

Vacancy: Two Members of the Supervisory Board of the Foundation (Stichting) Women's Initiatives for Gender Justice

Women's Initiatives for Gender Justice (Women's Initiatives) is an international women's human rights organisation that advocates for gender justice through the International Criminal Court (ICC) and through domestic mechanisms, including peace negotiations and justice processes.

Background:

Women's Initiatives for Gender Justice is an international non-profit women's human rights organization that was established in The Netherlands in 2004.

We work with women most affected by the conflict situations under investigation by the ICC, and collaborate with grassroots partners, associates, and members across multiple armed conflicts. Victims/survivors of sexual and gender-based violence inform the voice of Women's Initiatives.

The Supervisory Board:

The Supervisory Board provides management oversight and perspective. Oversight, especially of the finances, ensures that the organisation is financially sound, is following its own rules, and that the accounts are correctly done and properly reported. The provision of perspective is in terms of mission and strategic direction. These are areas where the Board should play a strong role, based on Board members' respective experience, fields of expertise and networks. Furthermore, Board members are expected to ensure legal and ethical integrity, checking that standards are being met. Guardianship of the organisation is an integral part of each Board member's role. Oversight is characterised as 'hands on', but not 'hands in' the organisation (which is the role of the Executive Director and her team). The Board is the employer of the Executive Director and hence appoints and appraises this person, in addition to assisting with advice and serving as a sounding board. In carrying out their mandate, Board members play a key role in developing fundraising strategies and partake in fundraising activities.

The duties and responsibilities of the Board are described in the Articles of Association.

The Board currently consists of three members. We are looking to fill two vacancies.

Strategic and operational challenges for Women's Initiatives:

- Positioning of the organisation in a rapidly changing environment.
- Financing (the organisation is working to continue building a solid financial position for a not-for-profit foundation. The continued provision of high-quality services requires continued financial attention).

What we are looking for in our new Board members:

- Ability to endorse the objectives of the Foundation with conviction.
- Ability to test (and help formulate) the strategy and direction of the organisation and operate at a strategic level, whilst being able to analyse and form an opinion on matters submitted to the Board by the Executive Director.
- Ability and attitude to assist the Executive Director with advice and as a sounding board.

- Ability to provide advice and supervision in a team context, whilst keeping the balance between involvement and distance.
- Experience with management, fundraising, finance, and marketing are all advantages.
- Willingness where and when required to use their networks in their ambassadorship of the Foundation and its aims.
- Board members who are complementary in terms of knowledge, experience, and networks, including profit/non-profit sector, public/private sector, business, social, governmental, administrative, financial, economic, diversity, legal and political backgrounds.
- Integrity, sense of responsibility, an independent attitude, adhering to the values of Women's Initiatives.
- A business profile (which includes the understanding of finance and strategy), perhaps/preferably at an international employer would also be an advantage.

Selection procedure:

Candidates are invited to express their interest by sending a short motivation letter and a current CV to Gabrielle McIntyre, Chair of the Board of Women's Initiatives, by e-mail at info@4genderjustice.org by 31 August 2020.

The current Board members will determine which candidates will be invited for interview and will form the interview panel and selection committee. The Board may solicit the advice and assistance from previous Board members and from the Executive Director of Women's Initiatives.

Remuneration:

Board membership is an unpaid position, given the nature and objectives of the organisation. Nevertheless, the Supervisory Board views its role as a professional task and expects its members to provide sufficient time to carry out its duties.

Further information about Women's Initiatives – including its mission, vision and values - can be [found on its website](#).