

act:onaid

Changing the world
with women and girls

Appointment of Trustee

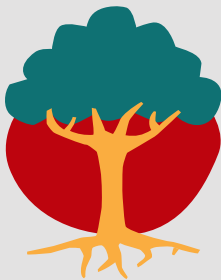
under 26



Suya, Eva and Hellen, are members of the Loketa Women's and Girls Centre in the Imvepi refugee settlement, Uganda. The trio work as a voice for women in their community.

Thank you for your interest in learning more about the Trustee positions at ActionAid UK.

ActionAid UK is an independent charity and member of a global justice federation with a presence in 71 countries worldwide. As a federation we work together to achieve social justice, gender equality and to address the structural causes of poverty and injustice.



Our vision

We believe in the individual and collective power of women and girls to create a just and fair world. A world imagined by social movements, particularly feminist and indigenous movements, centred around the care and wellbeing of people and the planet. A world in which women and girls, in all their diversity, can achieve their goals, fulfil their rights and define their future.

We are looking for trustees who share our passion to fight gender inequality and will ensure women, girls and their movements are at the heart of our work. You would be joining the Board of Trustees at an exciting time as we launch a new 2025-2028 strategy which sets out our vision, mission and approach, implemented through the four strategic goals below.



Working in solidarity with youth-led organisations and movements is a priority for ActionAid. Global Platforms is a youth-led network supported our federation through more than 70 platforms and initiatives built around activism, volunteer engagement and global solidarity. Through capacity building and support, we create spaces for young people as drivers of change towards a more just, sustainable and democratic world.

Who we're looking for

We are recruiting a trustee **under the age of 26** to join the Board of Trustees at ActionAid UK to support our strategy and mission. We are looking for a dedicated individual who has an understanding and commitment to ActionAid's work.

Knowledge, experience and skills

We are keen to recruit a young trustee to build on the skills and expertise of existing trustees and to bring a diversity of perspective and lived experience. We are particularly keen to hear from those who have:

- Experience of grassroots campaigning/movement building
- Mobilising for social change
- Experience of youth social movements
- Experience in decision making and/or organising
- Lived experience or developed understanding of social justice and/or discrimination

Equity is central to our mission and values: we recognise and address disparities based on socioeconomic, gender, sex, age, sexual orientation, faith, race, ethnicity and disability. We particularly welcome applications from people of colour, individuals from working class backgrounds, those with disabilities and those with experience of working with women's rights organisations or movements in Africa, Asia and Latin America, to enrich the diversity and breadth of our board.

We are keen to expand our team and networks to include people from a wide range of social and economic backgrounds. We recognise that systemic inequalities often exclude working-class voices, and we are determined to change this. By welcoming perspectives shaped by lived experiences of economic and social barriers, we can ensure that our work and vision is informed by a broader range of realities and solutions.

We believe that diverse perspectives bring essential insights and resilience to the fight for social justice and that they shape a more equitable future for all.

About ActionAid

ActionAid UK is a member of the ActionAid Federation, a federation of 43 national organisations with a presence in 71 countries worldwide. Globally, we want to see a system that is fair and just for all, that starts from a foundation of human rights, peace and security, balance with the rights of the natural world.

In the UK, our primary role is to raise funds to support the work of Federation members who work with over 3,000 partner organisations including social movements, youth networks and women's rights organisations to tackle inequality and injustice in their communities.

While a lot of ActionAid UK's work is supporting the Federation's humanitarian and development work through raising much needed funding, this isn't the whole story. We also tackle the root causes of global inequality and injustice by influencing UK Government commitments and policies on a range of interlinked issues including climate justice, decent and dignified work, fair public services, peace and security and an end to violence against women and girls. For more information, please find our [latest annual report here](#).



Sabah is a 40-year-old mother of six children. Originally from a small village on the border between Somaliland and Ethiopia, Sabah and her family used to be pastoralists but lost their livestock in the 2017 drought. They are now living in an IDP camp in the Togdheer region of Somaliland and own a tea shop.

ActionAid's Ten Principles of Feminist Leadership

Our transformative vision of a just world free from poverty, oppression and patriarchy requires transformative feminist leaders: leaders who enable others to lead, building power with them instead of over them. To develop this approach, we have adopted a set of feminist leadership principles.

1. Self-awareness

We will keep our egos in check, so that we can lead with empathy and open minds. In order to do this, we will work towards accepting our vulnerabilities, as well as recognising and valuing our strengths and those of others.

2. Self-care and caring for others

We will take care of our emotional and physical well-being, in order to renew our inner sources of inspiration and compassion so we can continue to give of our best. We encourage and support others to do the same, actively working towards a more flexible and supportive work environment, particularly for those with caring responsibilities.

3. Dismantling bias

We recognise that society gives us (and others) certain advantages that are not asked for or earned (for example, based on gender, class, race, caste, ability, sexual orientation, education, or other factors). We will help to uncover and challenge these forms of discrimination in our day-to-day workplace practices and policies. We will be aware of how our own privileges can make others feel disempowered or inferior, as well as how we react to others' privilege, and deliberately change our behaviour to treat everyone as equals.

4. Inclusion

We will create ways for everyone to be equally heard, respected and successful. We will challenge ourselves to build diverse and inclusive teams and to recognise and respond to different barriers to participation.

5. Sharing power

We accept that the ultimate test of leadership is the spaces we create for others to lead. We will work together to establish shared goals and will trust and empower colleagues to share leadership in reaching those goals.

Likewise, we will trust and support those in positions of authority to guide us in the best interests of our mission.

6. Responsible and transparent use of power

We will be clear, timely and transparent in making decisions, with appropriate consultation and in the interests of our mission. If involved in allocating resources and choosing partners, we will ensure these choices promote ActionAid's values and aspirations. We will communicate decisions, and the reasons for them, openly.



Sharmin is a Worker's Cafe Manager in Bangladesh. Her responsibilities include motivating workers to visit the cafe and educating them about their rights. She also provides counselling and assistance to workers whenever they need it.

7. Accountable Collaboration

We will ensure that our goals are clearly defined and mutually owned and hold ourselves strongly accountable for our individual and collective efforts to achieve them. We will measure our achievements by the contributions we have made to team success. We will recognise and value successful collaboration, while addressing poor performance fairly but decisively.

8. Respectful Feedback

We will seek, give and value constructive feedback as an opportunity for two-way learning. We won't wait for formal reviews – instead we practice continuous feedback, to all those we work with. We will work to resolve conflict through active listening, timely intervention and promoting non-violent and respectful communication and behaviour.

9. Courage

We will constantly aim for transformative change, seeking out new ideas and learning from mistakes rather than fearing failure, and empowering those we work with to do the same. When we encounter defeatism or cynicism, we will strive to restore belief in our goals; where there is competition or insecurity over status and turf, we will build trust; and where we find complacency or mediocrity we will help to renew passion and creativity to excel in our mission.

10. Zero Tolerance

We will call out any form of discrimination and abuse of power that we witness or experience in the workplace, and safely enable and support those around us to do the same. We will ensure our own conduct is free from any form of harassment, exploitation and abuse.

Trustee of ActionAid UK

Role Description

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

The qualities and abilities we are looking for in additional trustees for ActionAid UK include:

- A strong desire to support women and girls as they claim their rights, prevent, and respond to violence, and help lead their communities out of poverty.
- Personal alignment to ActionAid's Ten Principles of Feminist Leadership.
- Strong personal alignment to ActionAid UK's mission and values including ActionAid UK's anti-racism and decolonisation work.
- Committed to evolving the ways the ActionAid UK trustees can feel connected, integrated, accountable, and appropriately communicative to the ActionAid UK team, so that it does not appear or operate in a removed or hierarchical manner.
- Wisdom gained from organising, campaigning or movement building.
- Lived experience or developed understanding of social justice and/or discrimination.
- Skill at helping a Board challenge and debate with respect and an ability to accept constructive challenge in return.
- Understanding and acceptance of the legal duties, liabilities and responsibilities of trustees and clarity on the difference between governance and management functions.
- Time and enthusiasm to dedicate to the role of Trustee

Time commitment and tenure

Our Board is responsible for the overall governance and strategic direction of the charity, the financial health of its activities, and developing our vision. Your contribution will play a vital role in ensuring we meet our priorities. You will also have the opportunity to learn new skills, gain fantastic experiences, and grow your network. We will ensure that you are supported in this role, and offer mentoring support.

The term of appointment is four years with the possibility of renewal for a period of up to four more years. This is a voluntary role, with all expenses covered. Trustees are asked to give around 15 days a year to ActionAid UK.

Each year, ActionAid UK has four board meetings and Trustees are expected to sit on at least one of the two sub-committees; the Performance, Risk and Audit Committee and the Governance and Relations Committee which also meet quarterly. Trustees will be invited to represent ActionAid UK at events throughout the year and come together annually for a two day Away Day. Exceptional meetings may be scheduled during periods of critical change management.



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The team behind ActionAid's Girl-led Research Project spending time together.

Application

If you are excited about the prospect of working with us, we would love to hear from you.

To apply, please send the following to  JobsUK@actionaid.org:

- A short CV (1-2 pages)
- A covering letter (1 -2 pages) describing why you would make a good trustee at ActionAid. Please see the qualities and skills we are looking for in the role description.

Thank you for considering supporting the work of ActionAid UK

Teleza is primary school teacher and a member of the Young Urban Women's network in Malawi. The YUW programme addresses young women's economic and sexual and reproductive health rights.

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[actionaid.org.uk](https://www.actionaid.org.uk)

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