



# Protection Approaches

## Chair of trustees recruitment pack

## Summary

[Protection Approaches](#) is looking for a new chair of trustees to lead, challenge, and inspire us at an exciting time of growth and possibility. We are looking for a proven leader with previous board experience, who understands how to lead established non-profits through transition. We need a strategic thinker who is able to make difficult decisions but who is also open minded, able to listen, and able to find consensus. Somebody who has the ability to communicate effectively with people from different backgrounds and is able to create an inclusive environment in meetings and in the charity where all are heard. Our chair will have an understanding of the work that Protection Approaches is engaged in and share our belief that the prevention of identity-based violence as a shared responsibility that stretches through governments to communities to individuals.

The deadline for applications is 23.59 on 17<sup>th</sup> November 2024. The initial appointment will be for a renewable term of three years.

## About Protection Approaches

Founded in 2014, Protection Approaches is a fast-growing, dynamic, London-based charity that works locally, nationally, and internationally. We seek a world where everyone accepts and respects each other, regardless of identity. We want to change the way the world thinks about identity-based violence – and by so doing, change how we respond to and prevent it. From our local programmes in communities to challenge hate crime to our global efforts to confront mass atrocities and genocide, we believe that this mission is not only possible but probable, and are dedicated to doing the long-term, difficult work necessary to make it sustainable.

## Our values

- Justice is at the heart of human dignity and rights
- Identity-based violence comes in many forms, each rooted in the same set of causes
- Identifying and understanding what drives identity-based violence is central to preventing it
- Building strong, resilient, and inclusive societies requires challenging structural discrimination and inequality
- We have a collective and individual responsibility to protect those at risk of violence
- Governments have a fundamental duty to challenge and prevent identity based violence no matter where it occurs or how it manifests

Our commitment to these values drives not only what we do but also how we do it.



## What we do

From hate crime to online extremism, from structural discrimination to mass atrocities, identity-based violence has become an all-too-common fact of daily life. Hate movements, armed groups, and governments are exploiting identity to divide us, manipulating our differences in the pursuit of power, a particular political agenda, or an exclusionary ideology.

Our mission is to create structures and avenues for how – from the smallest neighbourhood to the global community – we can stand together against and push back on hate in all its forms. We do this by pursuing three goals: changing the way people define and prevent identity-based violence; challenging and dismantle structural prejudice, discrimination, and inequality; and achieving and sustaining operational excellence. Specifically, we:

- Work on the local level towards [community led change](#), collaborating with communities on tackling marginalisation, building resilience, and research. Our community initiatives help marginalised socio-economic, ethnic, religious and cultural groups explore their perceptions and experiences of prejudice, discrimination, and identity-based violence.
- Work on the national level towards state level change, whether on domestic or foreign policy. Our [atrocities-prevention programme](#) has led efforts that have transformed the UK approach to crimes against humanity and genocide while our domestic Stronger Communities programme has opened up funding for community-led solutions.
- Work on the multilateral and global level to transform how identity-based violence is understood and responded to within our international system.
- Conduct [training courses](#) on identity-based violence, hate crime and atrocity prevention. We deliver bespoke briefings and trainings on the prediction and prevention of identity-based violence and mass atrocities for a wide range of audiences – including local, regional, and national and governments, political parties, parliamentary committees, civil servants, civil society organisations, and journalists – from around the world.
- Across all these areas, we undertake, commission, and coordinate [research](#) to ensure that the programmes we develop and implement are supported by evidence and in line with global best practices.



## What we are looking for

Over the past ten years, PA has grown from an idea into a dynamic organisation that is playing a critical role in redefining how the UK and the rest of the world understand and prevent identity-based violence. We are looking for a chair of trustees to lead at a board level to take our organisation to the next level.

The below table sets out the knowledge, experience, skills and qualities that we are looking for in our new chair; **no one individual is expected to have all of the below so please do not be discouraged from applying if you have many, but not all.**

<b>Experience:</b> strong leadership experience particularly at established charities or NGOs	<b>Experience:</b> previous experience on a non-profit board	<b>Experience:</b> leading an organisation through a period of transition, ideally in the non-profit sector	<b>Knowledge:</b> deep understanding of the issues PA works to address
<b>Knowledge:</b> charity governance and organisational management	<b>Personal quality:</b> demonstrated commitment to the values of PA	<b>Personal quality:</b> empathetic and patient communication style	<b>Personal quality:</b> relevant and strong professional networks ideally in funding, government/politics, and/or media
<b>Personal quality:</b> enough time to fully commit to the role	<b>Skill:</b> able to create an inclusive environment in meetings where all are heard	<b>Skill:</b> strategic thinker who is able to make difficult decisions	<b>Skill:</b> diplomat who is able to listen to different opinions to find consensus and resolve complex problems

## The PA chair of trustees expectations

The Protection Approaches chair is expected to:

- Lead the board to ensure that PA is being run effectively and efficiently including chairing quarterly board meetings, holding regular board catch-ups, and holding one-to-one conversations with other board members
- Ensure that the executive directors have the support they need to lead the organisation effectively and efficiently, including meeting regularly
- Ensure that PA is delivering its strategic goals, including by positioning and adapting itself (i.e. change in understanding / action)
- Ensure that the way PA operates is in alignment with its mandate and values (i.e. accountability to purpose)
- Ensure that PA is meeting its legal obligations as set by the Charity Commission and other regulators
- Represent PA at high level events, meetings, and possibly in the media

The chair of trustees will be required to make a significant time commitment, on average half a day a week, with some weeks requiring more, for instance, in the run up to the Annual General Meeting or during periods of board recruitment. This would include attendance at four annual board meetings and one away-day, regular (likely fortnightly) meetings with the executive directors, regular check-ins with other board members, and participation in or providing support to sub-committees. The chair will be expected to attend Protection Approaches' events and be willing to publicly advocate for the charity.

The chair must ensure that trustees comply with their statutory duties (as set out in the Charity Commission's The Essential Trustee) to ensure that Protection Approaches complies with its governing documents, the law, and statutory reporting and accounting requirements, and adheres to its charitable purpose. Trustees must also act in the best interests of the charity, manage its resources responsibly, and act with reasonable care and skill.

## **Application Process**

We know our work will be better if we as an organisation design and lead our work based on a broad, diverse and inclusive understanding and experience. For that reason, we want to particularly encourage people who might think twice before applying, including people of colour, LGBTQ+ applicants, applicants with disabilities, and anyone who brings talent and relevant experience in ways that we might not have considered.

We encourage people interested in becoming our chair of trustees to discuss the role informally before applying. If you would like to do so please contact [recruitment@protectionapproaches.org](mailto:recruitment@protectionapproaches.org)

To apply for this position, please email a copy of your CV with either a covering letter or a short video to [recruitment@protectionapproaches.org](mailto:recruitment@protectionapproaches.org) by 23.59 on 17<sup>th</sup> November 2024.

In your application, please outline your motivation for becoming the chair of trustees and how your experience (professional and/or lived), skills, personal qualities and knowledge matches what we are looking for.

Our selection process will consist of a thorough review of all applications followed by two rounds of remote interviews: one with trustees and another with the executive team. All applicants will be informed of the outcome of their application.

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Further information can be found at [protectionapproaches.org](https://protectionapproaches.org)

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