



## CHRISTIAN AID TRUSTEE ROLE PROFILE

### The Organisation

At Christian Aid, we believe that poverty is an outrage against humanity. It robs people of dignity, freedom and hope, of power over their own lives. Christian Aid has a vision - an end to poverty – and we believe that vision can become a reality. The essential purpose of Christian Aid is to expose the scandal of poverty, to help in practical ways to root it out from the world and to challenge the systems that favour the rich and powerful over the poor and marginalised.

For over 75 years, we've fought poverty and turned hope into action. Although founded by the church and rooted in Christianity, we've always helped those in need, regardless of religion, ethnicity or nationality. Created by British and Irish churches in 1945, and owned by our 41 sponsoring churches, Christian Aid provides urgent, practical and effective assistance where need is great, tackling the effects of poverty as well as its root cause. Our work is based on our fundamental identification with the aspirations and rights of the poor and the oppressed. We act in situations of suffering and injustice because we believe that they violate God's standards and devalue us all.

In recent years, we have been through a process of looking back at our history, the world as it is today, and the unique contribution we can make in changing people's lives. We have revisited our vision, mission, values, and developed a new global strategic framework – [\*Christian Aid Global Strategy 2019-26\*](#) - that will influence how we make change happen.

### The Board

The Board of Trustees is responsible for setting the strategy and policy framework of Christian Aid, holding the Chief Executive and the senior leadership team accountable, providing constructive challenge where necessary, reporting to the sponsoring churches and the wider group of stakeholders (at the Annual General Meeting) and promoting Christian Aid externally.

The Board delegates certain functions to sub-committees of trustees;

- The Board Governance and Nominations Committee is responsible for nominating new trustees for election to members (the sponsoring churches) at the annual general meeting, and for reviewing the performance of the board. It also ensures that the board has effective work processes.
- The Audit and Risk Committee reviews reports from external and internal auditors, commissions special investigations and advises the Board on risk management.

- The Board Governance and Nominations Committee is responsible for nominating new trustees for election to members (the sponsoring churches) at the annual general meeting, and for reviewing the performance of the board. It also ensures that the board has effective work processes.
- The Finance, Fundraising and Investment Committee reviews the annual plans and budget, investment in and performance of fundraising, key financial policies, pension funding and the performance of Christian Aid's investment managers.
- The People Committee advises on human resources policies to ensure that they are aligned with our values and objectives, and helps inform our global people strategy. It reviews the principles governing pay and benefits at Christian Aid. It also makes recommendations to the board on the remuneration of the Chief Executive.

As a trustee, you will be expected to serve on the Finance, Fundraising and Investment Committee or the Audit and Risk Committee, and potentially others depending on any vacancies and your interests and availability.

## **The Role**

### General attributes

Candidates must be able to demonstrate a combination of intellect, personal presence, energy and creativity sufficient to make a contribution at board level. They will have a passion for the work that Christian Aid does and have personal commitment to it and to the values of the organisation. They will have a passion for poverty eradication and social justice, knowledge of the challenges faced in developing countries, a commitment to Christian Aid's values and objectives and its role as the churches' relief, development, advocacy and campaigning agency for international development and poverty eradication.

Trustees have the overall legal responsibility for a charity. The law describes charity trustees as 'the persons having the general control and management of the administration of a charity' (Charities Act 2011, section 117). Trustees must act and take decisions collectively to govern the charity. Trustees have no authority to act on their own as a trustee unless this has been authorised by the trustee board as a whole.

As a Christian Aid trustee, you will have responsibility (as a Board member) for setting directions, governance, reviewing policies and ensuring the organisation's resources are used strategically to achieve agreed results. You will be expected to work in partnership with the Chief Executive and senior management and will need to recognise the value and commitment made by Christian Aid to working with and through partners overseas.

### Specific skills and characteristics

It would be essential for candidates to have:

- An accountancy qualification (such as ICAEW or ACCA), along with senior commercial or charity sector experience, such as working in a CFO role

- knowledge of the governance obligations and responsibilities of Trustees
- sympathy and support for Christian Aid as a Christian organisation, which works with: churches; ecumenical bodies; local NGOs; organisations of other faiths; and movements which have common values and competence in poverty eradication.

It would be desirable if candidates also had:

- fundraising or income generation experience
- knowledge of the workings of NGOs in the UK/Ireland
- knowledge of the social, cultural, economic and political dimensions of international relief and development
- experience in an international organisation
- experience and understanding of diversity, especially in the UK/Ireland context.

### Terms of appointment

The time commitment required is circa 1-2 days a month which varies throughout the year and includes :

- Board meetings- four meetings per year (including two residentials, usually requiring an overnight stay and one of which may be outside of Central London)
- Finance, Fundraising and Investment Committee or Audit and Risk Committee meetings – each committee has four meetings per year usually virtually for 2 hours
- preparation for board and committee meetings
- other work with Board members or senior staff between formal meetings as agreed

Trustees are also expected to attend the AGM. In addition, it has proved valuable for trustees to travel overseas occasionally to visit partners and see Christian Aid's work at first hand.

Appointment as a trustee will be for an initial period of four years (which may be renewed for a further period). No salary is payable, but reasonable out of pocket expenses are reimbursed.

Christian Aid values and encourages diversity in its Board and welcomes people from all sections of the Christian community. Board members are expected to be active Christians so as to help lead, direct and develop Christian Aid as the Churches' agency for international development and poverty eradication.

If you have a disability that meets the definition set out on the Equality Act 2010, and you can show that you meet the criteria described, please let us know.

If you experience any technical or accessibility difficulties, need help making an application, or have any additional support needs to be considered as part of the interview and selection process, please let us know.

### Person Specification

1. Specialist experience in finance and accountancy qualification
2. Committed Christian with a passion for the work, values, mission and aims of Christian Aid
3. Knowledge of governance, alongside an understanding and acceptance of the legal duties and responsibilities of being a Trustee.
4. Experience in business planning and strategic decision-making
5. Ability to work effectively as a member of the team to take decisions for the good of Christian Aid as a charity and organisation.
6. Ability and desire to develop an understanding of the INGO sector
7. Ability to act as an ambassador for Christian Aid

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