

# **Conciliation Resources – New Trustees**

## **About the Role**

Conciliation Resources is currently seeking three new Board members. We are particularly interested in hearing from individuals with competence and interest in fundraising, finance, media and communications or general charity management. Our organisation is led by its Board, who are responsible for the governance and strategic direction of the charity. Being a Conciliation Resources Trustee is an influential and valuable role and you will make an important contribution to our current peacebuilding work, and our future direction. This is an opportunity to contribute to and learn from a leading peacebuilding organisation.

Conciliation Resources strongly encourages candidates from all backgrounds to apply. At present, we are particularly keen to receive applications from younger adults, ethnic minorities and people from or with experience of Africa or Asia. We are committed to ensuring diversity and gender equality within our organisation.

Conciliation Resources is committed to safeguarding and expects all trustees, staff and volunteers to share this commitment. We will do everything possible to ensure that only those that are suitable to work within our values are recruited to work for us. This post may be subject to a range of screening checks.

## **Time Commitment**

To fulfil the role effectively, it is expected that the time requirement will be 8 days per year comprised of four Board meetings (one of which can be extended to include a Retreat) plus preparation time, occasional contact with senior staff, and participation in other meetings and events. The term of office is three years and the maximum number of consecutive terms is two.

## **Conciliation Resources**

**Our vision:** Our vision is of a world where people work together to resolve conflicts and promote peaceful and inclusive societies.

**Our mission:** Our mission is to provide practical support to help people affected by violent conflict achieve lasting peace. We draw on our shared experiences to improve peacebuilding policies and practice worldwide.

## **Our values**

**Collaboration:** We believe that everybody affected by conflict has a stake in peace. We work to create peaceful and inclusive change within societies in partnership with local people, to respond to violence, inequality, injustice and exclusion.

**Creativity:** We believe that peacebuilding needs to be flexible and adaptive to the specific and evolving realities of each conflict context. We support innovative ways to influence change, and we share insights from people's lived experience globally to build collective knowledge and expertise.

**Challenge:** We believe that peace can only come about if people have a chance to better understand their conflict and if difficult conversations are held between allies and adversaries. We stand alongside those who, with courage and integrity, reach out across conflict divides.

**Commitment:** We believe that building sustainable peace takes time. That's why we make long-term commitments to support just and resilient transitions from protracted conflict to lasting peace.

## **Our strategic goals**

### **GOAL 1: Causes and drivers of conflict are peacefully transformed**

As a result of our support, relationships, governance practices and structures, and legacies of violence, which are obstacles to sustainable peace, are addressed.

## **GOAL 2: Approaches to building peace support inclusion**

As a result of our engagement, expertise and resources, peacebuilding and conflict prevention practice is more inclusive.

## **GOAL 3: Policy is prioritising conflict prevention and peacebuilding**

As a result of our efforts, relevant policymakers at international, national and regional levels make investments in long-term, non-violent approaches to preventing armed conflict and building peace, and in those working for peace in conflict contexts.

### **Board of Trustees**

The balance of skills, knowledge and professional backgrounds that we seek to maintain on the Board is

- Financial skills (including experience in the management, oversight and interpretation of financial information for colleagues and an understanding of charity finances).
- Governance skills (including awareness of Company and Charity rules and regulations, including safeguarding)
- Fundraising (including donor relations with the public and philanthropic sectors and grant management)
- Communications and Media (including profile raising strategies, public relations and social media)
- Influence and connections with decision makers and influencers in the geographic, policy and advocacy fields in which Conciliation Resources operates.
- Organisational governance and project management to help support us with our ambitious goals.
- Strategic planning and change management.
- Conflict transformation and peacebuilding (and/or international development and human rights).

### **Main Responsibilities of Board Members**

- Support the Chair and work with colleagues on the Board as it carries out its leadership role and fulfils its fiduciary responsibilities towards the governance of the charity.
- Support the Chair and, in partnership with the Executive Director and other members of the Executive Management Team continue the development of Conciliation Resources, its work and help achieve the mission of the organisation.
- Work with colleagues on the Board in achieving a shared vision of the organisation's future as well as an understanding of the external environment and the charity's risks and opportunities when reviewing annual plans and the periodic review of the organisation's strategic plan.
- Be a supportive presence to the staff of Conciliation Resources and take part in events.
- Take an active role in promoting and representing Conciliation Resources effectively to other stakeholders, including donors, partners, officials and politicians.
- Contribute specific interest and contacts in support of Conciliation Resources communications, fundraising and external engagement work.

### **Trustee Specification**

#### **Knowledge and Experience**

- An interest in the work of Conciliation Resources.
- A background, through direct or academic experience, in one of the areas of responsibility listed above.

#### **Key Skills**

- Excellent interpersonal skills being able to engage with all staff as well as colleagues on the Board.
- Personal integrity – sharing Conciliation Resources' values.
- Incisive and insightful thinker able to contribute to the organisation's strategic and creative thinking.
- Good communication and listening skills.
- Collaborative, inclusive and persuasive.

## **What Does Conciliation Resources Offer?**

Becoming a Trustee Conciliation Resources gives you the opportunity to work with highly talented and individuals experienced in their respective areas of work sector who are passionate about making a difference in the peacebuilding field.

Biographies of all our current staff can be found at [www.c-r.org/about/staff](http://www.c-r.org/about/staff). Biographies on our current board members can be found at [www.c-r.org/about/board](http://www.c-r.org/about/board).

All agreed and directly incurred expenses will be reimbursed against receipts. Currently all four board meetings are held in London and we seek to set the board meeting dates on a rolling 12-month basis. If a board member wishes to join a meeting and is unable to attend in person, we will endeavour to use remote dial-in systems where possible.

## **How to Apply**

To apply to be a Trustee of Conciliation Resources, please provide the following:

- A letter of interest explaining your motivation for applying, your interest in the role and how you meet the requirements for the position of Trustee. This should be a maximum 2 sides of A4, minimum 10 point, Arial
- An up-to-date CV

Upon application you will be provided with a link to our diversity monitoring survey. This survey is voluntary, anonymous and not linked to your application. This assists us in our monitoring of the diversity of applicants for **all** roles in Conciliation Resources.

All the above should be emailed to [recruitment@c-r.org](mailto:recruitment@c-r.org) clearly marked "Trustee Application" in the subject line. All applications will be acknowledged and will be reviewed on an on-going basis by members of the Board Nominations Committee. The deadline is no later than 1 October 2018.

It is likely interviews will be held at Conciliation Resources' office at Tufnell Park, London.

## **Timetable**

**Closing date:** 1 October 2018 **Interviews:** from TBA

These dates may be subject to change and applicants will be advised in advance should this happen.

Shortlisted candidates may be required to undertake an additional assessment prior to the final interview.

For an informal discussion about the role, please contact Jonathan Cohen, Executive Director on 020 7288 8369 or [jcohen@c-r.org](mailto:jcohen@c-r.org) or the current Chair via Jo Bundo, Executive Assistant on 020 7288 8372 or [jbundo@c-r.org](mailto:jbundo@c-r.org) who will make the logistical arrangements.

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