



**GIRLS NOT BRIDES**

The Global Partnership  
to End Child Marriage

CHAIR OF THE  
BOARD OF  
TRUSTEES  
RECRUITMENT  
INFORMATION





PICTURED: Girl taking part in a workshop at a girls' club run by BRAC in Tongi, Bangladesh. Photo: *Girls Not Brides*/Abdullah al Kafi.

## CONTENTS

- 3 INTRODUCTION
- 4 ABOUT GIRLS NOT BRIDES
- 7 DUTIES OF GIRLS NOT BRIDES TRUSTEES
- 8 OVERVIEW OF THE BOARD CHAIR ROLE
- 8 RESPONSIBILITIES
- 9 PERSON SPECIFICATION
- 10 **HOW TO APPLY**
- 11 OUR CURRENT TRUSTEES
- 14 OUR CEO

PICTURED ON COVER:  
Adolescent girl in a field in  
Bodhgaya, India.  
Photo: *Girls Not  
Brides*/Graham Crouch.

PICTURED: Rose, 18, in her house in the Dzaleka Refugee Camp, Malawi. Rose fled the conflict in DRC as a child and now advocates for girls' rights in the camp. Photo: *Girls Not Brides*/Thom Pierce.



## INTRODUCTION

*Girls Not Brides* is seeking to appoint a new Chair of the Board of Trustees in 2021, following the imminent transition of the current Chair after a 10-year period of service. The Chair will lead the Board of Trustees in their mandate to support the *Girls Not Brides* secretariat in delivering their 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 1,500 member organisations in over 100 countries around the world. Our current Board of Trustees is dynamic and diverse, with 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 London, Mexico City, Nairobi and New Delhi. They coordinate and support the activities of the Global Partnership in line with a Partnership Strategy, which is currently under review.



## 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 1,500 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 effective 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 member organisations. 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 (Now the Foreign, Commonwealth and Development Office).
- 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 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 a driving force behind the Girls First Fund, a new multi-donor initiative to support community-based organisations working to end child marriage. 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.



PICTURED: A mother and child participate in a Berhane Hewan child marriage project in Amhara, Ethiopia. Photo: *Girls Not Brides*/Ashenafi Tibebe.

## DUTIES OF GIRLS NOT BRIDES TRUSTEES

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*, including 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.

### Time commitment of Trustees

- Trustees will commit to volunteering approximately 10 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 that inform 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.

# OVERVIEW OF THE BOARD CHAIR ROLE

The Chair of the Board will provide inclusive leadership within the Board of Trustees, ensuring that the Board fulfils their duties and responsibilities for the effective governance of *Girls Not Brides*.

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## RESPONSIBILITIES

### Governance

- Ensure effective governance as per the requirements of the Charity Commission.
- Ensure *Girls Not Brides* uses its resources in the best interests of the organisation's mission.
- Ensure the Board regularly reviews major risks and associated opportunities, and that the required systems are in place to take advantage of opportunities and manage and mitigate the risks.
- Ensure *Girls Not Brides* has all necessary organisational policies and procedures in place and that these are reviewed and approved by the Board on a regular basis.
- Preside over and facilitate quarterly Board meetings and relevant committee meetings.

### Strategic oversight

- Lead the Board in its role in defining the charity's strategic development, goals and evaluating performance.
- Be a trusted advisor to the CEO as they develop and implement the organisation's strategic plan.

- Lead the Board in approving the annual budget, audit reports, and material business decisions; being informed of, and meeting all, legal and fiduciary responsibilities.

### Efficiency and effectiveness

- Chair meetings of the Board of Trustees effectively and efficiently.
- Foster, maintain and ensure constructive relationships with and between the Trustees whilst leveraging their collective experiences.
- Work closely with the CEO to give direction to Board policy-making and to ensure that meetings are well planned, meaningful and reflect the responsibilities of Trustees.
- Monitor the timely implementation of decisions taken at meetings.

### Relationship with the Chief Executive

- Establish and build a strong, effective and a constructive working relationship with the CEO, supporting them in achieving agreed strategic objectives.
- Support the CEO, whilst respecting the appropriate boundaries which exist between the two roles.



- Liaise with the CEO to maintain an overview of the organisation's affairs, providing support as necessary.
- Conduct an annual appraisal and remuneration review for the CEO in consultation with other Trustees.
- Ensure that the CEO has the opportunity for professional development and has appropriate external professional support.

## PERSON SPECIFICATION

The Chair should also meet the following requirements:

### Personal Qualities

- A strong and visible passion and commitment to *Girls Not Brides*, its strategic objectives and the cause of ending child marriage.
- Strong leadership skills, ability to motivate and inspire staff and bring people together.
- Personal gravitas appropriate for representing a significant global organisation.
- Strong networking capabilities that can be utilised for the benefit of the organisation.
- Strong interpersonal and relationship-building skills with a real ability to build bridges.
- A strong strategic thinker who can advance policies.
- Outward looking and with imagination.
- Excellent written and oral communication skills coupled with a natural affinity for public speaking.
- Tact and diplomacy, with the ability to listen and engage effectively.
- Ability to foster and promote a collaborative team environment.

### External Advocacy

- Support the CEO and Regional Heads when needed at national and international events and forums.
- Act as an ambassador for the organisation.
- Help develop the *Girls Not Brides* public profile in the right way, and make sure its voice is heard on the global stage.

- Ability to commit time to conduct the role well, including travel and attending events out of office hours.
- Personal values aligned with *Girls Not Brides*' values of collaboration, determination, inclusivity, integrity, pragmatism, humility and respect.
- A history of demonstrating a high commitment for gender equality and girls' rights.

### Experience

- Experience of charity governance and working with – or as part of – a Board of Trustees, and advanced understanding of UK Charity Governance. Extensive professional experience with significant executive leadership accomplishments in business, government, fundraising, philanthropy or the non-profit sector. Ideally with broad international development or civil society sector experience similar or adjacent to *Girls Not Brides*' work and focus.
- Experience of operating at a senior strategic leadership level within a global organisation.

- Experience of external representation, delivering presentations and managing stakeholders.
- Significant experience of chairing meetings and events.

### Knowledge and skills

- Advanced understanding of charity governance issues.
- Broad knowledge and understanding of the civil society sector, movement-building and/or working in partnership, as well as the current issues affecting this.

- Experience or understanding of what it takes to empower organisations and partners.
- An understanding of how global memberships are built and maintained would be a real advantage.
- A broad understanding of charity finance issues is desirable.


### Time commitment

- It is anticipated that the role will require approximately 2 days a month but with the adaptability to take on ad hoc travel/projects outside of this.

## HOW TO APPLY

This position is 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 application (CV and covering letter) to our search partners, Moloney Search at [gnb@moloneysearch.com](mailto:gnb@moloneysearch.com) who will receive them on behalf of the Chair Recruitment Committee – including *Girls Not Brides* Trustees Emma Puig de la Bellacasa, Ann Cotton and Karin Forseke – by 10 March 2021. Shortlisted candidates will be invited for interviews at the beginning of April.



PICTURED: Girls take part in activities organised by GoJoven in Livingston, Guatemala. Photo: *Girls Not Brides*/Priscilla Mora Flores/Colectivo Nómada.

## 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 non-governmental organisation (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 and 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.

## Zipporah Jean Alaroker

Zipporah is a community solutions leader, co-founder of a social enterprise (GT Garbage & Sanitation Solutions) and motivational young speaker. Zipporah currently works as a Programme Coordinator with Educate! Uganda, where she focuses on programme quality assurance, strategic leadership and planning for the team. Educate! Uganda is a non-profit organisation that works to develop young leaders and entrepreneurs in Africa.

Zipporah's focus and experience has largely been on community development in Uganda, working with youth and children on leadership, livelihood, entrepreneurship and education. She has participated in several leadership programmes including the Community Solutions Program and the Young African Leaders Initiative. She has also served on the boards of youth-focused organisations, and coordinated multiple programmes and projects.

## Georgia Arnold

Georgia Arnold is the Executive Director of the MTV 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 100,000<sup>th</sup> 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.

### Emma Puig De La Bellacasa

Emma Puig De La Bellacasa is a Spanish-Colombian anthropologist, with pre-doctoral studies in Ethno-psychology, gender studies and documentary photography. She has more than 20 years' experience, rising to senior management in international sustainable development and humanitarian response. Emma has field experience in Africa, Europe and Latin America and the Caribbean. She has served in a wide range of international organisations.

She has expertise working with women's rights organisations and civil society, including Indigenous women's organisations, migrant and refugee women, and youth, girls' and adolescents' movements to promote their rights and gender equality. She is a committed and passionate supporter of initiatives to reduce violence against girls, adolescents and women of all backgrounds; end early and forced marriages and unions and forced pregnancies; and defend sexual and reproductive health and rights. She also has an interest in climate change and its impacts on women's and girls' lives. She regularly contributes to initiatives at the national, regional and global levels through programmes and advocacy that inspire transformative changes in the social norms that perpetuate gender-based violence (GBV) and gender inequality.

Emma currently works at the global HIAS team as a gender and GBV advisor for Latin America and the Caribbean. She is also an active member of the civil society participation mechanism of the SDG 2030 agenda and the Forum of Latin America and the Caribbean countries on development.

### Rita Sarin

In 2001, Rita Sarin joined The Hunger Project (THP) as the Country Director of India, where she has committed to igniting and sustaining the spirit of leadership of elected women at the grassroots level in India. Under her leadership, THP India has enabled spaces that promote the active participation

of women in local governance. Prior to joining THP, Rita served as a National Programme Advisor for the Swedish International Development Agency (SIDA). Rita holds an MPhil in Sociology from the University of Chandigarh and a post-MPhil in Development Policies from the University of Nottingham.


A sociology lecturer turned grassroots activist, Rita Sarin joined the ranks of the women's rights movement in India in the early 1980s. Rita was part of the team which set up India's first women's NGO, the Centre for Women and Development Studies.

She has been recognised for her work in forging pathways that put issues of social and gender justice at the centre of policy-making. She is a recipient of several awards, including the FICCI's "25 Women of Excellence," "Women Leadership Achievement Award," the Vodafone Foundation's "Women of Pure Strength," "Iconic leader in nurturing culture and ecosystem for relevant innovation in developing countries," the Indian National Bar Association's "Phenomenal She," and, more recently, the New Indian Express' "Devi Award."

## 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 galvanise the Africa-led movement to end female genital mutilation/cutting. 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.



PICTURED: Monica with Preeti Yadov, the helpline worker who helped stop her wedding in Rajasthan, India. Photo: *Girls Not Brides*/Allison Joyce.



*Girls Not Brides*

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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*.

***Girls Not Brides* is a global partnership made up of over 1,500 civil society organisations from over 100 countries, committed to ending child marriage and enabling girls to fulfil their full potential.**