



SOS CHILDREN'S
VILLAGES
UNITED KINGDOM

SOS Children's Villages UK Trustee Candidate Recruitment Information

Welcome

These are very exciting times for SOS Children's Villages UK (SOSUK).

We are making plans to raise the profile and impact of the world's largest independent children's care organisation here in the UK.

Today, around 10% of the world's children are growing up without appropriate parental care. To meet this challenge SOSUK is part of the SOS Children's Villages International federation which has embarked on an ambitious Strategy 2030: No Child Should Grow up Alone.

Over the next 10 years our aim is to ensure that many more children have a loving home and an equal chance to succeed in life. We want to lead the world's most effective childcare movement to make sure that no child grows up alone. In our fiftieth year, together with our 118 sister organisations around the world, we are committed to

- Innovating and growing alternative childcare, deepening its integration into communities to ensure children and young people are integrated members of their societies
- Strengthening families by preventing family separation and providing emergency response
- Empowering young people by strengthening their care and improving their employability
- Giving a voice to our target group and increasing our advocacy impact
- Mobilising people to create a movement for quality childcare, spreading our knowledge and experience
- Simplifying our international organisation to make sure a larger share of our resources is spent on supporting children and young people

Supporting a highly motivated executive team to develop ambitious plans to help fulfil these goals, our Board needs more trustees to ensure we provide the best strategic direction and scrutiny. We're particularly interested in individuals with programme experience in child rights or child development, experience in HR and organisational development and marketing and digital communications experience particularly from the charity sector. Ideally, you'll be comfortable working at executive or Board level or be able to demonstrate the potential to do so. UK charity experience is desirable but not essential.

What is essential is a commitment to building the strongest possible SOSUK to support good outcomes for vulnerable children everywhere.

We look forward to hearing from you.

Mary Maynard, Chair, Board of Trustees, January 2020

About SOSUK

SOSUK is a registered charity (1069204) and a limited company (3346676). It was established in 1968 to raise awareness and campaign on behalf of children globally. The UK team raises funds for our projects around the world including sponsored communities, emergency relief operations, family strengthening programmes, schools and training centres.

In 2018, we raised almost £5.6m from our donors: our donorbase of around 8,000 child sponsors, corporate partners, trusts and foundations and community groups. We have also been successful applicants for Big Lottery Fund, European Union and Government of the Isle of Man funding.

We have a relatively new organisational structure, with 23 staff across fundraising, communications, and finance and IT. For the first time, we are also investing in a policy and advocacy function that will raise SOS Children's Villages' profile with key policy and decision makers in the UK and as part of the Federation, internationally.

Alongside our ambitions for growth and impact in the UK, we seek to increase our voice and influence in the SOS global family in order to push for high quality programme work that achieves maximum impact for children.

Now that the foundations for our ambitions are in place, the Board of Trustees seeks to recruit up to two new members in the first instance, to help lead SOSUK into this phase its development and evolution. Full information about each role can be found below.

More information about SOSUK can be found on our new website www.sos-childrensvillages.org.uk

More information SOS Children's Villages International can be found here www.soschildrensvillages.org



Trustee – Role description

- Remuneration:** The role of Trustee is not accompanied by any financial remuneration
- Location:** SOSUK is based in central Cambridge and Board meetings are currently held there
- Time commitment:** 4 Board meetings per year which are currently timed as follows: March, July, October and December Possible attendance at subcommittee meetings
- Reporting to:** Board of Trustees

Objective

The role of a Trustee is to ensure that SOSUK fulfils its duties to its beneficiaries by delivering on its vision, mission and values in a manner consistent with the requirements of UK charity and companies' law and regulation.

The statutory duties of a trustee are:

- To ensure the organisation complies with its governing document.
- To ensure that the organisation pursues its objectives as defined in its governing document.
- To ensure the organisation applies its resources exclusively in pursuance of its objectives - the charity must not spend money on activities which are not included in its own objectives, no matter how 'charitable' and 'worthwhile' those activities are.
- To contribute actively to the Board of Trustees' role in giving firm strategic direction to the organisation, setting overall policy, defining goals and setting targets and evaluating performance against agreed targets. To safeguard the good name and values of the organisation.
- To ensure the effective and efficient administration of the organisation.
- To ensure the financial stability of the organisation.
- To protect and manage the property of the organisation and to ensure the proper investment of the organisation's funds.
- To appoint the Chief Executive Officer and monitor his or her performance

In addition, with other Trustees to hold the charity “in trust” for current and future beneficiaries by:

- Ensuring that the charity has a clear vision, mission and strategic direction and is focused on achieving these.
- Being responsible for the performance of the charity and for its “corporate” behaviour; ensuring that the charity complies with all legal and regulatory requirements.
- Acting as guardians of the charity’s assets, both tangible and intangible, taking all due care over their security, deployment and proper application.
- Ensuring that the charity’s governance is of the highest possible standard.

As well as the various statutory duties, any trustee should make full use of any specific skills, knowledge or experience to help the board make good decisions.

The above list of duties is indicative only and not exhaustive. The Trustee will be expected to perform all such additional duties as are reasonably commensurate with the role.

Person specification

Individuals are sought who have a strong empathy with our mission. We particularly welcome applications from individuals who have direct experience in the UK or other care system as a child or an adult.

The Board of Trustees are jointly and severally responsible for the overall governance and strategic direction of the charity, its financial health, the probity of its activities and developing the organisation's aims, objectives and goals in accordance with the governing document, legal and regulatory guidelines.

All trustees should also be aware of, and understand, their individual and collective responsibilities, and should not be overly reliant on one or more individual trustees in any particular aspect of the governance of the charity.

Experience:

- Successful experience of operating within a board in a charitable, public sector or commercial organisation
- Demonstrable experience of building and sustaining relationships with key stakeholders and colleagues to achieve organisational objectives
- A proven track record of sound judgement and effective decision making
- A history of impartiality, fairness and the ability to respect confidences
- A track record of commitment to promoting equality and diversity

In particular, we would welcome applications from individuals who can demonstrate the following:

- programme development expertise gained in international development, child rights or child development fields
- organisational development and/or HR management at a senior level
- marketing, branding, digital communications particularly in the charity sector

Knowledge, skills and understanding:

- Commitment to the organisation and a willingness to devote the necessary time and effort
- Preparedness to make unpopular recommendations to the board, and a willingness to speak their mind
- Willingness to be available to staff for advice and enquiries on an ad hoc basis
- Good, independent judgement and strategic vision
- An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship
- An ability to work effectively as a member of a team
- An understanding of the respective roles of the Chair, Trustees and Chief Executive

HOW TO APPLY

To apply for this role, please send to Alison Wallace, CEO at alison.wallace@sosuk.org the following documents:

- an up to date CV, including the details of two referees (referees will not be contacted without your permission)
- a statement of no more than two pages outlining your motivation for joining the Board of Trustees of SOS and a supporting statement, explaining how you believe your skills and experience match the requirements of the role

The deadline for applications is 28 February 2020.

Interviews will be held throughout March, and the final candidates will be asked to attend the Board meeting as observers on 30 April 2020.

Please note that we will keep your details for as long as required to monitor and complete this recruitment process. Once that period is over your personal details will be deleted, unless you have been successfully appointed to the role. Should you wish to remove your details at any other point please contact us at hello@sosuk.org