



CONCILIATION
RESOURCES

APPOINTMENT BRIEF: CHAIR OF TRUSTEES



WELCOME



“IN A WORLD EVER MORE READY FOR WAR, CONCILIATION RESOURCES’ QUIET PERSISTENCE IN BUILDING THE CONDITIONS FOR PEACE FEELS EVER MORE VITAL.”

Lucy Moore, Chair

I’m delighted that you are interested in the role of Chair for Conciliation Resources. Being on this Board, first as Trustee and then as Chair, has been a genuine privilege.

The staff are thoughtful, deeply committed and I have seen time and again how their partner-led approach earns genuine respect across the field. The work matters more than ever: in a world ever more ready for war, Conciliation Resources’ quiet

persistence in building the conditions for peace feels ever more vital.

The Board is a collegial group of international trustees who bring sharp judgement and commitment to the mission. I know taking on the role of Chair is a serious commitment and so would encourage you, if you are interested in the role, to get in touch for a confidential and no-obligation conversation via the contact details below.

Lucy Moore, Chair



Conciliation Resources staff and trustees gathered together for two days of exchange, strategy development and connection in October 2025. Photo © Conciliation Resources

INTRODUCTION



As Conciliation Resources recruits a new Chair the world has rarely felt more unstable. In the face of the proliferation of global conflict, insecurity and destruction being experienced by millions of people, peacebuilding is more needed than ever before.

In 2025 Conciliation Resources marked its 30th anniversary. We are immensely proud of our impact in preventing violent conflict and achieving lasting peace. We have supported the signing of peace agreements in countries from the Philippines to Ethiopia and worked with hundreds of partner organisations over the years to make peace possible in countries and communities that have experienced the brutality of war.

We are committed to finding an outstanding individual to lead our Board of Trustees through our next phase of development. We'll miss our current Chair, Lucy Moore, who will complete her tenure this year after joining our Board in 2020, a period that has seen the organisation grow significantly and develop the quality and reach of our work. This is an exciting opportunity for a new Chair to lead the board of an ambitious and innovative UK-registered charity with a global reach, working to provide practical support to people affected by violent conflict.

We are looking for a Chair who embodies the organisation's values of collaboration, commitment, creativity and courage and brings diversity to our work; to provide leadership to

our Board of Trustees so that it can fulfil its responsibilities for the overall governance and strategic direction of the charity; and to guide the organisation at a pivotal time with conflict, climate change and the impact of cost of living taking their toll across the world.

Whether from the private, public or non-profit sector, our ideal candidate will display keen judgement and bring experience of senior leadership and provide motivating support and challenge to colleagues. You should have previous board experience, a clear understanding of good governance and a global perspective. In addition, you should have strong networking skills and the ability to publicly represent the organisation. Above all, you will be fully committed to our values, mission and goals, sharing our vision of a world where people work together to resolve conflict and promote peaceful and inclusive societies.

To fulfil the role effectively, it is expected that the time requirement for the Chair will be 25 days per year comprised of four Board meetings (one of which can be extended to include a Retreat with all staff) plus preparation time, regular contact with the Executive Director and fellow Trustees, attendance at Board Committee meetings and occasional participation in other meetings and events. The term of office is three years and the maximum number of consecutive terms is two.

I look forward to welcoming a diverse range of applicants and I am excited to see what you can bring to Conciliation Resources!

Jonathan Cohen OBE, Executive Director



A participant presents their findings during a gender-sensitive conflict analysis workshop in Accra, Ghana. Photo © Conciliation Resources

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 challenges 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.

Anti-racism

We acknowledge that racism and colonial practices are built into society and into 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 living and working amidst conflict 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), South Asia (India and Pakistan - Kashmir), the South Caucasus, and 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.

Our [Strategic Plan 2026-30](#) will guide our work over the five-year period. We will show the value of sustained commitment to peace mediation and lasting political solutions to conflict. We have defined five strategic priorities which are underpinned by specific goals. A framework of targets and actions against each goal guides what we do to achieve them.

OUR WORK IN ACTION

RESTORING TRUST IN SIBUT & NGOUMBELE

In the Central African Republic (CAR), the cancellation of legislative elections in Sibut and Ngoumbele due to irregularities split the community along generational lines. Tensions ran high as village elders and young people backed opposing candidates, leading to a collapse of trust in both the authorities and one another. Communities in these sub-prefectures needed a process that could hold the weight of a real grievance and restore a sense of collective agency.

Alongside local partner Fondation Vegas Jeunes pour le Développement, we worked to create conditions for meaningful engagement. The breakthrough came from reframing the process to align with local customs. Rather than using the term "dialogue", which officials felt suggested a political crisis requiring external arbitration, the gathering was renamed *Assises Communautaires* (community assemblies). This term evoked the traditional image of people gathering in a circle under a village chief's shed to work toward shared solutions.

In late March, 60 representatives—including administrative authorities, youth, and political candidates—gathered to resolve grievances. The Governor, initially reserved, ultimately described the event as a "historical gathering for peace in Sibut".

The *Assises* produced concrete outcomes, including the replacement of two electoral officials implicated in irregularities and the establishment of a community-led monitoring committee to manage intergenerational tensions. In the electoral campaigning that ramped up again in the region shortly after the *Assises*, local authorities noted the mood remained notably calm, crediting the gatherings with helping to establish a different tone compared to the tensions of previous elections.

ROLE PROFILE

Term: Three years, renewable for a second term of three years

Location: The Executive Director and the majority of support functions are based in London. Board meetings are held in a hybrid format, in person in London and online. We aim to have one meeting a year that all trustees attend. Sub-committee meetings are online and/or in a hybrid format.

Time commitment: 25 days per year

Responsible to: Board of Trustees

Responsible for: Line management of the Executive Director

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

Purpose

- Provide effective leadership, direction and governance of the Board of Trustees, enabling them to fulfil their responsibilities for the overall governance and strategic development of the charity.
- Work with the Executive Director, Trustees and external contacts to further Conciliation Resources' success, ensuring the organisation is compliant with regulatory, Charity Commission and financial reporting requirements as well as our Vision, Mission and Values.
- Convene Board meetings and set the agenda in partnership with the Executive Director.
- Ensure that the organisation has a strong basis for building external relationships and leveraging influence to advance the organisation.

Governance

- Ensure that the approved values and mission of the organisation are upheld in all the decisions and decision-making processes of the Board.
- Ensure that the performance of the Board and the Trustees is reviewed on an annual basis.
- Build a collegial and cohesive Board culture ensuring clarity of purpose, accountability and effectiveness and support the Trustees in maximising their contribution.
- Ensure that the Board has the appropriate diversity and range of knowledge, skills and experience to support the organisation.
- Plan and facilitate Board meetings, appoint the Chairs of the sub committees and ensure that Board decisions are carried out.
- Work with Risk and Audit Committee Chair to scrutinise annual budgets and audit reports to ensure the charity is meeting all legal and fiduciary obligations.
- Ensure that safeguarding is prioritised in organisational culture, policy and practice supporting the Keeping People Safe Committee and its Chair.



Jean-Baptiste Ambale, chief of the Comité des Sages (Council of Elders) in the commune of Galafondo, Central African Republic talks about the gender action plans developed by young people as part of a French Embassy funded project run by Conciliations Resources and the Vegas Youth Foundation for Development. Photo © Conciliation Resources

Strategic Leadership

- Lead the Board, and in partnership with the Executive Director and the Executive Management Team, guide the strategic development of the charity.
- Ensure the Board has a shared understanding of the organisation's vision and participates in any reviews of the vision, as well as an understanding of the external environment and the charity's risks and opportunities.
- Ensure that Conciliation Resources' progress towards achieving its strategic and annual goals is reviewed regularly.
- Ensure that the Board, through the Risk Audit Committee, regularly reviews major risks and associated opportunities and satisfies itself that systems are in place to take advantage of opportunities and manage and mitigate the risks.
- Represent Conciliation Resources at events and meetings, actively encouraging and contributing to our growing network of supporters.
- Ensure that the Board of Trustees promotes the work of Conciliation Resources to their own networks within private and public sector organisations to ensure the continued growth and success of the charity.
- Offer advice and assistance to raise, establish and maintain Conciliation Resources' profile.

Relationship with the Executive Director

- Be a trusted advisor to the Executive Director, serving as a regular sounding board, providing guidance, support and constructive challenge.
- Annually appraise the performance of the Executive Director drawing on feedback from Trustees and staff.
- Support effective communication between the Board, the Executive Management Team and staff.

PERSON SPECIFICATION

Knowledge, Skills and Expertise

Our new Chair will be a resilient, empathetic and self-confident leader.

Essential

- Commitment to the charity's objectives, aims and values and a willingness to devote time to carry out responsibilities of the role.
- Understanding and acceptance of the legal duties, responsibilities, and liabilities of Trusteeship.
- Strategic and forward-looking vision in relation to the charity's objectives and aims.
- 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.
- A global perspective - knowledge and experience of work in the international arena.
- Ability to support, challenge, act as professional mentor to the Executive Director.
- Self-aware, emotionally intelligent, strong interpersonal and diplomatic skills.
- Awareness of inclusive and transparent processes for considered and informed decision making.
- Experience of working with teams and leaders from different perspectives and cultural backgrounds.

Desirable

- Prior experience as Chair of a Board.
- Knowledge of peacebuilding or international development.
- Networking capabilities and connections to networks that could support Conciliation Resources.
- Some experience of charity finance and charity fundraising.

WHAT DOES CONCILIATION RESOURCES OFFER?

Becoming Chair of the Board 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.

Remuneration: the role of Chair is not accompanied by any financial remuneration, although expenses for travel may be claimed.

Biographies of all our current staff can be found at www.c-r.org/about/staff. Biographies of our current Board members can be found at www.c-r.org/landing-page/our-trustees.



Participants take part in a sharing and collaboration workshop in the Murama church in Bougainville, Papua New Guinea. Photo © Conciliation Resources

HOW TO APPLY

To apply to be the next Chair 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 Chair. This should be a maximum of 2 sides of A4.
- An up-to-date CV.

All the above should be emailed to recruitment@c-r.org clearly marked “Chair Application” in the subject line.

All applications will be acknowledged and will be reviewed on an on-going basis by members of the Board Nominations Committee.

The closing date for applications is **30 June 2026**.

Specific interview dates will be shared separately with shortlisted candidates, the goal is for the new Chair to join the Board at the start of **2027**.

For an informal discussion about the role, please contact Myriam Al Khalil (mkhalil@c-r.org) who will make the arrangements.

Conciliation Resources is an international organisation committed to stopping violent conflict and creating more peaceful societies. We work with people impacted by war and violence, bringing diverse voices together to make change that lasts.

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