

A photograph of three people in an office setting, gathered around a desk and unboxing a large cardboard box. On the left, a man with glasses and a light blue shirt is looking towards the center. In the middle, a woman with long dark hair and a white shirt is smiling broadly at the camera. On the right, a man wearing a grey turban, glasses, and a light pink polo shirt is looking down into the box. The box is open, revealing various items including a green bottle and a red bag. The background shows a large window with a view of a modern building. The text 'Fundraising Trustee recruitment pack' is overlaid in white, bold, sans-serif font. Below it, 'Autumn 2025' is written in white, sans-serif font on a blue rectangular background. At the bottom right, 'HIAS + JCORE' is written in white, bold, sans-serif font.

Fundraising Trustee recruitment pack

Autumn 2025

HIAS + JCORE

Chair and Executive Director's Introduction

Thank you for your interest in HIAS+JCORE and in becoming our new Fundraising Trustee. This is a pivotal and exciting moment to be joining our Board of Trustees.

Since the launch of our partnership in March 2023 – which combines the work of HIAS, the world's oldest refugee protection agency, and JCORE, founded in the UK in 1976 – we have grown significantly.

Together, we are ensuring that politicians and policy makers hear a bold, Jewish values-led case for fairer, more compassionate asylum policy. We are helping shape national level narratives and building a confident UK-wide Jewish movement for refugees.

Perhaps most importantly, our transformative practical support projects are also flourishing. Every day, our JUMP programme empowers refugee and asylum-seeking young people to rebuild their lives and thrive.

We are now in the second year of our four-year strategy. Joining us at this stage means stepping straight into critical strategic discussions that will shape the future of the organisation.

Fundraising is, of course, central to sustaining and expanding our vital work. We are therefore looking for a trustee who can bring expertise, insight, and creativity to help us strengthen and diversify our fundraising efforts in the years ahead.

HIAS+JCORE is unique within British Jewry: working to build a better future for today's refugees, with a mission rooted in Jewish values, experience, and history. We are delighted that you are considering becoming part of our journey, and we look forward to speaking with you further.



Judith Flacks-Leigh
Chair of Trustees



David Mason
Executive Director

About HIAS+JCORE

HIAS+JCORE is the UK Jewish response to refuge and asylum. We are led by our Jewish values and history of compassion, responsibility, solidarity, and partnership.

Our organisation came into this form through the joining of operations between two organisations: the UK-based JCORE (Jewish Council for Racial Equality, founded in 1976) and HIAS, the international humanitarian agency (headquartered in the United States).

HIAS+JCORE's vision is a UK where displaced people find safety, community, and are welcomed by good neighbours. Our work is guided by our vision of a country where refugees and people seeking asylum can flourish – free from racism and xenophobia.

We work in three key areas: advocating, mobilising, and supporting.

Firstly, we play an active role in the movement for a reformed asylum system. We lead and inspire Jewish involvement, bring our Jewish values-led approach to politicians and policy makers, and work for narrative change.

Secondly, we directly support displaced people, empowering them to integrate as they rebuild their lives. This is primarily through JUMP, our transformative project for refugee and asylum-seeking young people in London.

Thirdly, we lead the Jewish movement for refugees. We provide meaningful volunteering opportunities, drive engagement with our work through education, and encourage activism.

This work is driven by our belief that the Jewish community should play an active part in building a society where refugees have a fair chance to thrive.



Trusteeship

The Board of Trustees has overall legal and financial responsibility for the direction and management of HIAS+JCORE. As the trustees of a registered charitable organisation, the board is collectively responsible for compliance with charity law and other regulatory requirements.

Becoming a trustee is a voluntary role, which should be undertaken by individuals committed to furthering the purposes of HIAS+JCORE and have the skills, experience and personal qualities needed for the strategic oversight of our organisation.

Trustees are expected to give around two hours per month to their role.

The day-to-day operations of HIAS+JCORE are conducted by staff and volunteers under the overall leadership of our Executive Director and the oversight of our Trustees.

Board meetings take place four times a year in London, with a mixture of online and in-person meetings. Trustees serve for a term of three years, which can be renewed once.

As Fundraising Trustee, you would also be required to attend our quarterly Finance and Fundraising sub-group. Such meetings are held virtually.

To serve as a Trustee you must be over the age of 16 and not disqualified because of bankruptcy, unspent criminal convictions for offences of deception or dishonesty, or a legal order for removal/disqualification as a Trustee or company director. It is a criminal offence to act as a trustee while disqualified.

The successful candidate will receive an induction covering all relevant areas of HIAS+JCORE's work. We can provide training to those unfamiliar with their role.

Prior trustee experience is desirable, but not essential. We particularly encourage applications from those who may not typically see themselves on trustee boards: women, those who identify as LGBTQ+, those with disabilities, those from black, Asian and minority ethnic backgrounds, and those who have experience of the asylum system.

Job description

Role purpose

The Fundraising Trustee will bring expertise, insight, and strategic guidance to help the charity strengthen and diversify its income. Working with the Board and staff/volunteers, they will ensure fundraising is ethical, sustainable, and aligned with the charity's mission and values.

Key responsibilities

- Contribute to the overall governance of the charity as a member of the Board of Trustees.
- Provide advice and support on fundraising strategy, ensuring income generation is realistic and compliant with regulation.
- Act as a fundraising champion on HIAS+JCORE's board, working with and supporting other trustees to explore fundraising possibilities.
- If networks for fundraising exist, use them to support the work of the charity.
- Support the development of diverse fundraising streams (e.g. individual giving, trusts and foundations, community fundraising, corporate support) and advise and support with appeals and major fundraising events/campaigns.
- Ensure compliance with fundraising regulation and best practice, including the Code of Fundraising Practice, and through HIAS+JCORE's policies and procedures.
- Act as an ambassador for the charity, promoting its work and helping to raise its profile.

Person specification

Essential:

- Commitment to the charity's mission and values.
- Understanding of the legal duties and responsibilities of charity trusteeship.
- Knowledge and experience of fundraising (e.g. trusts, corporates, major donors, community fundraising, or digital campaigns).
- Strategic thinker, able to balance long-term planning with practical advice.
- Strong communication and networking skills.

Desirable:

- Experience of fundraising in a small charity context.
- Existing networks that could support the charity's fundraising efforts.
- Understanding of charity finance and/or marketing.

Next steps

If you are interested in applying for this role, please email [**david.mason@hiasjcore.org**](mailto:david.mason@hiasjcore.org) to arrange an informal chat.

If you would like to make a formal application, please send a CV and cover letter outlining your qualifications, commitment to HIAS+JCORE's mission, and relevant expertise and CV to the above. Please put your name and the role you are applying for in the subject line.

Interviews are likely to be conducted over video call.

Timeline

October 2025: applications open, time to hold informal conversations and to apply.

November 2025: applications close at 9am on Friday 7 November 2025. Interviews will be conducted over Zoom with HIAS+JCORE staff and trustees.

December 2025: successful candidates are invited to attend the December board meeting as observers before a final decision is taken.



Learn more

Visit our website at hiasjcore.org
or follow us on social media at
[@hiasjcore](https://twitter.com/hiasjcore)

hiasjcore.org

HIAS+JCORE is a registered UK
Charity, no. 1132666