



# CANDIDATE PACK FOR TRUSTEES

**SURVIVING**  
**ECONOMIC**  
**A B U S E**



## WELCOME

Founded in 2017 by Dr Nicola Sharp-Jeffs, Surviving Economic Abuse (SEA) is the only UK charity dedicated to raising awareness of economic abuse and transforming responses to it. SEA has grown steadily in recent years, and we are now looking to expand our board of trustees. This is an exciting time to join us as we launch a new three year survivor-centred strategy, further growing our impact.

We undertake research that supports our policy development, influencing and campaigning and we develop solutions to effect real, lasting systems change. We work with the Experts by Experience, a group of over 50 victim-survivors with lived experience who inform all our work, and have an established partnership with Money Advice Plus who run the Financial Support Line for victims of domestic abuse. Our close partnerships with the women's and financial services sectors enable us to support change on the issues that directly impact the lives of victim-survivors.

Based on research SEA conducted in November 2024, nearly one million women in the UK have been trapped with a dangerous abusive partner as a result of the economic abuse. This represents a quarter of the women affected by economic abuse in the last year. We recently appointed a new Chief Executive, Sam Smethers, to lead SEA through the next stage of growth in income and profile. We have vacancies for up to four trustees who share our commitment to driving positive change and to ensure we continue to centre survivors in everything we do. We are looking for experienced leaders within their fields and are particularly interested in the following backgrounds:

- Income-generation and business development
- Frontline experience working with victim-survivors and other vulnerable customers
- Legal and/or HR expertise
- Digital communications and campaigns

Personal behaviours and a strong commitment to SEA's values and feminist ethos are equally important. We are looking for someone who is passionate about working alongside victim-survivors to stop economic abuse and who is a team player with a naturally collaborative approach. You must have outstanding interpersonal skills and the ability to build strong relationships, as well as be a positive ambassador for the charity.

You do not need to have prior trustee experience. Although you must be able to demonstrate you understand the difference between the executive and non-executive role and bring some understanding or strong willingness to learn about gender-based violence and the issue of economic abuse.

We particularly welcome applications from Black and racially minoritised and/or disabled candidates who are under-represented on our board.

If this sounds of interest, we hope you will read on to find out more.

**Fiona Cannon**  
Chair

## ABOUT US

**We work to save lives and stop economic abuse forever.**

To achieve this, we must ensure that the policies and practices of financial services firms, domestic abuse support services, public services and government reflect the needs of all victim-survivors of economic abuse.

We are committed to **centring victim-survivors in all that we do** and broadening our understanding of the needs of survivors, particularly those who are marginalised within society.

Our primary focus is on influencing the women's, public and financial services sectors, to create a model for improved support for victim-survivors of economic abuse, calling on government to facilitate these changes and work with them to improve their systems and practice.

**Our vision** is a world in which all women and girls achieve economic equality and can live their lives free of abuse and exploitation. Not only surviving but thriving.

**Our mission** is to raise awareness of economic abuse and transform responses to it.

To find out more about our story and journey since we were founded in 2017, please visit <https://survivingeconomicabuse.org/about-us/our-story/>

Read more about our work in our **2022-25 strategy 'Making Waves'**.

### OUR WORK

We work **in partnership** with the frontline organisations that directly support victim-survivors. We support them to identify and respond to economic abuse. Although we don't provide direct support to victim-survivors, we are an associate member of Women's Aid and endorse its aims.

In our new 2025-28 strategy, we focus on four key areas:

- Transforming public understanding and behaviour to drive societal change on economic abuse
- Transforming the voluntary and public sector to deliver stronger, coordinated, local frontline responses for victim-survivors of economic abuse.
- Driving legal, regulatory and policy reform change to support survivors, disrupt abusers and prevent economic abuse.
- Working with the financial services sector to ensure consistently good practice in response to economic abuse across the industry.

These priorities are underpinned by three enablers:

- growing and diversifying our victim-survivor engagement
- a more sustainable SEA
- strong strategic partnerships



OUR VALUES

- **We are purposeful**  
Everything we do is driven by our passion to make the world a safe and equal place for women.
- **We learn and share**  
Our team is curious, reflective, always learning and eager to share its expertise.
- **We work in partnership**  
We know that we can only achieve our goals if we work alongside others – our colleagues, the women who inspire our work and our partners.
- **We are agile**  
We are creative in meeting the challenges that must be overcome to create change.
- **We believe**  
Our work is centred on survivors of economic abuse: their experiences and knowledge shape how we respond.
- **We value equity**  
We believe in fairness and justice and we focus on removing barriers caused by systemic inequalities.

HOW WE WORK

To drive change for victim-survivors of economic abuse, we are committed to understanding the problems they face. Two core principles are at the heart of our work:

**We are survivor-centred**

Being led by survivors is central to our work. We work alongside a group of women – the **Experts by Experience Group (EEG)** – who share their knowledge and experiences to shape our work. The EEG is for women aged 18 and over who are no longer in a relationship with the abuser. We recognise the need to create accessible spaces that victim-survivors feel able to participate in. The EEG is inclusive of transwomen, and our policy is to provide both single-sex and trans-inclusive spaces for EEG members.

**We are evidence-based**

We **conduct research** with victim-survivors and learn from the growing wider **evidence base** on economic abuse.



JOB DESCRIPTION

**Job title:** Trustee

**Reports to:** Chair

ROLE DESCRIPTION

**Role Purpose**

To contribute to the strategic direction, governance and management of the charity through shared vision and purpose. To uphold SEA’s values, be the guardian of the mission and ensure the charity acts in accordance with its Articles of Association, follows relevant laws and regulations and operates effectively to benefit those it serves.

MAIN DUTIES AND RESPONSIBILITIES

**Strategic leadership and governance**

- Provide oversight and scrutiny to ensure the organisation is complying with all statutory obligations, governing documents, charity law, company law and any other relevant legislation or regulations.
- Hold the Senior Leadership Team to account for acting within SEA’s charitable mission and provide a clear strategic direction.
- Take an active role in regularly reviewing major risks and opportunities.
- Contribute expertise and guidance to enable the Board to fulfil its duties regarding the sound financial health of the charity, with systems in place to ensure financial accountability.
- Contribute to, guide and improve the collective knowledge, and combined expertise of the Board.

**Representation**

- Represent the charity externally as appropriate.
- Promote SEA’s mission, vision and values both internally and externally. Championing SEA’s work by supporting its activities, fostering networks within wider communities and promoting what we do.
- Engaging in SEA’s work, acting as ambassadors for SEA, broadening its reach and impact, and offering additional resource as and when available.
- Comply with any agreed policies and procedures. Act with transparency.

**General**

Understands the role of a Trustee and how to provide board oversight and give supportive challenge to the Executive Team.



# PERSON SPECIFICATION

## KNOWLEDGE AND EXPERIENCE

We are looking for trustees with

- Previous experience of working at a senior, strategic level.
- Successful track record of achievement in your professional career.
- An understanding of the requirements of charity governance.
- An understanding of gender-based violence and the issue of economic abuse is desirable but not essential.
- Lived experience of domestic and/or economic abuse is desirable but not essential.

A background in one or more of the following is essential for these appointments:

- Income-generation and business development
- Frontline experience working with victim-survivors and other vulnerable customers
- Legal and/or HR expertise
- Digital communications and campaigns

## SKILLS AND PERSONA ATTRIBUTES

- A strategic thinker who brings both personal integrity and decisiveness.
- A strong communicator with emotional intelligence and empathy.
- Offers a contemporary view and are connected with and understand how to engage with a wide range of stakeholders.
- Demonstrates a strong and visible passion and commitment to SEA and the issue of economic abuse.
- A collaborator and team-player who can work constructively with Trustees and the Senior Leadership Team.
- Demonstrates a personal and professional commitment to equity, diversity and inclusion and to SEA's feminist ethos.
- Can commit the necessary time to being a Trustee



# TERMS OF APPOINTMENT

## REMUNERATION

This role is offered on a voluntary basis. Reasonable expenses incurred in the course carrying out the role will be reimbursed by the organisation.

## TIME COMMITMENT

The estimated time commitment is c.12 days a year. Trustees are required to attend four board meetings and one board strategy day per year. Board meetings are held in person in central London. Trustees are also expected to join one of SEA's Board Committees and attend quarterly Committee meetings online.

## TERM OF APPOINTMENT

The term of office for a Trustee is 3 years, renewable up to a maximum of 9 years.

**This role is subject to an enhanced DBS check.**

# HOW TO APPLY

We hope you will consider making an application. If you have questions about the appointment and would find it helpful to have an informal conversation, please contact Rebecca O'Connor [rebecca.oconnor@starfishsearch.com](mailto:rebecca.oconnor@starfishsearch.com) and we will be happy to arrange a call. To make an application, please go to <https://starfishsearch.com/jobs/surviving-economic-abuse-trustees/> and click on the apply now button, with the following prepared:

- Your CV (no more than three sides).
- A supporting statement (no more than two sides) that sets out why you think this role is the right move for you and how you meet the knowledge and experience criteria.

We would also be grateful if you would complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

**Closing date:** Friday 29th August 2025

**Preliminary interviews with Starfish online:** w/c 15th September 2025

**Final Panel interviews with SEA in person:** w/c 6th October 2025