

# Trustee Recruitment Pack



## INTRODUCTION

The DHL UK Foundation is an independent registered charity (registration # 327880) that works in partnership with the DHL Business in the UK, DHL employee nationwide and like-minded charities to support underserved young people.

The DHL UK Foundation believes that all underserved young people in the UK should access decent employment and thrive in their career.

We address inequalities and barriers that affect underserved young people (11 to 25) in their access to employment. Together with our charity partners we build their aspirations, increase their awareness on careers paths and opportunities, and develop the skills they need to access employment and thrive in the world of work.

## OUR HISTORY

The DHL UK Foundation has existed by name since 2008, however you can trace its roots all the way back to Sir Philip Holt in the 1880s.

The original charitable trust money has been invested wisely and today, the capital endowment has grown to approximately £33m, and still provides significant income to fund the Foundation's programmes. The DHL UK businesses also make a substantial donation towards our work.

To this day, our work continues to uphold the vision of the original founders almost 150 years ago – that together with DHL employees and the business- we can support and improve our communities.

You can find out more about our history here [Our History - DHL UK Foundation](#).



## OUR PROGRAMMES

Youth unemployment remains a persistent issue in the UK, disproportionately affecting underserved young people.

- In March to May 2025, the unemployment rate for young people was 14.2% (up from 13.8% the previous year).<sup>1</sup>
- In January to March 2024, there were 923,000 people aged 16 to 24 who were not in employment, education or training (NEET), 12.5% of all 16-to-24-year-olds.<sup>1</sup>
- 58% of NEET young people have never had a paid job.<sup>2</sup>
- 2 times as many young people are not working because of health reasons than ten years ago.<sup>2</sup>
- Underserved young people with low qualifications are 131% more at risk to become NEET, against 60% for their more privileged peers.<sup>3</sup>
- Underserved young people with SEND and mid-qualification are 38% at risk to be NEET against 171% with low qualifications. In comparison, more privileged peers with SEND and mid qualification are 3% likely to be NEET with mid-qualifications and 105% with low qualifications.<sup>3</sup>

With our strategy 2025-2030, we chose to support interventions that address drivers of youth unemployment:

- **Childhood Conditions:** the socio-economic background and geographic location can negatively affect opportunities and life outcome
- **Educational Opportunities:** the lack of a quality education and access to careers advice presents additional barriers to young people achieving their full potential.
- **Job Preparedness:** the lack of opportunities to develop relevant skills, gain work experience and be exposed to the workplace significantly reduces their job readiness.
- **Specific Needs:** young people with specific needs, notably special educational needs and disabilities (SEND), are more at risk of unemployment without tailored support to address the challenges they face.

With the Foundation's funding and expertise and the DHL business behind us, we believe we are in a unique position to make a difference by:

- Partnering with aligned charities who are best in class.

<sup>1</sup> [Youth unemployment statistics - House of Commons Library](#)

<sup>2</sup> The Learning and Work Institute

<sup>3</sup> Impetus report – Exploring Compounding Disadvantaged

- Supporting employability programmes that leverage DHL resources to create unique opportunities for young people.
- Measuring our outputs and outcomes to demonstrate impact.
- Using our voice to drive change for underserved young people

We do this through:

- **Strategic funding:** we award to expert charities enabling unrestricted multi-year funding that enable them to deliver programmes aligned with our mission and demonstrate impact.
- **GoTeach programme:** we partner with charities to deliver employability programmes that leverage the resources of the DHL Business and engage DHL employees in volunteering, creating valuable opportunities and work exposure for underserved young people.
- **Impact and Research funding:** we invest in research, collaboration and evaluation that amplify the impact of our strategy and the programmes we fund.

Under the new strategy 2025-2030, we will support 8 partners

#### **GoTeach partners**

- **Lift Schools:**  
Lift Schools is a national network of 57 schools united by a transformative mission: that every child deserves an excellent education, in every classroom, every day. They are one of the largest Multi-Academy Trusts in the country, committed to providing their pupils with a rich careers curriculum and closing the destination gap.
- **The Talent Foundry:**  
The Talent Foundry is a nationwide social mobility charity supporting young people in underserved schools across the UK. Their vision is to spark ambition and unlock opportunity so that every young person can succeed and thrive as part of a fairer society. They work with industry partners to deliver engaging sessions to build employability skills and prepare young people for future careers.
- **3<sup>rd</sup> partner -TBC**

#### **Strategic funding:**

- **Get Further:**  
Get Further exists to support students from underserved background in Further Education to secure gateway English and math qualifications that unlock opportunities for employment, training and life. Their small-group tuition programme ensure that a student's background is never a barrier to receiving the tailored support they need to succeed.
- **Place2Be:**  
Place2Be is the UK's leading children's mental health charity providing vital support in schools. Their dedicated teams across the UK passionately help pupils to manage challenges in their lives, equipping them with essential coping skills. This support empowers young people to thrive academically, socially, and personally - preparing them for success in school and future careers.

- **Resurgo:**  
Resurgo is a youth employment charity. Our proven, community-based coaching programme – the Spear Programme – helps young people break down barriers and thrive in work and life.
- **Street league:**  
Using Sport and Education, Street League helps young people into work. Recognising the links between wellbeing, health and employment, they use the power of sport to help young people aged 16-30, facing barriers to employment, have a brighter future. They work in communities and with employers to equip young people with the confidence, skills and qualifications needed to secure employment.
- **ThinkForward:**  
ThinkForward delivers unique, personalised coaching programmes for young people at a key stage in their lives, enabling them to overcome the challenges they face and make a successful transition into work. Every young person takes part in workplace activities to develop their life goals and readiness for work. They raise the voices of our young people and support employers to provide fair access to opportunities.

## OTHER PROGRAMMES

Loyal to our origins, we uphold our legacy to support the business employees and the communities where DHL operates. We continue running two programmes

### **MATCH It!**

Match It! Supports DHL employees in the UK in their fundraising and volunteering efforts for charities, schools and not for profit community organisations by boosting their efforts with funds from the DHL UK Foundation.

Every year, the Foundation donates approx. £100K to charities supported by DHL employees.

### **HELPING HANDS**

Helping Hands is a benevolent fund run by the Foundation to support DHL colleagues and pensioners in the UK going through substantial financial hardship.

Every year, the Foundation donates approx. £90K in support of DHL employees.

## OUR IMPACT

### **FUNDING FY 2023/24**

£1.2m awarded to 8 charity partners  
in the UK supporting:

- Teachers' training
- Reduction of school exclusions
- Mental health support in schools
- Academic results and job readiness

### **GOTEACH 2024**

- 233 GoTeach activities
- 435 DHL employee volunteers
- 816 volunteering opportunities
- 7,638 non-unique opportunities for children/young people
- 5,262 volunteering hours



### **DHL EMPLOYEE ENGAGEMENT 2024**

- 211 applications approved through Helping Hands benevolent fund (£76K awarded in total)
- 377 applications approved to match employees' fundraising and volunteering effort through MatchIt! (£116K awarded in total)

"I am excited about our bold new strategy - designed to meet the real needs of young people and respond to the challenges faced by the third sector. While we've made significant progress under our 21-24 strategy, the ongoing challenges of youth employment demand fresh thinking. We've pushed ourselves to go deeper, to understand and address the root causes affecting underserved communities.

Our commitment is clear: we will make smart, impactful investments, working hand in hand with charity partners and sector experts to fund proven solutions that drive real employment outcomes. Leveraging our unique partnership with DHL, we aim to create meaningful opportunities that help young people step confidently in the workforce.

This strategy is more than a plan – it's a renewed mission with a purposeful and determined approach to bring lasting change".

Susie Robinson, Chair, DHL UK Foundation

## OUR GOVERNANCE

The DHL UK Foundation is a registered Private Limited Company by guarantee without share capital use of 'Limited' exemption ([2223373](#)) and a registered charity with the Charity Commission of England and Wales ([327880](#)).

The DHL UK Foundation is governed by its **Articles of Association** and subject to the **Charity Commission regulations**. A Framework Agreement is in place to govern its relationship with the DHL Business.

The DHL UK Foundation is governed by a **Board of Trustees** who each volunteer their time to support the Foundation and help us deliver our Vision. The Board includes representatives of the global and DHL UK businesses as well as independent expert Trustees who bring a variety of skills from the voluntary and commercial sector. The DHL UK Foundation Board is currently formed of 10 Trustees who meet **quarterly**:

- Chair: [Susie Robinson](#)
- [Christoph Selig](#) (DHL Group)
- [Duncan Butler](#) (DHL Supply Chain)
- [Paul Lyon](#) (DHL Global Forwarding)
- [John Cornish](#) (DHL Express)
- [Scott Laird](#) (DHL eCommerce)
- [Kate Butchart](#)
- [Helen Copinger-Symes](#)
- [Neha Mahendru](#) (Stepping down January 2026)
- [Barbara Storch](#) (Stepping down July 2026)

For more information on our Board, please visit: [Our People - DHL UK Foundation](#)

The Board is supported by a number of sub-committees

- **The Investment Committee** manages the Foundation's endowment and oversees the Fund Managers' performances
- **The Operations Committee** oversees financial and operational matters, including spending and risk register
- **The Remuneration Committee** reviews annually the Foundation staff salaries and benefits and support as required with HR matters
- **The Safeguarding Committee** reviews our safeguarding policy and practices

The DHL UK Foundation is a member of the Association of Charitable Foundations and the Funder Safeguarding Collaborative as well as Information Commissioner Office.

Our policies are accessible [https://www.dhlukfoundation.org/our\\_policies](https://www.dhlukfoundation.org/our_policies).



## FOUNDATION TEAM

The DHL UK Foundation is run by the Chief Executive, Caroline Courtois.

The Foundation comprises 9 staff members.

For more information on our team, please visit: [Our People - DHL UK Foundation](#)

## CONTEXT OF THE TRUSTEE RECRUITMENT

We are seeking **three new Trustees** to join the Board of the DHL UK Foundation and support the organisation to deliver its goals. The ideal candidates will be committed leaders who will bring a wealth of knowledge and leadership experience to the charity and who will also be active ambassadors and representatives of the Foundation.

### The role of the Trustee is to:

- Ensure effective governance of the DHL UK Foundation in compliance with charity law, company law and the Charity Commission's regulatory guidelines;
- Use their knowledge, skills and experience to ensure that the DHL UK Foundation pursues its charitable objectives and deploys its resources accordingly;
- Contribute in providing firm strategic direction to the charity, setting overall policy, defining goals, setting targets and evaluating the performance against agreed targets;
- Safeguard the good name and values of the Foundation;
- Ensure the effective and efficient financial stability of the Foundation;
- Act as an ambassador to raise the profile of the Foundation;
- Use any specific skills, knowledge or experience they have to help the Board of Trustees reach sound decisions;
- Attend a minimum of 4 Board meetings a year.

### Role Requirements

The candidates will demonstrate

- An understanding of a charitable foundation operating in a corporate environment.
- Empathy with, and commitment to the Foundation's vision and mission
- An ability to speak one's mind, challenge constructively and engage confidently



- Excellent communication and interpersonal skills, able to both support and challenge the Foundation team
- An ability to work well in a diverse group
- Integrity, honesty and flexibility
- A strong understanding and acceptance of the legal duties, liabilities and responsibilities of the Trustees.

**In addition, the candidates will demonstrate the following expertise and experience:**

**Profile #1**

- Experience or knowledge in youth employment, whether through a role in the charity sector, think tank or public body.
- Experience of the charity sector and/or with a corporate funder.

**Profile #2**

- Experience on legal matters and/or governance matters, particularly pertaining to the charity sector.
- Experience of the charity sector and/or with a corporate funder.

**Profile #3**

- Direct experience and/or demonstrated expertise on safeguarding matters.
- Experience working with young people.
- Experience of the charity sector and/or a corporate funder.

**Terms and length of appointment:**

Trustees serve an initial three-year term and are eligible for re-appointment for two additional terms. The role is unremunerated, but reasonable expenses will be reimbursed.

**Time commitment and terms of appointment:**

The total time commitment of a Trustee is currently likely to equate to 4 to 6 days to prepare and attend quarterly Board meetings (Board meetings typically held in February, May, July/August and November, between 12pm and 5pm).

In addition, Trustees are expected to attend occasional visits to the Foundation funded programmes, equating to half to 2 additional days depending on the availability.

Trustees may be invited to join or chair specific committees (the Safeguarding and/or Investment Committees notably) requiring between half to 3 additional days, including preparation.

## DIVERSITY

We cultivate a culture of inclusion and do not tolerate any form of discrimination. We believe that our differences enable us to be a better team making better decisions, driving innovation and upholding core values of respect, openness and kindness.

Should you require any adjustments during the application process, please inform the recruitment team.

## HOW TO APPLY

**Please send your CV and a cover letter to** [DHLUKFoundation.Recruitment@dhl.com](mailto:DHLUKFoundation.Recruitment@dhl.com)

**Please title your email:** DHL UK Foundation Trustee Recruitment - [Your Name]

**Deadline for applications:** Monday 29 September noon

Candidates will receive confirmation of their application by email.

In-person interviews will be organised with the Foundation CEO and Trustees (tentatively weeks c/o 13, 20 or 27 October)

Candidates can expect the process to be completed by: January 2026

Please note that your information will only be shared with those closely involved in the recruitment process and for the sole purpose of reviewing your application. Your personal information will be managed in accordance with GDPR principles. Applicants' personal data provided to the Foundation for the purpose of this recruitment will be deleted upon completion of the process.

## About DHL

DHL is one of the operating brands of Deutsche Post DHL (DPDHL). DPDHL is the world's largest logistics group and offers tailored, customer-focused solutions for the management and transport of goods. Currently with over 600,000 employees in more than 220 countries and territories, DPDHL is one of the biggest employers worldwide and over 35,000 of these employees are based in the UK.

To find out more about DHL and its sustainability policy: [About us - DHL Group](#)