



**PEACE
DIRECT**

CHAIR OF TRUSTEES

RECRUITMENT PACK

Closing date: 30 August 2024

INTRODUCTION

Peace Direct supports people and groups who are resisting violence and promoting lasting peace in some of the most difficult conflict-affected countries around the world. **We call them peacebuilders, and the world needs to support them wherever they are.**

Fortunately, they are in every country, town and village where violent conflict takes hold. They are the community leaders, activists, youth groups, women's groups, networks and social movements who are resisting violence and building peace in their communities and countries. But they are chronically underfunded and under-recognised.

That's where we come in. We amplify their stories. We fund their work. We help them learn from others. We work with them to strengthen their organisations, to achieve greater impact. We share their lessons with donors and policymakers. We advocate for and with them. We push for changes at the international level so that local peacebuilders are supported everywhere. Peace Direct has also been at the forefront of thinking about how the international NGO sector needs to transform itself, including how to tackle structural racism.

We are very proud of what we have achieved over the past twenty years, and we look forward to the years ahead as we hope to build on our successes and push for greater international support to civil society working on the frontlines of conflict.

Our current Chairperson is stepping down at the end of the year and we are looking for a dynamic leader to help steer Peace Direct in the years ahead. We are looking for someone who cares deeply about the importance of supporting local civil society, who has strong experience of charity governance, and is accustomed to working collaboratively with the CEO and the Senior Leadership Team, and across cultural contexts to build a strong organisation.

This is no ordinary Board Chair role. Peace Direct has been at the forefront of thinking about how the international NGO sector needs to transform itself, including how to tackle structural racism. We are looking for a Board Chairperson who will embrace the challenge of leading a Board that will model the changes we hope to see in the wider sector. As part of our commitment to shifting power, we are open to the idea of a co-Chair arrangement, with one Chair based in the Global South/Majority World.

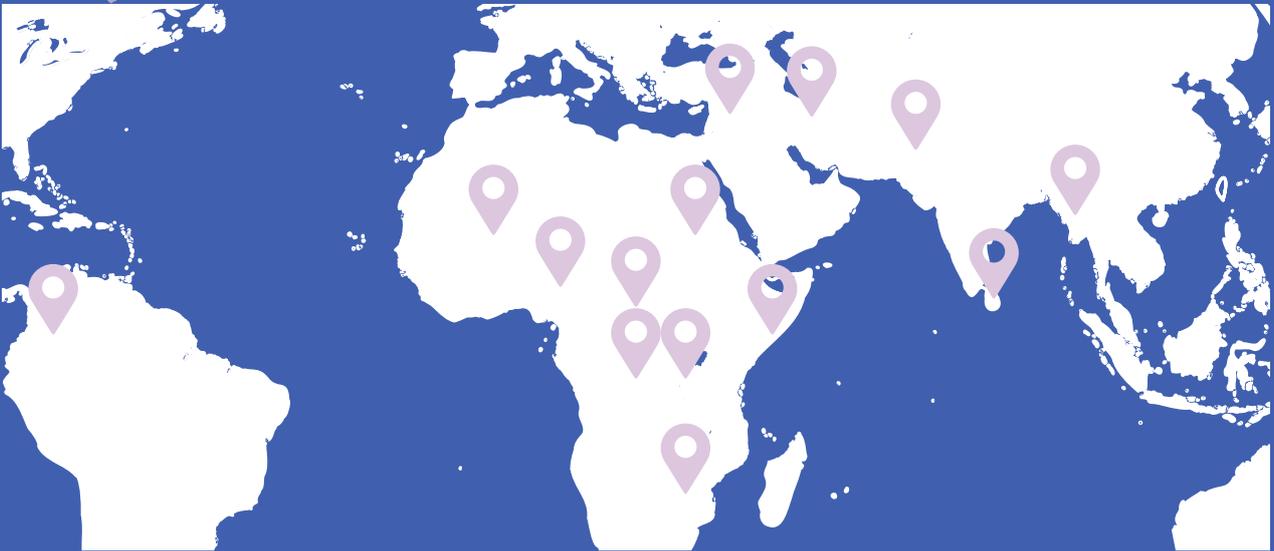
Dylan Mathews
Chief Executive Officer



ABOUT US

Peace Direct is an international charity that works with local peacebuilders and their allies to shift power and resources for sustainable peace. Local people are the experts in the conflicts that affect their communities, and only they understand what it takes to build peace that lasts. We make sure these local peacebuilders have the resources they need to make peace a reality.

In 2023, we partnered with 27 organisations and individuals building inclusive, sustainable peace in 14 different countries.



WHAT IS PEACEBUILDING?

For us, peacebuilding means preventing and stopping violence at its source – and that starts with local people, in their communities. Anyone working to prevent violence and promote lasting peace and cohesion is a peacebuilder. Local peacebuilders work to carve peace into their daily lives, sowing the seeds of peace for future generations in their own backyards.

Peace Direct supports local peacebuilders. We believe local people are best placed to know what is going on in their communities, because they live it. But they shouldn't have to build peace alone.

You can read more about Peace Direct and our work in our [latest Impact Report](#).

ABOUT US: OUR VALUES

Our values guide everything we do, and we expect all staff and Board members to subscribe to them.



NON-VIOLENCE

We believe that non-violence is not only the morally and ethically right thing to do; it is also the strategic thing to do. A growing body of evidence shows that non-violent action leads to more sustainable, peaceful and long-term outcomes compared to violent action, and we will only support work that is aligned with the principles of non-violence. Non-violence is also not the easy option. Rather than being regarded as 'soft' we believe that those who choose non-violence are extraordinarily courageous.



DIGNITY AND RESPECT

One of the most pernicious effects of the current system of international assistance is how it diminishes the dignity of local people, reducing them to passive victims with no agency or capacity. The violation of people's dignity must be tackled wherever we see it and we must do everything in our power to uphold and defend the dignity of local people. This means being extremely mindful of the language we use internally and externally, so that we do not undermine the dignity of local people. We will also call out behaviours and language that we see in our work, within the sector and with policymakers, which diminishes agency and dignity of local people.



COURAGE

Building peace has for too long been regarded as the 'soft' option by policymakers and the military, as if making and building peace represents capitulation or weakness. We believe this is wrong, and that building and sustaining peace takes courage.

Peacebuilders risk their lives every day. To honour their courage we work to be courageous in our work. This means speaking truth to power when we see rights being violated or dignity being diminished by those in power. It means turning down funding if we believe it will not support local peacebuilding efforts in a responsible and sustainable way. It means arguing robustly but respectfully with those in the sector who believe that local capacity doesn't exist in some countries, or that local people 'can't be trusted'.

And it means taking risks for our partners when others won't, whether this is through establishing radically flexible funding mechanisms when others donors won't, or investing in peacebuilding efforts in high-risk areas.

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INCLUSION

A core principle underpinning our work since we were founded was the inclusion of local peacebuilders in all peacebuilding efforts. Their exclusion from most policy discussions, peace processes and externally-led peacebuilding initiatives, was - and is - one of the biggest failures of peacebuilding.

We will redouble our efforts to promote and advocate genuinely inclusive peacebuilding. We will not be afraid to speak out when we see peace processes and initiatives that exclude those most affected by violence and who should be leading efforts to build peace.

In recent years, we have started to look at our own internal practice, work culture and communication to ensure that our commitment to inclusion is reflected in how we work with our colleagues, volunteers and peers. This has broadened into a discussion around diversity, equity and inclusion (DEI).

Being committed to DEI means looking at our work culture, policies and practices to ensure that Peace Direct is a welcoming, diverse and inclusive organisation, willing to look at its own unconscious biases so that we can become the best organisation we can be for our partners and for the communities we serve. Our DEI policy and strategy are available upon request.



TRUST

One of the unspoken reasons why international policies and practices do not support local efforts is because there is a lack of trust in local actors.

Sometimes this is dressed up as a lack of evidence, scale, visibility, or a problem of fiduciary risk and sometimes this is true.

However, more often than not, it's because local actors simply aren't trusted by the international community. This lack of trust is often based on prejudice and racism, and this must be tackled.

We will call out language and behaviour that reinforces existing stereotypes about the lack of agency of local actors and we will ensure that our advocacy activities include recommendations that build rather than diminish trust in local actors.



THE ROLE

OBJECTIVE:

The Chair will lead the Board in its role of ensuring clear strategic direction for PD, compliance with requirements for effective financial and people management, and sound corporate governance in line with PD's own values and relevant regulatory frameworks.

The Chair will also support and, where appropriate, challenge the Chief Executive and foster collaborative and constructive engagement within the Board and between the Board and Peace Direct's management and staff. They should be willing to act as an ambassador and the public face of the charity as part of PD's external communications efforts. The Chair will also line manage the Chief Executive in line with PD's HR procedures.

TIME COMMITMENT:

Four Board meetings per year. The Chair is expected to sit on the Board of the US Affiliate of Peace Direct, which holds two Board meetings per year, as well as the Supervisory Board of the Dutch Affiliate of Peace Direct, which meets twice a year. Finally, the Chair is expected to hold regular meetings with the Chief Executive.

REPORTING TO:

Board of Trustees

TERMS:

The charity's Chair (and board members) can serve two three-year terms.

PRINCIPAL RESPONSIBILITIES

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

1) STRATEGIC LEADERSHIP

- Establish a culture within the Board that promotes integrity, openness, inclusion and rigour in its work and its engagement with Peace Direct's management, staff and partners
- In consultation with the Chief Executive, shape the work of the Board to ensure constructive challenge and support to Peace Direct's Executive in their development and implementation of policy frameworks, organisational strategy, sound financial management and effective risk management while ensuring that PD operates within its charitable objectives
- Embody the values and ethos of Peace Direct, in particular in its efforts to tackle structural racism and discrimination in the sector and to shift power and resources for sustainable peace.
- Be a champion for how INGO Boards can consider their role in a sector undergoing significant transformation, particularly in relation to the future role of INGOs and the desire to 'Shift Power' to those most proximate to their communities.

2) GOVERNANCE

- Responsibility for governance arrangements working in the most effective way for Peace Direct.
- Ensure that there is the right level of governance oversight of, and communication with, Peace Direct's affiliates in the USA and Netherlands, while recognising their independent status.
- Developing the knowledge and capability of the Board of Trustees.
- Encouraging positive change and, where appropriate, address and resolve any conflicts within the Board.
- Appraising the performance of the Board on an annual basis.
- Regularly refreshing the Board of Trustees incorporating the right balance of skills, knowledge and lived experience needed to govern and lead the Charity effectively, with a particular emphasis on diversity and inclusion.
- Ensuring that Trustees understand and respect the boundaries between governance and management.

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4) EFFICIENCY AND EFFECTIVENESS

- Chair meetings of the Board of Trustees effectively and efficiently, bringing impartiality and objectivity to the decision making process.
- Foster and maintain constructive relationships with and between the Trustees.
- Work closely with the Chief Executive to give direction to Board policy-making and to ensure that meetings are well planned, meaningful and reflect the responsibilities of trustees.

5) RELATIONSHIP WITH THE CHIEF EXECUTIVE AND THE WIDER MANAGEMENT TEAM

- Establish and build a strong, effective and a constructive working relationship with the Chief Executive, as they are held to account for achieving agreed strategic objectives.
- Support the Chief Executive, whilst respecting the boundaries which exist between the two roles.
- Ensure that the Chief Executive has the opportunity for professional development and has appropriate external professional support.

PERSON DESCRIPTION

PERSONAL QUALITIES

- Demonstrate a strong and visible commitment to the Charity, its strategic objectives and cause.
- Personal gravitas to lead a prominent peacebuilding organisation.
- Exhibit strong interpersonal, inter-cultural and relationship-building abilities.
- Demonstrate tact and diplomacy, with the ability to listen and engage effectively.
- Strong networking capabilities that can be utilised for the benefit of the Charity.
- Ability to foster and promote a collaborative team environment.
- Ability to embrace and champion Peace Direct's commitment to tackling structural racism and to 'shifting power' in the sector towards locally led efforts.
- Ability to commit time to conduct the role well, including attending events out of office hours.

EXPERIENCE

- Experience of operating at a senior strategic leadership level within an organisation.
- Experience of managing and supporting Boards in multiple jurisdictions.
- A passion for supporting civil society, particularly those operating in conflict contexts.
- Experience of charity governance and working with or as part of a Board of Trustees.
- Experience of chairing meetings and events.

KNOWLEDGE AND SKILLS

- Broad knowledge and understanding of the international Civil Society sector and/or peacebuilding.
- Strong leadership skills, ability to motivate staff and volunteers and bring people together.
- Financial management expertise and a broad understanding of charity finance issues.
- Good understanding of charity governance issues.



INTERESTED?

HERE'S HOW YOU CAN APPLY:

Applicants are invited to submit an email to recruitment@peacedirect.org, outlining their motivation for taking up this role and indicating their alignment with our values and the role description and person specification.

Cover letters/emails should be no more than two pages or around 800 words.

The deadline is Friday August 30th.

Interviews will take place 9th – 20th September. A second round of interviews will take place from 7th – 18th October.

The new Chairperson is expected to take up their duties from 12th December.