

VACANCY: Trustee – voluntary, part-time

Integrity Action is looking for 2 trustees from anywhere in the world to help catalyse our justice agenda!

Location: International (home-based)

Reporting to: Chair of the Board of Trustees

Duration: Trustees are appointed for a term of 4 years
(extendable by mutual agreement for one further term of 4 years)

Starting date: Negotiable

Founded in 2003 and based in the UK, [Integrity Action](#) is a charity devoted to bringing citizens and government closer together and to increasing the accountability of power-holders to those they wish to serve. We equip citizens with the tools to assess vital services in their communities, report problems publicly, and work with those responsible to ensure the problems are fixed. We also work with power holders to ensure that they use their power responsibly and that they are inclusive, responsive and accountable to their citizens.

Integrity Action has worked with citizens across Africa, Asia, Europe and the Middle East to identify and solve thousands of problems – ranging from crumbling schools to dirty drinking water – and in so doing transformed hardships into real-life benefits for hundreds of thousands of people.

Integrity Action is now striving to push for a new social compact: by increasing the ability of both citizens and state actors to collaborate and understand each other's perspectives and limitations, we aim at (re)building trust and relationships between them. To do that, we start at the local level in partnership with civil society, as we recognise that at the local level citizens are closer to their government and that relationship-building is more achievable.

In parallel, we are on a mission to ensure that our work, our power as a UK-based organisation and our resources drive more equitable, just and community-led initiatives. We want to achieve more equitable partnerships; to shift the decision-making power to the communities we work with and the groups and organisations in which they come together; to increase representation in our governing bodies, diversity among staff and trustees, and our accountability to the communities we work with.

We call this our [justice agenda](#).

As part of this mission, Integrity Action is seeking 2 national and/or international expert leaders in democratic governance and citizen-centred accountability, who have a passion for our mission and can leverage their understanding of the communities and civil society that we work with to shift power and resources. We are particularly interested in individuals who are from, or have strong links with, the countries where we work and/or the contexts where our work is most needed.

No matter where you come from, what your background is, or where you are based, you will be an equal board member alongside our existing Trustees and you will play a vital role in setting Integrity Action's strategic direction, contributing your insights to advance our mission and governing the charity. Alongside these duties, we will need support from you and the wider Board to:

- Work with partners to support locally-led and inclusive agendas and solutions. We are committed to listening to what citizen monitors, partners and the communities we work with have to say, act on their recommendations and continuously improve our

initiatives. We will step aside if we are not adding value or if local actors can deliver the same or greater value.

- Work as a team to increase diversity among staff and trustees, and to eliminate any injustice we identify in our systems and practices. We recognise that diversity contributes to more meaningful and effective action and may help prevent us from reproducing the very structures and power imbalances we are trying to change.
- Collaborate with fellow organisations to re-imagine the global development sector, including contributing to decolonising our sector and shifting the power and resources that we hold towards the communities we work for and the civil society organisations based where our projects are located.

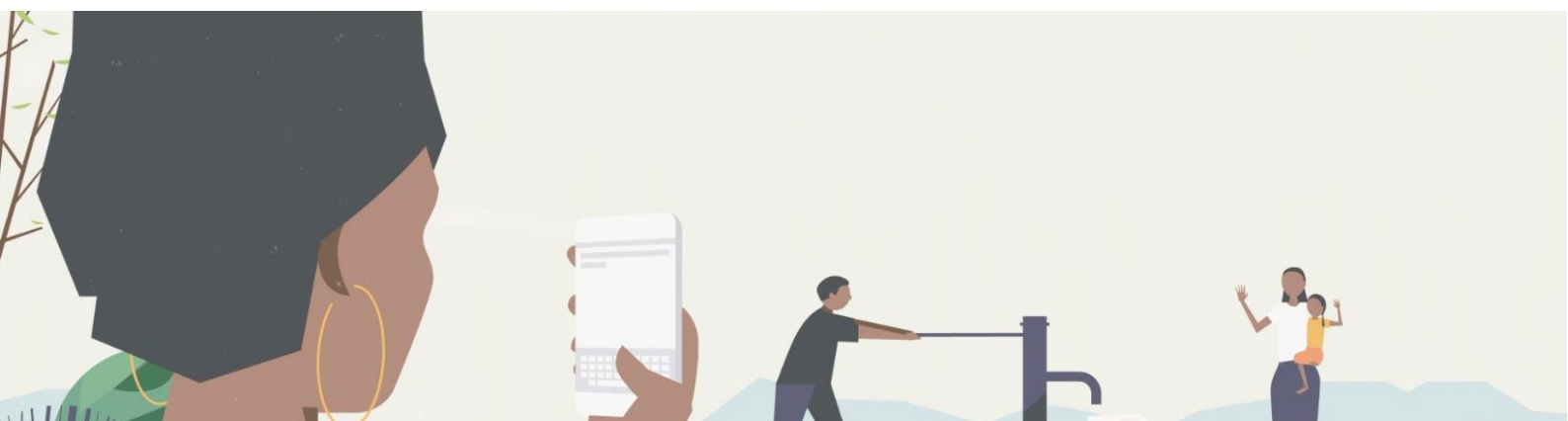
What this opportunity offers you:

- An absorbing and rewarding role to shape and sharpen the thinking and action of an international organisation committed to citizen-centred accountability.
- The chance to play a central role in overseeing Integrity Action's governance, compliance, strategy and planning; and advising and supporting the executive management team.
- Joining a cadre of highly respected trustee peers, led by Board Chair Gail Klintworth, Special Advisor on Sustainable Economic Zones and Clusters for SYSTEMIQ and non-executive director, board advisor and trustee for a select group of businesses and NGOs working towards low carbon, inclusive growth.
- A working environment where openness, honesty, integrity, and respect are prized.

Is this the right fit for you?

- You are a nationally and/or internationally recognised expert in transparency, accountability, participation and/or governance, preferably living in a country Integrity Action is working in, or where this kind of work is particularly needed.
- You are a powerful voice in the debate on how citizens and governments should interact and help each other to perform their duties and see the stewardship of communities and societies as a joint endeavour.
- You bring a sophisticated grasp of how a non-profit organisation works and the personal energy and presence to help the organization improve the way it operates.
- You will ensure that we have a clear view of and are responsive to changes in the sector including funders' strategies.
- You are open to the possibility to serve on one of the Board's committees.

More details on the Trustee role and responsibilities are available in our [Governance Manual](#).



Qualifications that will set you apart:

- Your track record of achievement in the fields of transparency, accountability, participation and/or governance.
- Your ability to bring new insights, understanding and capacity to the Board.
- An enquiring mind, commitment to Integrity Action's values and principles, and the ability to absorb and interrogate complex information and draw sound conclusions.

The commitment we ask you to make:

The time commitment for service equates to approximately 8 days a year, including:

- 4 Trustee meetings per annum (normally held between 11am and 1.30pm (GMT time) and one, a full day strategy day in June). Once travel restrictions allow, we will aim for all Trustees to meet in person once a year. In a meantime, Board meetings will be held remotely.
- Participation in sub-committee meetings (these are held on the same days as Board meetings).
- Advising and guiding the executive team.

The role is unpaid but reasonable expenses (including attendance of Board meetings) are reimbursed.

The working language of the Board is English and all members must be proficient

As Integrity Action does not solicit individual gifts, there is no expectation that board members will contribute financially to the organization.

Interested in applying?

Applications should be sent to Jasmina Haynes, the CEO, by email to jasmina.haynes@integrityaction.org.

She is happy to answer any questions you might have and you are invited to contact her via email or on her mobile +447446839007.

Your application should comprise:

- A CV including your full employment history showing more significant Executive and Non-Executive positions, responsibilities held and relevant achievements;
- A covering note of not more than one page summarising your motivation and the reasons you're interested in joining us;
- Daytime, evening and/or mobile telephone numbers (to be used with discretion).

Selection process:

A selection of candidates will be invited to be interviewed by the appointment panel chaired by Gail Klintworth, Chair of the Board. Interview dates to be confirmed.

The successful candidates will be invited to join the next board session on 15 December 2021 as observers.

