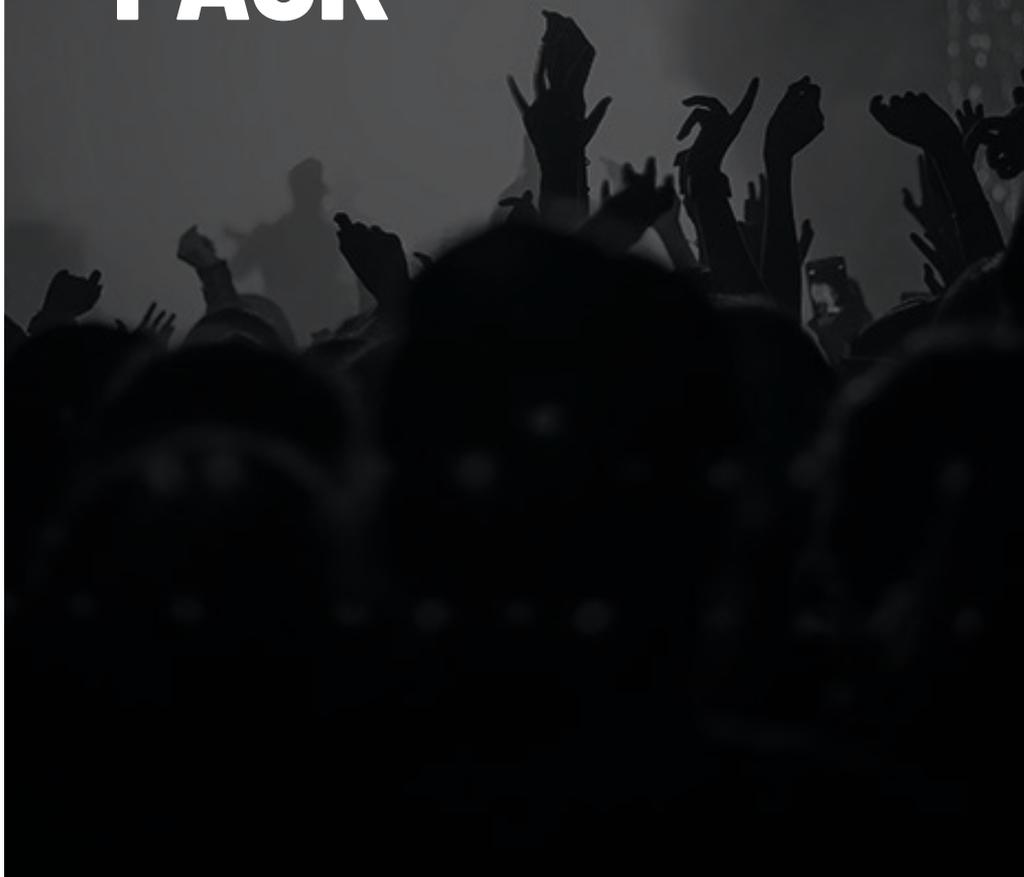


**METAL**  
**FOR GOOD**

# **TRUSTEE RECRUITMENT PACK**





# INTRODUCTION

**Metal For Good was founded in 2022, inspired by the positive values of the rock and metal community. The charity aims to harness the transformative power of music to improve mental health, support young people, and amplify underrepresented voices. In just three years, it has grown into a respected grant-giving organisation, rooted in lived experience, strong values, and a clear ambition to scale its impact while remaining community-led.**

Since its inception, Metal For Good has experienced rapid growth, marked by key partnerships with festivals, artists, brands, and funders across the alternative music scene. Through innovative fundraising initiatives such as Metal Merch Day, The Preloved Pit, challenge events, and The Metal Collective, the charity has built sustainable, self-generated income streams without reliance on a single major corporate or institutional donor.

Between 2022 and 2025, Metal For Good funded 22 grassroots community music projects across the UK, awarding £31,000 in grants. These projects address mental health challenges, social isolation, inequality, and access to music for marginalised communities. The charity operates a transparent, inclusive, and participatory grant-making model, with final funding decisions shaped by its supporter community through The Metal Collective.

Looking ahead, Metal For Good now enters an important growth phase with the appointment of its first paid CEO, supported by investment from The Fore Foundation. The charity aims to increase its grant giving, grow its supporter and volunteer base, strengthen partnerships, and embed equality, diversity, and sustainability across all activities, while continuing to use rock and metal music as a powerful force for positive social change.

Following the sad death of our finance trustee, Neil Cossey in October 2025, we are looking for someone to join our board of talented and committed trustees and continue to develop the strong foundations he put in place in relation to finance and compliance.

We are committed to ensuring our board is representative of the communities we support, as well as having a broad range of professional and personal experience.

We would welcome applications from candidates who reflect the diversity of the UK, including ethnicity, LGBTQIA+, people with disabilities, and those who are below the age of 30. An interest in or an understanding of rock, metal and alternative music is useful, but not essential.





## THE ROLE

**Our trustees play a vital role in making sure that Metal For Good achieves its core purpose. They oversee the overall management and administration of the charity. They also ensure that Metal For Good has a clear strategy and that our work and goals are in line with our vision.**

Just as importantly, they support and challenge the CEO to enable the charity to grow and thrive, and through this, fund ideas that use the values of rock and metal to improve mental health, unlock young potential, and amplify underrepresented voices.

Board members have a collective responsibility. This means that trustees always act as a group and not as individuals.





# DUTIES

- Support and provide advice on Metal For Good's purpose, vision, goals and activities.
- Approve operational strategies and policies, and monitor and evaluate their implementation.
- Oversee Metal For Good's financial plans and budgets and monitor and evaluate progress.
- Ensure the effective and efficient administration of the organisation.
- Ensure that key risks are being identified, monitored and controlled effectively.
- Review and approve Metal For Good's financial statements.
- Provide support and challenge to the founders in the exercise of their delegated authority and affairs.
- Keep abreast of changes in Metal For Goods operating environment.
- Contribute to regular reviews of Metal For Good's own governance. Attend Board meetings, adequately prepared to contribute to discussions.
- Use independent judgement, acting legally and in good faith to promote and protect Metal For Good's interests, to the exclusion of their own personal and/ or any third party interests.
- Contribute to the broader promotion of Metal For Good's objects, aims and reputation by applying your skills, expertise, knowledge and contacts.

As a small charity, there will be times when the trustees will need to be actively involved beyond Board meetings.

This may involve scrutinising board papers, leading discussions, focusing on key issues, providing advice and guidance on new initiatives, presenting externally, or other issues in which the trustee has special expertise.



# WHAT WE'RE LOOKING FOR

**We are looking for an individual with senior level finance experience who is willing to bring energy, enthusiasm and commitment to the role.**

**You do not need previous governance experience – we will provide a full induction and training.**

## PERSONAL SKILLS, EXPERIENCE & QUALITIES

- Willingness and ability to understand and accept their responsibilities and liabilities as trustees and to act in the best interests of the organisation.
- Ability to think creatively and strategically, exercise good, independent judgement and work effectively with fellow Trustees and Metal For Good stakeholders.
- Effective communication skills and willingness to participate actively in discussion.
- A strong personal commitment to equity, diversity and inclusion.
- Enthusiasm for our vision: To harness the power of rock and metal for an equal society.
- Play an active role in ensuring Metal For Good delivers on our Mission, in that: "We fund ideas that use the values of rock and metal to end inequality, improve wellbeing and provide life-changing opportunities".
- Model and lead by the values of Metal For Good, which are: Togetherness, Individuality, Passion, Integrity and Belonging.
- Commitment to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

## FINANCE SPECIFIC EXPERIENCE

- Experienced senior finance professional who will have held positions such as CFO, FD or other senior financial leadership roles.
- A qualified accountant (ACA, ACCA or CIMA) is preferred.
- Experience of charity finance is preferred and/or the willingness to learn about the idiosyncrasies of charity finance.



# TERMS OF APPOINTMENT

## TERMS OF OFFICE

Trustees are appointed for a 3 year term of office, renewal for 3 further terms to a maximum of 9 years.

This is a voluntary position, but reasonable expenses are reimbursed.

## TIME COMMITMENT

Attending 4/5 Board meetings annually. Currently meetings are held remotely during the evenings.

Attending 1 in-person strategy day per year.

## HOW TO APPLY

Please send a CV and cover letter outlining why you think you'd be suitable for the role to [hello@metalforgood.org](mailto:hello@metalforgood.org) by the 27th January.

Initial interviews will be held w/c 2nd February.



# ABOUT METAL FOR GOOD

**Fueled by the unstoppable energy of the metal community, we fund projects that use music to improve mental health, unlock young potential, and amplify underrepresented voices - because metal is more than music, it's a movement.**

The rock and metal community is truly unique. We're brought together by a shared love of great music and a deep sense of belonging. We feel part of something bigger - accepted, understood, and supported, like someone's always got our back.

Music is transformational. Whether playing, listening or watching live - it can be an escape when you are struggling, give you a voice when you feel unheard, bring people together, and give you the confidence and skills to thrive.

Through our fundraising, we provide grants to incredible community organisations that use music to change lives.

You can find out more at [www.metalforgood.org](http://www.metalforgood.org) or across our social media. (@metalforgood on all platforms)





# OUR VALUES

**The values of rock and metal, and as a result - Metal For Good, are lived daily by the music community. We have identified five values which are most important to us:**

## **TOGETHERNESS**

It's that moment at a gig when thousands of voices rise as one to sing your all-time favourite song. In the rock and metal community, you're never alone – you're part of something bigger. Everyone around you understands exactly how you feel, and for that moment, you belong completely.

## **INDIVIDUALITY**

In the rock and metal world, self-expression isn't just accepted – it's celebrated. Lobster costume at a festival? Go for it. Full-on corpse paint for a shop run? Why not? Here, being unapologetically yourself is the norm. Our differences don't divide us – they define us.

## **PASSION**

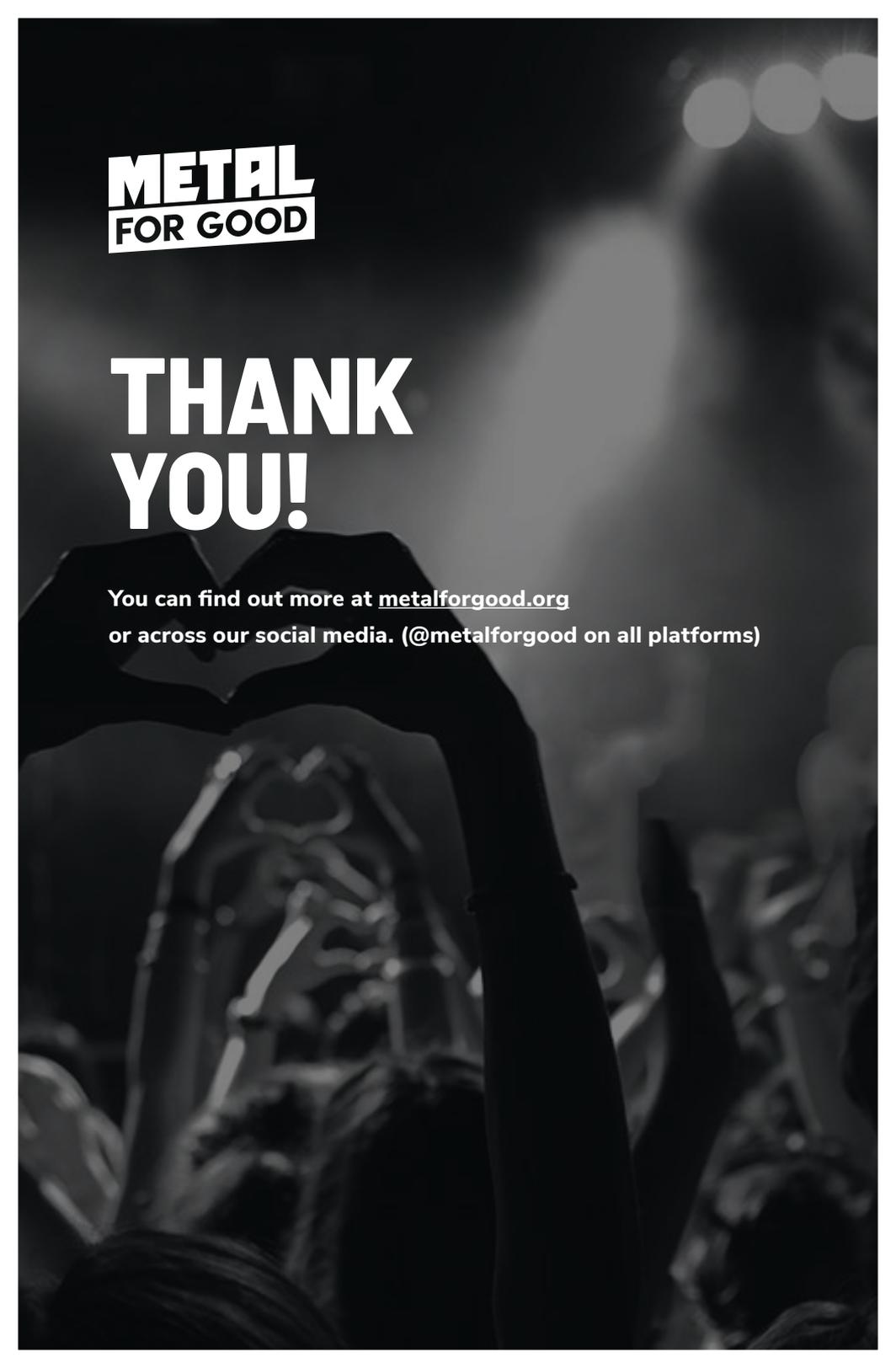
You won't find passion like a metal fan reliving their favourite live show. Every note, every lyric, every roar of the crowd- it all means something. It stays with you.

## **INTEGRITY**

If you've ever been knocked down in a mosh pit, you'll know your feet won't have left the ground before someone's helping you up. In our world, integrity, decency, and kindness always win.

## **BELONGING**

Being part of the rock and metal community is like finding your chosen family. Walking through the gates of your favourite festival feels like coming home. You can spot a fellow fan a mile away – and you'll swap stories with a total stranger just because of their band shirt. It's more than music. It's where you belong.



**METAL**  
**FOR GOOD**

**THANK  
YOU!**

You can find out more at [metalforgood.org](https://metalforgood.org)  
or across our social media. (@metalforgood on all platforms)