



Job description

The Anti-Tribalism Movement is a non-profit organisation committed to tackling tribalism and promoting fairer and more equitable societies. With over 10 years' experience of providing advocacy, support and specialist services to tackle tribalism and promote fairer societies.

Trustees

London

Unremunerated

As some long-standing Trustees come to the end of their terms, we are looking for new Trustees that will play a vital role in inspiring and supporting us to continue to build upon our strong reputation and ensure our crucial and much needed services are delivered.

We are looking to recruit three Trustees who bring a strategic insight in one or more of the following areas:

Finance - strong understanding of charity finance, accounts, financial reporting to regulators

Fundraising – Experience of statutory fundraising and grants/trusts.

Legal – property law, resources, intellectual property

Communications/Marketing – Communications experience of supporting nuanced messaging to different audiences, extending our reach and understanding reputational risk.

Policy – Understanding how to influence and achieve policy change at government level.

The Anti-Tribalism Movement is committed to achieve greater diversity in its Board and actively encourages applications from women and young people. We also

welcome applications from individuals who bring an empathy, knowledge or understanding of working with marginalised communities. To learn more about this unique opportunity, and to find out how to apply, please read the full appointment brief below:

Anti-Tribalism Movement - Trustees Appointment Brief August 2020

We're a constantly evolving charity, which responds to the needs of our service users and members. We're now 10 years old and very proud of what we've achieved in such a short space of time.

Our ethos is firmly entrenched in responding appropriately to our service users' needs without being too prescriptive. The last 10 years we have helped people to become active members within the communities and develop lifelong skills to counter social divisions. With over 4000 people benefiting from our projects. We've agreed to continue our 5 previous strategic priorities over the next 3 years after a year-long consultation with our key internal and external stakeholders.

To secure the future of the charity we are determined to build on our most impactful programmes including young leaders training programme, campaigns to counter intolerance, Research, policy briefings, Fellowship programme, International Somali Awards and Advocacy and influencing programme. We seek to expand the depth and strength of these programmes to realise their expected outcomes and future community impacts.

Our trustees, members, volunteers and staff hold a wealth of experience that we will utilise to provide professional services to all our stakeholders, who rely on us to bring the voices of local people and communities to their attention. However, we also understand that it is not an easy time for charities that support local communities and that there are challenges facing all sectors, which are not to be underestimated.

WHO WE ARE

Our vision is to achieve tribal communities working together to resolve tribal conflicts and promote peaceful and harmonised societies.

Our Values

Impartiality

We believe to base our decisions on objective criteria, rather than on the basis of bias, tribalism, prejudice or preferences.

Credibility

We believe to earn respect and trust through our programs with tangible outcomes by sharing lessons learnt and achievements.

Transparent

We believe in timely and reliably disclosing ATM's financial performance.

Commitment

We believe to achieve society's free from tribalism and inequalities takes time. That's why we make long-term commitments to people to resolve tribal conflicts and social inequality and promote tolerant and inclusive societies.

Our History

The Anti-Tribalism Movement was founded in 2010 by a group of young Somalis who wanted to fight tribe-based conflict, discrimination and inequalities. Since then it has grown into an international force with 140,000 supporters that strive to combat prejudice, tribalism, inequality, and violence around the world.

As individuals who have either experienced the Somali Civil War firsthand or whose families were affected, we understand the devastation that tribalism and other forms of divisions can cause. Too many lives are still limited, controlled and even threatened because of these differences. While celebrating the differences between communities we are aware of how these same differences can be manipulated and exploited for destructive purposes. With this knowledge, we create a safe space for members and communities to reflect on how tribalism and inequality have impacted their lives and how they can reframe their relationships with people from other backgrounds.

With a dynamic support base, we have managed to spread the message of anti-tribalism within targeted communities and beyond. Our members are drawn from all segments of society and backgrounds and they have enabled us to combat tribalism and inequality over the last 9 years. We are eager to attract even more members and expand the breadth and depth of our work.

Our Strategic Priorities 2019-23

Encouraging Dialogue

Creating space for dialogue is essential in order to build cohesive and harmonize societies. We connect people from different clans, tribes, nations, affected by the same tribal conflict, enabling them to talk about tribalism and its impact. Through dialogue, we are able to build confidence and trust, collaborations between the different communities.

Foster Tolerance

We will work with partners to organise seminars, reconciliation conferences, training and events. These challenge existing stereotypes and promote understanding, tolerance and awareness of peaceful ways to resolve conflicts. They help both outsiders and tribal communities better understand the complexities of each situation.

Produce Leaders

Over the next three years, we will train 120 young leaders to become role models, influence change that benefits their communities and the wider society, to become bridgeheads enabling other young people to follow in their footsteps and to provide strategic leadership that ensures the voice and needs of their communities are represented at all levels of public decision-making.

Advocacy

We will undertake a number of initiatives and campaigns to advocate for the communities we serve including marginalised groups to bring understanding to the challenges they face. We do this by formulating recommendations to stakeholders by working with affected communities and individuals.

Research

We will collaborate with academics and universities to identify the root causes of tribalism. Through the findings of the research, we develop publications for schools, policymakers, public bodies and institutions to enable them better to serve those communities and counter the misuse of tribal differences.

Role Description:

Location: London, currently via video conference but it is expected that attendance will revert to the meeting when this is again possible.

Time commitment: Approximately one day per month. The Board meets at least four times a year.

Terms: Three-year initial term, renewable twice. Trustees can serve for a maximum of nine years.

Remuneration: This is a voluntary role without remuneration. Travel expenses as well as other reasonable and necessary costs incurred, as part of official Trustee business, will be reimbursed.

Role Summary: Trustees play a critical role in the organisation. They set strategy and review progress, providing support, challenge and expertise to the Senior Leadership Team. Trustees also have ultimate responsibility for the compliance with legal and regulatory requirements, as well as ensuring that the organisation acts in line with its charitable objectives and is financially stable. They work as a team, applying good judgement and taking collective responsibility.

Induction: A thorough induction process is in place for new Trustees, including the opportunity to shadow staff. There will be both formal and informal training available to new Trustees which will include on-going training ensuring board members are up to date on good governance. We welcome individuals who have not been a Trustee before and will provide suitable training.

Key Responsibilities:

- Safeguard ATM' charitable objectives, activities, and values.
- Understand and ensure the organisation complies with and acts within its powers, as laid out in the governing document known as articles of association.
- Contribute actively to the Board's role in setting strategy and hold the Executive to account for delivering ATM' strategic objectives.
- Ensure the financial sustainability of the ATM, and that appropriate financial controls and policies are in place and reviewed regularly.
- Ensure there is an effective process in place for monitoring and managing risk.
- Devote the necessary time and effort to develop a good understanding of ATM and its work by reading papers, participating in subcommittees, visiting ATMs, and meeting staff, participating in training, working groups and others as required.
- Contribute to and help drive improvements in the Board's own performance ensuring an effective, high-performing team.

Person Specification:

To take on the responsibility of the role of Trustee, individuals need to be engaged and motivated in the work and mission of the ATM. Commitment, engagement, and reliability are key to fulfilling your responsibility as a Trustee.

- A wholehearted commitment to and empathy with the vision, mission and aims of ATM.
- Sound independent judgement, strategic vision, and the ability to think creatively.
- A strong commitment to diversity and inclusion.
- A collegiate approach with strong relationship-building abilities.
- Ability to communicate clearly and sensitively and to take an active part in discussions.
- A willingness to ensure that people work well together on the Board, to express your opinion in a reasoned way, while also listening to the views of others.
- A commitment to and awareness of safeguarding.
- Honesty and integrity, a commitment, willingness, and ability to act in the best interests of the charity at all times.

We are looking to recruit three Trustees who bring a strategic insight in one or more of the following areas:

- Finance- strong understanding of charity finance, annual accounts, financial reporting to regulators.
- Fundraising – Experience of statutory fundraising and grants/trusts.
- Legal – property law, resources, intellectual property.
- Communications/Marketing – Communications experience of supporting nuanced messaging to different audiences, extending our reach and understanding reputational risk.
- Policy – Understanding how to influence and achieve policy change at the government level.

How to apply:

To apply to become a Trustee at Anti-Tribalism Movement, please include your CV together with a cover letter demonstrating your suitability for the role (maximum two sides).

Deadline for applications: Monday 30th November 2020