



Become a Trustee at Direct Education Business Partnership (DEBP) CIO

DEBP is seeking to appoint 2–3 new Trustees to join our Board at an exciting time in our development.

Following a recent Board skills audit, our current Trustees have identified priority areas where additional expertise will strengthen governance, extend our influence and help us deliver even greater impact for children, young people and vulnerable adults across the region.

We are particularly interested in individuals with expertise in:

1. Inclusion (SEND, LD, ASC & Neurodiversity)
2. Digital and Communications
3. Partnerships with Key Stakeholders including Employers

You do not need previous trustee experience – we welcome applications from people who bring insight, networks, lived experience or professional expertise aligned to our mission.

About DEBP

DEBP are a Charitable Incorporated Organisation. We registered with the Charities Commission in March 2021 after transitioning from DEBP Ltd, a social enterprise which was founded in May 2011. We employ 20 members of staff, and our mission is to champion the potential of every young person by offering specialist guidance, inclusive support and opportunities to shape a future based on their abilities, not their circumstances. We work with primary, secondary, mainstream, specialist schools, and support centres, and in the community, and support learners up to age 19, or 25 for young people with special educational needs and disabilities. We also work with vulnerable young adults up to age 30 to advance their employability skills.

Our Values

Collaborative and Inclusive - We create an environment where everyone feels valued, trusted, and supported. We are collaborative and take pride in our work.

Empowering People - We champion the strengths, voices, and potential of people by providing opportunities to increase confidence and develop tools for success.

Trusted Expertise - We instil confidence in partners through a proven track record and specialist skills. Together we create positive, lasting impact for young people.

Innovation & Impact - We are creative and forward-thinking. We embrace new ideas and bespoke approaches to meet the needs of young people and our partners.

To lead the way in inclusive, person-centred support that creates lasting impact for children, young people and vulnerable adults.

About the Trustee Role

Trustees are jointly responsible for the overall governance, strategy and stewardship of DEBP.

As a Trustee you will:

- Act in the best interests of DEBP and our beneficiaries
- Help set strategic direction and oversee delivery
- Support the Executive Team to ensure DEBP is financially sound and compliant with charity law
- Bring your skills and expertise to strengthen decision-making
- Act as an ambassador for DEBP and our values

Trustees serve a three-year term, with the option of re-appointment. The Board currently has no maximum size, allowing us to build a strong, balanced and diverse group.

Trustee roles are voluntary and unpaid, though reasonable expenses are reimbursed.

Board meetings are held 6 times a year at our office in Chesterfield for half a day each, plus one strategy/review day per year.

Trustee Opportunities

1. Inclusion

This role will strengthen DEBP's ability to influence and respond to inclusive education, skills and employment agendas.

We are looking for someone with knowledge, influence or lived experience across areas such as:

- Young people with Special Educational Needs and Disabilities (SEND), and adults with Learning Disabilities and/or Autism Spectrum Conditions
- Education and skills policy developments
- Inclusive employment practice and employer engagement
- Pathways for young people into education, training and work
- Local and regional landscapes across the East Midlands

You will help the Board:

- Test strategy through an inclusion lens
- Understand system-level opportunities and barriers
- Ensure DEBP's work meaningfully improves outcomes for young people with additional needs

2. Digital and Communications

This role will help DEBP maximise technology, data and digital channels to work more efficiently and increase reach and impact.

We are particularly interested in experience or insight in:

- Digital strategy and transformation
- AI, automation and operational efficiency
- Data systems, data capture and performance insight
- Websites, platforms and user journeys
- Search Engine Optimisation (SEO) and digital marketing
- Social media, communications and online presence

You will support the Board to:

- Ask the right questions about technology investment
- Improve insight, efficiency and accessibility
- Strengthen digital communications with partners, employers and beneficiaries

3. Partnerships with Key Stakeholders including Employers

This role will support DEBP's strategic relationships and its positioning within the education, skills and employment landscape.

We are seeking someone with experience across areas such as:

- Employer engagement and business development
- Understanding current and future skills gaps
- Funding and investment
- Building and sustaining partnerships across the East Midlands region

You will help the Board:

- Strengthen DEBP's influence and partnerships
- Understand employer needs and labour market trends
- Leverage opportunities for growth, funding and impact

Who We Are Looking For

We are keen to hear from people who:

- Share DEBP's commitment to equity, inclusion and opportunity
- Can think strategically and constructively
- Are willing to challenge and support in equal measure
- Bring curiosity, integrity and sound judgement

We are committed to building a diverse Board and strongly encourage applications from people with lived experience, under-represented groups and those new to trusteeship.

What You Can Expect

- A thorough induction during June and an expectation to start June/July 2026
- Support to develop your trustee skills and confidence
- Board meetings held both in person and electronically
- A collaborative, purpose-driven culture

How to Apply

If you are interested in joining DEBP as a Trustee, we would love to hear from you by registering your interest here [Register your interest](#).