



HR Trustee

Job Pack





We are looking for a new HR Trustee for the Able Child Africa Board!

**Able Child Africa
works alongside
partner organisations
in Africa to achieve
equal rights for
children and young
people with
disabilities. Come and
join us on our journey!**

We are looking for passionate, dynamic and self-motivated individual to join our Board of Trustees. We are a small, inclusive and diverse team in the UK, specifically looking for Trustees based in Africa to add value to our Board and wider organisation. If you think this role could be for you, then have a read of this pack and get in touch. We would love to hear from you.





**Changing the lives of children
with disabilities in Africa**

About us

We are a small, dynamic charity, entrepreneurial in style and collaborative in process. We are **values led**, passionate about our partner approach and driven by the beneficiaries of our work.

We are one of only a few international organisations specifically working with children with disabilities in Africa.

We are passionate about what we do and work hard for the change we see is needed.

We aim high both in our values and in the quality of our work. We strive to be the best at what we do, and use our strengths as a small organisation to innovate and showcase ideas for change.

We want to be better. We are honest about what we get wrong and provide space to make things right.

One of those areas where we want to get better is our lack of representation on our Board of individuals from Africa or with lived experience of disability.

So come and join us!





Our values

We are led by 5 core values that define how we work and how we're run.

Inclusion

We believe everyone should have the same opportunities in life regardless of disability, age, geography or gender.

Collaboration

We listen to and collaborate with local partners and children with disabilities.

Quality

We are good at what we do and are passionate about the approach we take.

Courage

We are bold and agile, with the courage to innovate and take disciplined risks.

Transparency

We are honest, we act with integrity and we are accountable.

About the role

We understand the importance of diversity and inclusion in our strategic decisions and want the voice of people in Africa and those with a disability to come through strongly on our Board.

So we are looking for an enthusiastic and self-motivated individual with relevant expertise and experience to join our Board of Trustees.

For this role, we are looking for a HR professional to provide strategic HR support to the organisation.

We are actively seeking applications from the African diaspora and those with lived experience of disability.

You will form part of our Board of Trustees, accountable in the UK with the following responsibilities:

1. Ensuring the organisation complies with charity law and does not breach any requirements or rules set out in our governing documents.
2. Provides strategic oversight and input into the running of the organisation.
3. Contributes towards securing a sustainable funding base for the organisation.
4. Contributes specific professional skills and expertise.
5. Facilitates introductions and connections as appropriate to support the sustainability and growth of Able Child Africa.



About You

You will live the values of Able Child Africa, keeping the best interests of our staff and beneficiaries at the heart of decision making. You will have the capability to support our Strategic Plan, working closely with the CEO to ensure the organisation remains well governed and at the forefront of our sector.

You will be a skilled communicator, able to hold high level discussions while being diplomatic in your opinions. An enthusiastic and motivated individual, you will be willing to offer voluntary time outside your normal working hours. You will have the relevant expertise and experience to add value to our Board of Trustees, helping drive quality and growth across the organisation.

Experience

1. Relevant experience working in HR, either in a corporate or not-for-profit environment.
2. Previous (or current) experience as a trustee (not essential).
3. Experience, interest in or commitment to children and/or disability issues.

Skills and Technical Competencies

4. Proven ability to make and act on strategic and critical decisions.
5. Some knowledge of charity governance, administration and regulations.
6. An ability to foster positive working relationships with a diverse range of people.

Qualities

7. An understanding of, and commitment to, Able Child Africa's vision, mission, values and approach.
8. Lived experience of disability or from the African community/diaspora (desirable, but not essential).
9. High level of personal integrity and commitment, with highly developed interpersonal and communication skills, resilience and gravitas.

Application Details

We really like the people on our Board. Without their time and expertise, we wouldn't be able to do what we do. We have worked really hard to create a flexible and rewarding environment that gets the best out of each of our Trustees and enables them to deliver the support we need. If you think you could make a great contribution to our work, then get in touch. Details below.

Salary:	This is an unpaid voluntary position. Reasonable travel expenses can be covered.
Start:	January 2023 (approx.)
Location:	Meetings will be held four times a year via video call, with the option for one of the meetings to be an in-person meeting.
Commitment:	The Board meets quarterly, usually on Saturdays. Trustees are expected to attend these meetings virtually and assist with relevant matters between meetings
Terms:	Trustees are able to serve two 3-year terms. We are looking for an individual who can commit to our board for a minimum of 3-years, except in the case of unforeseen circumstances which could prevent this.

Application Details

If you think you are interested in this position, then send your CV and an introductory letter (one side of A4) that covers your competences and relevant expertise for the role. You should also highlight your interest in Able Child Africa, your motivation for becoming a Trustee and what contribution you feel you can make to the Board.

Please send this to jobs@ablechildafrica.org.uk by **3 January 2023**.

If you want to discuss the role, please email the above address and we will get back to you (interested applicants only - no companies).



Able Child Africa is an equal opportunities employer and will not discriminate against any candidate on the basis of any characteristic protected by the Equality Act 2010. We actively encourage applicants from all backgrounds. **We particularly encourage applications from people with disabilities** and people with direct experience of living or working with children with disabilities and all applicants with a disability who meet the minimum criteria will be offered an interview.

Please send your CV and a one-page introductory letter outlining why you are interested to join our Board to
jobs@ablechildafrica.org.uk by 3 December 2023.



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