



# NEW TRUSTEES

## INFORMATION FOR APPLICANTS

### ABOUT THE ROLE

We renew our Board membership on a rolling basis and are currently seeking three new Trustees (Board members) to take up this unpaid voluntary position. We are interested in hearing from individuals with lived experience, professional expertise or a passion for peacebuilding and mediation support. In addition, we are also looking for individuals with finance and governance experience as we are seeking a Chair for our Risk and Audit Committee.

We strongly encourage candidates from all backgrounds to apply. We are particularly keen to hear from people from (or currently based in) Africa or Asia. We are committed to having global representation and perspectives on our Board and to ensuring diversity and gender equality within our organisation in order to ensure dynamism at its heart.

Each Trustee makes a unique individual contribution. We also welcome applications from young people and those who have not previously served as a Trustee at all. If you are new to the idea of being a Trustee we will provide support and training to enable you to take on the responsibilities of the role. Do not hesitate to get in touch with us to discuss.

Our organisation is guided by our Board, which is responsible for the governance and strategic direction of the charity. Being a Conciliation Resources Trustee is an influential and valuable role and you will make an important contribution to our peacebuilding work, our institutional security, and our future direction. This is an opportunity to contribute to and learn from a leading peacebuilding organisation.

**“Having seen the excellent work of Conciliation Resources over so many years, I was delighted to join its Board in 2020, and I am honoured to have been asked to continue supporting the charity as Chair. Time and again I have been deeply impressed by Conciliation Resources’ committed and excellent staff, the thoughtfulness of its approach and dedication to its partners.”**

*Lucy Moore, Board Chair*

### TIME COMMITMENT

To fulfil the role effectively, it is expected that the time requirement will be 8-10 days per year. There are usually four Board meetings a year, one of which can be extended to include a staff retreat. Board meetings are held in a hybrid format - in person in London and online. Board members are expected to attend at least one in-person board meeting a year together, most usually in September/October. We will financially cover trip costs for in-person meetings. Trustees also join one of our Board sub-committees (Risk and Audit, Keeping People Safe, People and Culture, and Remuneration). The term of office is three years and the maximum number of consecutive terms is two.

# ABOUT US

## OUR VISION

Our vision is a world where every person feels safe within a just society.

## OUR PURPOSE

To work with others to prevent violent conflict and create the conditions for lasting peace.

## OUR VALUES

**Collaboration:** We pursue peace through cooperation and dialogue and are reliable and respectful of others.

**Commitment:** We are dedicated to long-term solutions to conflict and demonstrate patience and perseverance in our work.

**Creativity:** We listen, learn and are open to challenge from others in order to adapt and find creative ways to bring about change.

**Courage:** We are prepared to have difficult conversations, show leadership and challenge convention.

We acknowledge that racism and colonial practices are built into society and international relations, and also into the international development sector. We recognise that, as part of this sector, Conciliation Resources is part of a system that gives us certain privileges and power, and we need to be conscious of this in how we work and learn. We are committed to being an organisation that practices anti-racism.

# WHAT WE DO

Conciliation Resources is an international organisation committed to stopping violent conflict and creating more peaceful societies. Since 1994 we have worked with people impacted by war and violence, bringing diverse voices together to make change that lasts. We connect the views of people on the ground with political processes, and share experience and expertise so others can find creative responses to conflict.

Our work is based on reciprocal partnerships with outstanding and committed individuals and organisations. We work with over 80 local and international partners, which include peacebuilding NGOs, women's organisations, government agencies, academic institutions, journalists, private companies and networks.

Regions in which we have programmes include: East and Central Africa (Central African Republic, South Sudan and Uganda), the Horn of Africa (Ethiopia and Kenya), West Africa (Burkina Faso, Cote d'Ivoire, Ghana and Nigeria), India and Pakistan (Kashmir), the South Caucasus, South East Asia (Philippines) and the Pacific (Papua New Guinea and Fiji). Thematic priorities that underpin our work include: climate change and conflict; gender and inclusion; peace process, dialogue and mediation support; dealing with the past; mental health and peacebuilding; and how to achieve and sustain political settlements.

**“As Conciliation Resources marks its 30th anniversary in 2025, we are immensely proud of our impact in preventing violent conflict and achieving lasting peace. We have supported the signing of peace agreements, ending decades of conflict, in countries from the Philippines to Ethiopia and worked with hundreds of partner organisations over the years to build peace together in countries and communities that have experienced the brutality of war. We are excited to be recruiting three new Trustees and would be delighted to talk to you about this role.”**

Jonathan Cohen OBE, Executive Director



# BOARD OF TRUSTEES

At the present time we are looking to bring in new Trustees who will strengthen the Board with finance and fundraising experience, with NGO governance expertise and experience of peacebuilding and mediation support. We seek to maintain a balance of skills, knowledge and professional backgrounds on the Board, recognising that different Trustees have strengths in particular areas (listed below).

- Financial skills and business acumen (including experience in the management, oversight and interpretation of financial information for colleagues and an understanding of charity finances).
- Fundraising (including donor relations with the public and philanthropic sectors, and grant management).
- Peacebuilding and mediation (including approaches to conflict transformation, gender and inclusive peacebuilding, and mediation support).
- Governance skills (including awareness of UK Company and Charity rules and regulations, including safeguarding).
- Diversity, equity and inclusion experience.
- Communications and media (including profile-raising strategies, public relations and social media).
- Influence and connections with decision makers and influencers in the geographic, policy and advocacy fields in which Conciliation Resources operates.
- Community/youth leadership work.
- Strategic planning and change management.

As an applicant, you certainly do not need to have all of these skills. We recruit Trustees to maintain a strategic balance.

## MAIN RESPONSIBILITIES OF BOARD MEMBERS

- Support the Chair and work with colleagues on the Board as it carries out its leadership role and fulfils its fiduciary and legal responsibilities towards the governance of the charity.
- Work with the Chair and, in partnership with the Executive Director and other members of the Executive Management Team, continue the strategic development of Conciliation Resources, and help achieve the mission of the organisation.
- Take part in the work of one or two of the Board

sub-committees during each term (Risk and Audit, Keeping People Safe, People and Culture, and Remuneration).

- Promote and support gender-sensitive, diverse and inclusive ways of working.
- Work with colleagues on the Board in achieving a shared vision of the organisation's future as well as an understanding of the external environment and the charity's risks and opportunities when reviewing annual plans and the periodic review of the organisation's strategic plan.
- Be a supportive presence to the staff of Conciliation Resources and take part in events, promoting and representing Conciliation Resources to stakeholders.
- Contribute specific interest areas and contacts in support of Conciliation Resources communications, fundraising and external engagement work.
- Following the Board Safeguarding Terms of Reference, engage with our work on safeguarding to create a positive safeguarding culture and help us keep staff, partners and participants safe.

## TRUSTEE SPECIFICATION

### ESSENTIAL

- Commitment to the charity's objectives, aims and values and a willingness to devote time to carry out responsibilities of the role.
- Willingness to develop an understanding, and acceptance, of the legal duties, responsibilities, and liabilities of Trusteeship.
- Excellent interpersonal skills being able to engage with staff, colleagues on the Board and to be able to represent us to diverse communities and audiences.
- Incisive and insightful thinker able to contribute to the organisation's strategic and creative thinking.
- Integrity and an ability to exercise sound, independent judgement, political impartiality and the ability to think creatively in the context of the organisation and external environment.
- Self-aware, emotionally intelligent, strong interpersonal and communication skills.

### DESIRABLE

- Experience of working with teams and leaders from different perspectives and cultural backgrounds.
- Knowledge of peacebuilding or global perspective - knowledge and experience of work in the international arena.

- Networking capabilities and connections to networks that could support Conciliation Resources.
- An understanding of current developments on Diversity, Equity and Inclusion (DEI) in the UK or the international charity sector.

## WHAT DOES CONCILIATION RESOURCES OFFER?

Becoming a Trustee of Conciliation Resources gives you the opportunity to work with highly talented individuals experienced in their respective areas of work who are passionate about making a difference in the peacebuilding field.

Biographies of our current staff can be found at [www.c-r.org/our-staff](http://www.c-r.org/our-staff). Biographies of our current board members can be found at [www.c-r.org/our-people/our-trustees](http://www.c-r.org/our-people/our-trustees)

We seek to set the Board meeting dates on a rolling 12-month basis.

Trustees are provided with a Google-based email address for communication. The role of Trustee is not accompanied by any financial remuneration, although expenses for travel may be claimed.

## HOW TO APPLY

To apply to be a Trustee of Conciliation Resources, please provide the following:

- A letter of interest explaining your motivation for applying, your interest in the role and how you meet the requirements for the position of Trustee. This should be a maximum of two sides.
- An up-to-date CV.

Upon application you will be provided with a link to our diversity monitoring survey. This survey is voluntary, anonymous and not linked to your application. This assists us in our monitoring of the diversity of applicants for all roles in Conciliation Resources.

All the above should be emailed to [recruitment@c-r.org](mailto:recruitment@c-r.org) clearly marked "Trustee Application" in the subject line. All applications will be acknowledged and will be reviewed on an ongoing basis by members of the Board Nominations Committee. **The deadline is no later than 30 November 2025.**

It is likely interviews will be held online.

**Closing date: 30 November 2025**

**Interviews: January 2026**

These dates may be subject to change and applicants will be advised in advance should this happen. Please let us know if there are dates when you will not be available or if you might have difficulty with the recruitment timetable.

For an informal discussion about the role, please contact Jonathan Cohen, Executive Director at [jcohen@c-r.org](mailto:jcohen@c-r.org).

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Conciliation Resources, Unit 1.1, First Floor, The Grayston Centre, 28 Charles Square, London, N1 6HT, UK

@ cr@c-r.org

+44 (0)20 7359 7728

www.c-r.org

Conciliation Resources

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