# Trustee - IT & Technology

*Board Trustee, advisory to the CEO, COO and senior leadership team*

**Location:** Board meetings held in the Bristol area (Gympanzees Centre, Aust, South Gloucestershire) or virtually - to be confirmed with the Chair

**Time commitment:** Board meetings every 6-8 weeks, plus regular advisory contact with the CEO, COO and senior leadership team (estimated additional time to be agreed with the Chair)

**Term:** Two years, renewable, in line with Gympanzees' constitution

**Remuneration:** Voluntary - unpaid

**Reporting to:** Chair of Trustees, working closely with the CEO, COO and Centre Manager

## About Gympanzees

Gympanzees is a Bristol-based charity building the UK's first fully inclusive exercise, play and leisure centre for disabled and neurodivergent children and young people aged 0–25, and their families. We exist to tackle poor access to exercise, social isolation and health inequalities by creating spaces and services shaped by lived experience.

We're redeveloping a 43,000 sq ft building on a 14.5-acre site at Brightside Park in Aust, South Gloucestershire, and are on track to open in Spring 2027. We've raised or secured £8.96 million of the £11.5 million needed to complete the build and fit-out, and fundraising continues at pace to open the doors.

Like many growing charities, our technology has grown up piece by piece - a mix of everyday tools (Microsoft 365, Zoom), specialist charity systems (Donorfy for fundraising and supporter CRM, Xero for finance), marketing platforms (Mailchimp, Canva, Sprout Social, Adobe), till and payment systems, and an outsourced IT support partner. As we move from campaign to opening a live, multi-service centre, we need to bring in a new booking system, ensure our systems talk to each other properly, and think seriously about data protection, cyber-security, and digital accessibility for the families we serve.

## The opportunity

This is a new trustee role, created to bring senior technology leadership onto our board as we move from building the centre to opening and running it.

You won't be doing the hands-on IT work - that sits with our outsourced IT support provider, our senior leadership team, and the staff who own individual systems day to day. Your role is to sit above that: a board-level trustee who is across our technology as a whole,


Gympanzees is a registered charity in England and Wales (charity number 1189375) and is a registered trademark.

understands how our systems fit (or don't yet fit) together, and can advise the CEO, COO and senior leadership team on where technology could be used better - from data and reporting, through to the family-facing experience of booking a session.

It's a role in two halves. Before we open, you'll help us think through the technology decisions that come with launching a first-of-its-kind centre - most urgently, choosing and integrating a new booking system alongside our existing CRM, finance and marketing tools. After we open, you'll be an ongoing advisor to the board and senior team, helping us get more value from our systems, spot where technology is creating risk or friction, and keep pace with a fast-changing sector - including the responsible use of AI, which we already use in a small way today.

## What you'll do

### Before we open

- Advise the senior leadership team as we select and implement a new booking system, and help ensure it integrates well with our existing CRM (Donorfy), finance system (Xero), till/payment systems and marketing tools.
- Bring an outside, senior perspective to how our various systems should work together as a whole, rather than as separate point solutions - including where automation or integration tools can reduce manual work.
- Advise on data protection and information security as we prepare to hold significantly more data on families, bookings and payments - including safeguarding sensitive data on children and young people.
- Help the board understand our digital accessibility obligations and opportunities (our website targets WCAG 2.2 AA) as we build our online booking and member experience.
- Support the senior leadership team in scoping a realistic technology budget and roadmap for opening, working with our outsourced IT support provider.

### After we open

- Provide ongoing, advisory support to the CEO, COO and senior leadership team - a sounding board on technology decisions, risks and opportunities as the centre beds in.
- Help the board understand and interrogate technology and cyber-security risk as a standing part of our risk register.
- Keep an eye on where we could be using technology and data better - for example in reporting, volunteer coordination, member communications, or understanding how families use the centre.
- Bring an informed, current view on relevant developments in technology and AI, and help the board judge where these are (and aren't) worth pursuing for a charity of our size.
- Contribute fully to all standard trustee duties - governance, strategy, safeguarding oversight and financial stewardship - alongside your technology specialism.


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## What we're looking for

This role is pitched at leader level. We're looking for someone who has led technology at a senior level - as a CTO, IT Director, Head of Technology or equivalent - ideally with experience of multiple systems that need to work together (CRM, finance, booking or membership, and operational tools), rather than a single large in-house IT function.

### You'll likely have

- Senior leadership experience in IT or digital, gained in a charity, SME, membership organisation or similar environment where systems are often outsourced, cloud-based and provided by multiple vendors rather than built in-house.
- A strong grasp of data protection and information security, including the particular care needed when handling data about children and vulnerable service users.
- Experience of system integration and digital transformation - helping organisations move from disconnected tools towards systems that work well together.
- Comfort operating at board level - translating technical expertise into strategic guidance and governance input, rather than doing the hands-on IT work yourself.
- An interest in digital accessibility and how technology can support (rather than create barriers for) disabled and neurodivergent children, young people and their families.

You don't need a background in the charity or disability sector - we'll bring you up to speed on that. What matters most is senior, cross-functional technology judgement and the ability to apply it at board level.

## What we offer

- The chance to shape the technology behind the UK's first fully inclusive exercise, play and leisure centre, at the exact moment it moves from campaign to reality.
- A values-led, ambitious organisation - built on Gold Standard Inclusion, Pioneering Co-Creation and Unlocking Potential - with a genuinely warm, collaborative culture.
- A full induction, including access to our governance documents, business plan, and induction training on safeguarding and the sector.

## Practicalities

- Trustees are appointed for a two-year term, renewable, in line with our constitution.
- The full Board meets every 6–8 weeks. All Trustees complete mandatory safeguarding training and undergo appropriate pre-appointment checks, including a DBS check at the level for which the role is eligible.
- You'll be asked to declare any conflicts of interest and to agree to our Trustee Code of Conduct.



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## How to apply

To apply, please send your CV and a covering letter outlining your relevant experience, your interest in the role and why you would like to become a Trustee of Gympanzees to steph@gympanzees.org

Shortlisted candidates will be invited to a face-to-face

interview. **Closing date: Thursday 26th November 2026**

01454 210442
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gympanzees.org

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