BOARD OF TRUSTEES
RECRUITMENT INFORMATION
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INTRODUCTION

*Girls Not Brides* is seeking to appoint up to three exceptional individuals to its Board of Trustees to support the secretariat in delivering its mission to end child marriage and enable girls to fulfil their potential. Since its inception, *Girls Not Brides* has benefited from a dedicated, passionate and committed Board. Our Global Partnership now has more than 1,400 member organisations in over 100 countries around the world. As we continue to develop, we are dedicated to expanding our Board in order to reflect the dynamism and diversity of the movement, and also to increase representation from across the globe.

Every year, child marriage denies 12 million girls their rights to health, education, safety and control over their lives. The practice occurs across cultures, countries and religions, and holds back global efforts to address a range of development priorities. It exists in every region of the world, in Africa, Asia, Europe, the Middle East, and Latin and North America. A total of 650 million women alive today were married as children, and every minute 23 girls are still married before they turn 18.

The *Girls Not Brides* secretariat has staff based in Dakar, London, Mexico City, Nairobi and New Delhi. They coordinate and support the activities of the Global Partnership in line with our [2017-2020 strategy](#), which was developed in consultation with 500 member organisations and partners.
ABOUT GIRLS NOT BRIDES

Our history

Girls Not Brides was initiated in September 2011 by The Elders, a group of independent global leaders working together to promote peace and human rights. Girls Not Brides was created as part of their efforts to bring more attention to the harmful practices that hold girls and women back, and to encourage and empower others to work collaboratively to end child marriage. Girls Not Brides became an independent charity in 2013.

Our vision

Our vision is a world without child marriage where girls and women enjoy equal status with boys and men, and are able to achieve their full potential in all aspects of their lives. Our vision challenges deeply embedded social norms that harm the lives of girls, women and their communities.

Our work

Girls Not Brides is the only global organisation uniquely focused on creating and sustaining a worldwide movement to end child marriage, and ensuring that this movement leads to tangible change for the girls at risk or affected by the practice. We are a network of over 1,400 civil society organisations in over 100 countries working in partnership to end child marriage.

Our member organisations are diverse. They vary in size, location and the type of work they do. They include programme implementers and service providers working directly in their communities, and groups focused on research and advocacy to concentrate global, regional and national attention on the problem. They include small community groups and large international non-governmental organisations.
In some countries, our member organisations have come together to form coalitions to end child marriage. They use collective engagement to consolidate their work and catalyse national action.

The secretariat rallies support to end child marriage and supports member organisations by:

- Nurturing relationships with multilateral institutions, media outlets, potential donors, UN bodies and academic institutions.

- Convening member organisations and other key partners (such as UN agencies, donors, governments and academics) to address important questions, such as how to measure progress towards ending child marriage.

- Supporting the development of a shared understanding of promising approaches to end child marriage.

- Building relationships with organisations and alliances working in different sectors to ensure that child marriage is integrated into their work.

- Sharing global and regional policy developments with member organisations and spearheading collective advocacy to include child marriage in development and human rights frameworks.

- Increasing visibility and understanding of the impact of child marriage, and amplifying local and global efforts driven by member organisations to end the practice.

- Ensuring member organisations are equipped with the necessary tools and information to strengthen their work.

- Facilitating collective action by member organisations at the global, regional and national levels.

PICTURED: A girl smiles during a break whilst rehearsing a musical performance at the Mariposa Centre in Cabarete, Dominican Republic. Photo: Girls Not Brides/Fran Alfonso.
Our impact

When Girls Not Brides was launched, the issue of child marriage was almost invisible for many, especially in global fora. A few determined organisations were working on the issue, but there was little scope for them to learn from one another, share resources or work together to increase their impact. Since then, we have made significant progress, including:

- Girls Not Brides advocated for a target to end child marriage to be included in the post-2015 Sustainable Development Goals by supporting global sign-on letters to the Secretary General and encouraging national-level advocacy by our membership. The result was the inclusion of Target 5.3, which commits to ending child marriage by 2030.

- Girls Not Brides has been instrumental in driving new global commitments to mobilise political support and strengthen the global normative framework. We have worked with governments on substantive resolutions at the UN Human Rights Council and the UN General Assembly.

- Girls Not Brides’ overarching Theory of Change on child marriage has increased global understanding of the range of approaches needed to address child marriage, and the role of different sectors. The Theory of Change has been used by a wide variety of actors, including national governments in high-prevalence countries, such as Nepal. It has also informed the work of civil society organisations (CSOs) and international donors, including the UK Department for International Development.

- Work with regional and intergovernmental bodies like the African Union, the South Asia Association for Regional Cooperation, the Commonwealth and the Organisation internationale de la Francophonie, which have all made commitments on child marriage.

- Increased work in Latin America and the Caribbean (LAC), with the 2019 launch of the Spanish language website and participation in global conferences – including the ICPD25, CSW and Women Deliver – to focus attention on child marriage in LAC. Seven governments in LAC have since committed to addressing the issue.

- Over 40 countries have, or are developing, national action plans to end child marriage. Girls Not Brides member organisations have been instrumental in working with governments to develop these, and push for their implementation. For example, in 2014, over 40 CSOs came together to form Girls Not Brides Mozambique. This National Partnership worked with the Ministry of Women & Social Affairs to launch a campaign on child marriage and became the government’s main civil society partner helping to develop the national strategy on child marriage. A checklist developed by Girls Not Brides has been cited by multiple governments as an important resource in the process. Many countries have also begun to strengthen their laws to address child marriage.

- Girls Not Brides was one of the driving forces behind the Girls First Fund, a new multi-donor initiative to support community-based organisations working to end child marriage around the world. It also initiated VOW: To End Child Marriage, an innovative fundraising initiative, which leverages the multi-billion dollar wedding industry in the United States to support the Girls First Fund and provides a new model for building global solidarity around a development issue.
Our Board of Trustees oversees the governance of *Girls Not Brides*. All Board members are responsible under the law for the Board’s actions and decisions. In particular, the Board is responsible for ensuring the legal and financial compliance of *Girls Not Brides*, compliance with UK charity law and rules, management of reserves and investments, and safeguarding its good name and ethos. The Board also ensures that *Girls Not Brides* remains focused on working towards its stated mission and objectives, which are informed by its member organisations. The full Board Terms of Reference, detailing Trustees’ responsibilities, are available in the annex.

**Time commitment**

- Trustees will commit to volunteering approximately ten days a year to *Girls Not Brides*.
- Attendance of at least two in-person Board meetings per year. Meeting dates are pre-agreed to ensure that they are convenient for all Trustees. While in-person attendance is preferred, arrangements can be made for Trustees to join meetings remotely via video link/conference call.
- Attendance at additional meetings held on an ad hoc basis and membership of Trustee sub-committees informing specific areas of the secretariat’s work, such as safeguarding efforts or strategy development. Trustees might also be asked to participate in interview processes for senior roles. Occasionally, the secretariat may ask Trustees to join Board-specific trainings to ensure continuing compliance with the Charity Commission and best practice.
PERSON SPECIFICATION

The most effective Boards are those which benefit from individuals from a diverse range of backgrounds, experiences and skill sets. With the departure of a number of Board members at the end of their terms, we are currently looking for up to three new Trustees to expand our Board through these non-remunerated voluntary roles. We seek exceptional individuals who are passionate about our mission to end child marriage and enable girls to fulfil their potential.

We are committed to enhancing the Board’s diversity, both in terms of maintaining the broad range of skills and expertise held by its members, and ensuring that it is representative of the cultures and backgrounds present within the Girls Not Brides Partnership. To support this process, we encourage applications from underrepresented groups, including ethnic minorities, a broad age-range – including those under 30 – and people living with disabilities. If you do not have all of the skills listed below, but feel that other skills and experience would make you an asset to the Girls Not Brides Board of Trustees, we would be delighted to hear from you.

Experience and skills in the child marriage field, advocacy, networking, fundraising and leveraging of resources, youth empowerment, and/or experience working in the humanitarian sector would be welcome. We would also like to hear from people with experience of either living or working in countries with a high prevalence of child marriage. Previous Board experience is not necessary.

At Girls Not Brides, we are committed to the wellbeing, empowerment and rights of children, and to safeguarding children from harm in all of our activities. Girls Not Brides aims to promote an environment of trust and understanding where the welfare of children is paramount. Trustees must adhere to the Girls Not Brides Child Safeguarding Policy and its Code of Conduct and report any concerns relating to the safeguarding of children in accordance with agreed procedures. A DBS check (or local equivalent) may be required.

We are looking for skills and experience in one or more of the following areas:

- Sound, independent judgement and effective decision-making.
- Ability to be a team player and commit to working collaboratively in line with our values.
- A demonstrated evidence of impartiality, fairness and the ability to respect confidences.
- A willingness to build an understanding of the legal duties, responsibilities and liabilities of trusteeship in the UK, as well as to devote the necessary time and effort to meet these requirements.
- A track record of thoughtful and considered leadership experience and/or organisational management – including demonstrating strategic vision and the ability to focus on practical issues – is desirable but not essential.
HOW TO APPLY

These Trustee positions are not remunerated but reasonable out-of-pocket expenses will be reimbursed in line with Charity Commission guidelines, as well as Girls Not Brides secretariat policies.

Please send your applications (CV and covering letter) to Marina Agiejew, Aide to the Executive (Marina.Agiejew@GirlsNotBrides.org), who will receive them on the behalf of the Board Expansion Committee – including Girls Not Brides Trustees Ann Cotton and Karin Forseke – by **9 am on Monday, 17 August 2020**. Shortlisted candidates will be invited for interviews in the week beginning 24 August 2020.
OUR CURRENT TRUSTEES

Mabel van Oranje (Chair)

A global advocate for freedom, justice and development for two decades, Mabel van Oranje is the Chair of Girls Not Brides: The Global Partnership to End Child Marriage. She is also co-founder and the executive chair of the European Council on Foreign Relations. She is a member of the (advisory) boards of Global Witness, the Malala Fund, the Sigrid Rausing Trust, and The Elders.

In 1993, Mabel founded the European Action Council for Peace in the Balkans and was its CEO until 1997. In 1997, she joined the Open Society Foundation in Brussels as Executive Director, becoming their London-based International Advocacy Director in 2003. From 2008 to 2012, she was the first CEO of The Elders. Mabel helped found the Dutch foundation War Child in 1995, the global NGO coalition Publish What You Pay in 2002 and the Independent Commission on Turkey in 2004. She has been actively engaged in the fight against HIV/AIDS and in global efforts that led to the establishment of the International Criminal Court in 2002.

Mabel has received a number of awards, including a Skoll Award for Social Entrepreneurship in 2014, the John Diefenbaker Defender of Human Rights and Freedom Award in 2014 and the ICRW Champions for Change Award for Innovation in 2015 for her work with Girls Not Brides. She accepted the Dutch Geuzenpenning on behalf of Girls Not Brides in 2018.

Mabel holds Master’s degrees in Economics and Political Science (cum laude) from the University of Amsterdam. In 2005, the World Economic Forum named her one of its Young Global Leaders.
Georgia Arnold
Georgia Arnold is the Executive Director of MTV’s Staying Alive Foundation, and is responsible for leading the entire team and driving all elements of the Foundation’s operations, including content production, grant giving, fundraising and partnerships. She is also Senior Vice President of Social Responsibility for MTV Networks International, where she develops and implements social initiatives across MTV’s broad range of channels.

Ann Cotton OBE
Ann Cotton is the Founder and Trustee of Camfed International, an organisation that advances girls’ inclusion in education in Africa. Under her leadership over 20 years, the organisation expanded its work from Zimbabwe into Ghana, Malawi, Tanzania and Zambia, establishing programmes that enabled girls from poor families to travel through the education cycle from pre-school to tertiary level. Working in partnership with communities and African government ministries, Camfed has built around girls a social and institutional ecosystem in which they – and other children and young people – can thrive. In 2017, the 100,000th young woman joined the Camfed alumnae, each member transformed by education into a powerful role model and agent of change. Ann’s vision of principle-based leadership continues to influence the international development sector. She has been awarded a number of honours including an OBE, an Honorary Doctorate from the University of Cambridge, Skoll and Schwab Fellowships, and a WISE Laureate.

Karin Forseke CBE
Karin Forseke is a senior international advisor and non-executive board member with a strong track record in building sustainable, successful organisations in the financial industry, as well as public and non-profit sectors. Karin holds a number of non-executive board positions, including as Chair of the Investment Committee, and at the Royal Swedish Academy of Science, Drottningholm Palace Theater, and Föreningen Storasyster, which provides support for people who have experienced sexual violence. Dedicated to values-based leadership and the role of women in business and society, she was awarded a CBE by Queen Elizabeth II for services to the UK financial services industry.

Nick Grono
Nick is the inaugural CEO of the Freedom Fund. The Fund is an ambitious seven-year effort to raise and deploy US$100 million to combat modern slavery. It was launched by President Bill Clinton at the Clinton Global Initiative in September 2013. Previously, Nick was the CEO of the Walk Free Foundation, a leading international actor in the fight against modern slavery, and before that he was the Deputy President and Chief Operating Officer of the International Crisis Group, the world’s leading conflict prevention NGO. Nick is a lawyer by background and worked as Chief of Staff to the Australian Attorney-General from 1999 to 2001.
OUR CEO

As CEO of Girls Not Brides, Dr. Faith Mwangi-Powell is responsible for catalysing the Partnership strategy and ensuring that the secretariat is supportive and responsive to the broader movement for change. Faith is responsible for inspiring and developing a high-performing team to ensure that Girls Not Brides can fulfil its mission, live its values and deliver against its goals and targets. As a leader from the Global South, she is also passionate about increasing diversity and representation within the Partnership.

Faith formerly served as Global Director for The Girl Generation, an initiative working to galvanize the Africa-led movement to end female genital mutilation (FGM). Faith is a public health expert and senior manager of complex public health programs in Africa, with more than 20 years’ experience in leading, managing and implementing health programmes. Her experience includes working as the founding Executive Director of the African Palliative Care Association and supporting palliative care global advocacy and services development in over 20 African countries.

Faith holds a Master’s degree in population policies and programs from Cardiff University, Wales, and a doctorate in women’s economic development and fertility behaviour from the University of Exeter, England.
Individuals depicted in this publication are for illustrative purposes only and *Girls Not Brides* do not intend to imply any specific information about their status as a child bride. All subjects in the pictures in this document have given their consent for their image to be used by *Girls Not Brides*. 

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