million, primarily from the University block grant and some externally generated revenue. We employ over 20 core staff and are led by 4 elected student officers each year.



## Key Stats and Achievements

Between the 2020 and 2024 we were able to nearly double our block grant to £2.1 million

In 2025 we were able to secure the University's support to fund the exit from our legacy pension deficit saving the Union c.£2 million over the future repayment plan

In the annual Staff Engagement Survey, the question 'I would recommend JMSU as a good place to work' in 2025 scored 90%. In 2024 it scored 91%.

In the 2025 National Student Survey, students gave a score of 79.5% for how well JMSU represents their academic interests [HE average is 76%].

Year on year, JMSU has placed higher in the British Universities Colleges Sports league reaching 48th in 2025, from 66th in 2019

In 2025 JMSU recorded the highest level of student group memberships at over 10,000 students registered

In 2024 JMSU saw 3,292 voters in the annual student elections

In Sep 2025 we welcomed over 10,000 students through our Welcome Week programme

## About Liverpool John Moores University (LJMU)

LJMU is one of the UK's leading civic universities, rooted in the city of Liverpool with a strong social mobility mission. It is home to over 27,000 students, many of whom are first in their family to attend university, mature learners, or commuters from the North West of the UK. The University and the Students' Union have a strong culture of partnership and collaborate on many levels, united in supporting diverse students to succeed in Higher Education and beyond.



## About the Trustee Board

The Board of Trustees is the governing body of JMSU. It ensures we remain a strong, sustainable, and student-focused charity. The Board has ultimate responsibility for:

- Setting our strategic direction
- Ensuring financial sustainability
- Overseeing risk and compliance
- Upholding our charitable objects and the law
- Mentoring elected student executive officers and student trustees

The Board is made up of:

4 Full-Time Executive Officer Trustees  
(elected students)

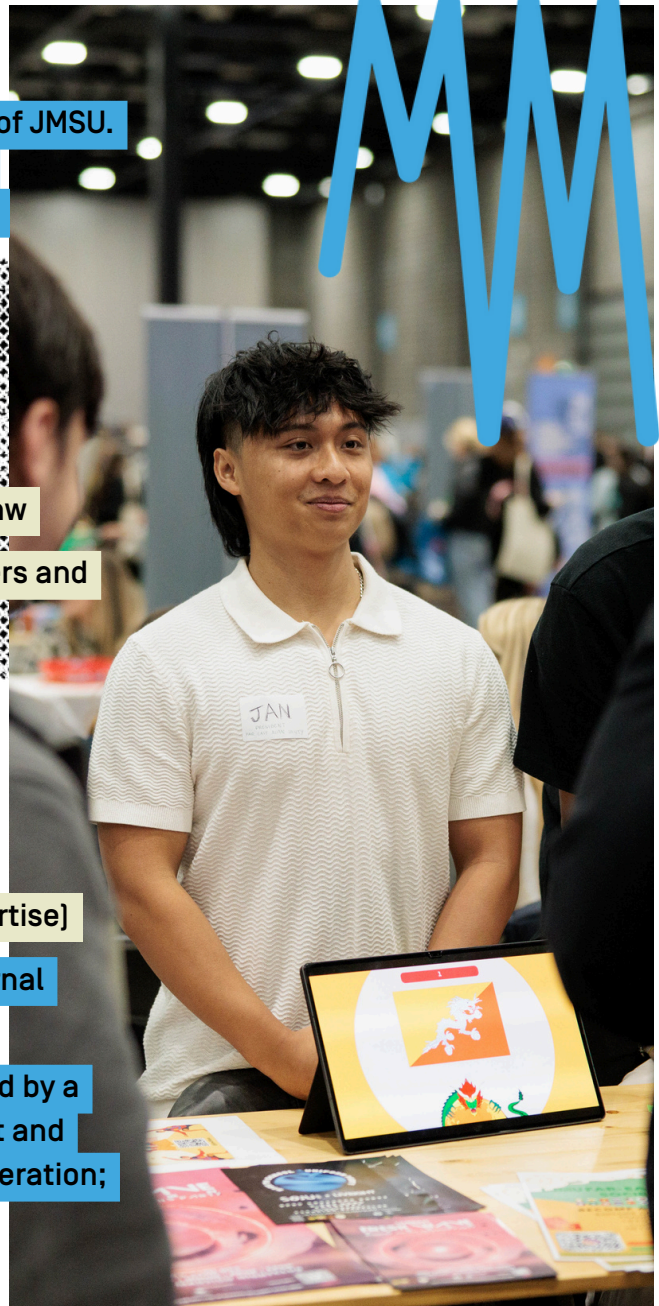
4 Student Trustees (appointed students)

4 External Trustees (appointed for their expertise)

The President chairs the Board, and an External Trustee serves as Vice Chair.

The Board meets four times a year, supported by a number of sub-committees in Finance, Audit and Risk; Governance and Policy; HR and Remuneration; Appointments).

Trustees also attend an annual day away and may sit on sub-committees.



## The Role of a Trustee

As a Trustee, you will join colleagues collectively ensuring JMSU is well-run, financially sustainable, and delivering impact for students. You will bring professional insight, act as a critical friend to the senior leadership team and help steer JMSU's future.

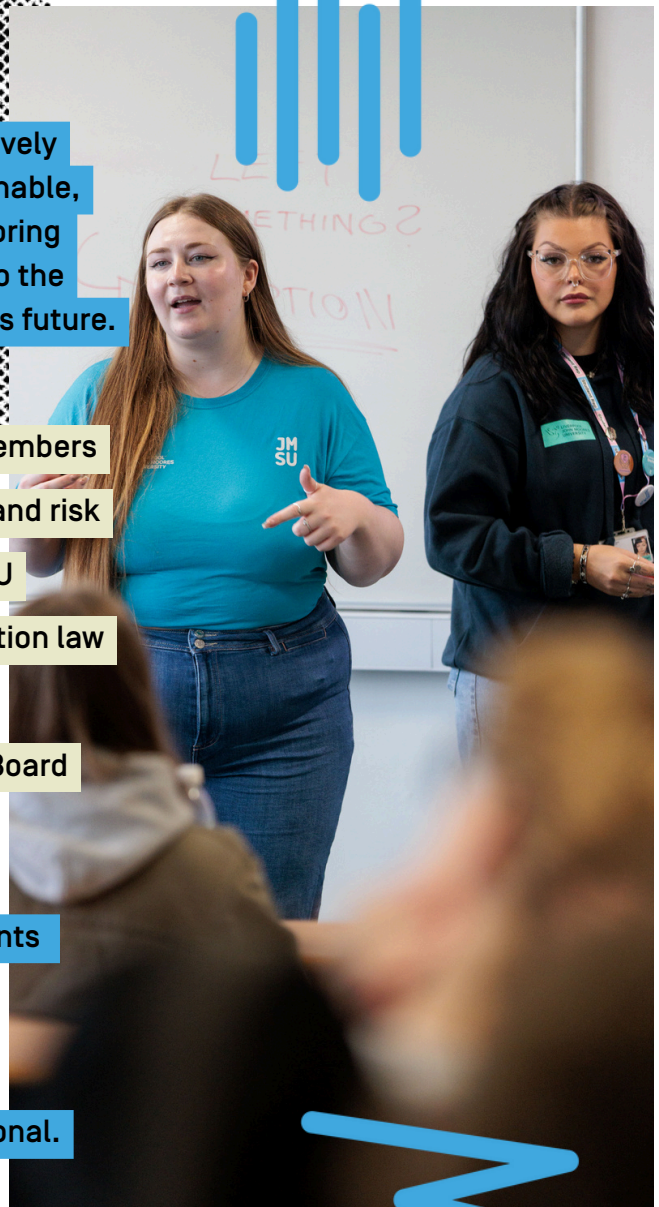
Trustees are expected to:

- Act in the best interests of JMSU and its members
- Provide oversight of finance, governance, and risk
- Support the senior leadership team of JMSU
- Ensure compliance with charity and education law
- Champion JMSU's purpose and values
- Support effectively other members of the Board

This is a voluntary role, but reasonable expenses are covered.

Time commitment: around 7 to 8 commitments per year, including 4 Board meetings, committee meetings, and an away day.

Trustees are also invited to key events throughout the year although these are optional.



## Who We Are Looking For

We are seeking an External Trustee who is:

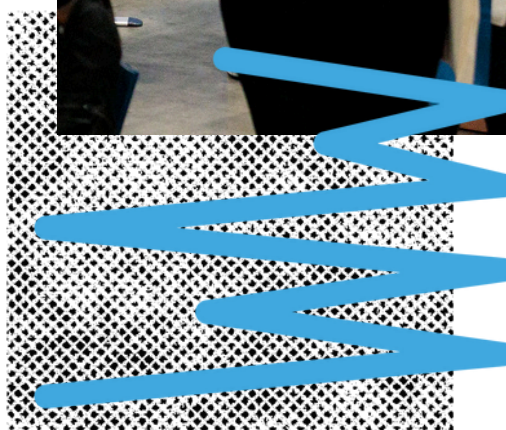
- Passionate about education, the student experience, and the role of students' unions.
- Committed to strong partnership working with LJMU and the wider Higher Education sector.
- Ideally connected to LJMU or the Liverpool City Region.
- Experienced in higher education, governance, leadership, or higher education policy (though all relevant professional experience will be considered).
- Inclusive, collaborative, and willing to mentor ongoing generations of student leaders.

We particularly encourage applications from those currently underrepresented in governance and leadership roles.

## Why Join Us

Becoming a JMSU Trustee is an opportunity to:

- Influence and shape the future of £1.85m charity with a direct impact on thousands of students.
- Work alongside skilled Trustees, student officers, and senior staff.
- Gain or deepen experience of charity governance in a supportive environment.
- Contribute to the student experience in one of the UK's most vibrant university communities.



## How to Apply

Please send your CV and complete the External Trustee Application Form.

Applications should be submitted to [studentsunion@ljmu.ac.uk](mailto:studentsunion@ljmu.ac.uk)

Shortlisted candidates will be invited to interview with members of our Appointments Committee.

For an informal conversation about the role, please contact the CEO or Trustee Chair via [p.chapman@ljmu.ac.uk](mailto:p.chapman@ljmu.ac.uk)

Any successful candidates will need to fulfil all requirements set out by the Charity Commission in being a Trustee and adopt JMSU's current policy framework.

For more information on being a trustee , please visit [Become a charity trustee - GOV.UK](https://www.gov.uk/become-charity-trustee)

For more information on charity governance, please [click here](#).

We plan this to be an open, rolling recruitment process, and we may interview candidates at the earliest opportunity. We hope to fill the vacancy by December 2025 so if you are interested, please do get in touch.

## Useful Links

**JMSU:**

[www.jmsu.co.uk/about-us/how-we-work](http://www.jmsu.co.uk/about-us/how-we-work)

**JMSU Governance Structures:**

[www.jmsu.co.uk/about-us/how-we-work/our-governance-structures](http://www.jmsu.co.uk/about-us/how-we-work/our-governance-structures)

**JMSU Trustee Board:**

<https://www.jmsu.co.uk/about-us/jmsu-trustee-board>

For more information please click here:

[Trustee Board Byelaw](#)

