



FIGHTING GLOBAL POVERTY

Council of Management Trustee Recruitment Pack
Income Generation Specialist
January 2025

For over a year, the world has looked on in horror as more than 45,000 Palestinians have been killed in the Gaza Strip. Genocide against the Palestinian people is taking place with impunity and with the active complicity of the UK Government which continues to arm Israel.

In recent years, we've also seen the rise of populist politics across the world. The United Kingdom has witnessed a resurgent far-right and fascist riots across UK cities. Hard won freedoms like the right to peacefully protest, boycott, or strike in defence of our rights are under attack. Governments and corporations continue to place profit above people and planet, despite the realities of climate breakdown and growing inequality.

War on Want believes poverty, inequality and injustice are political. They result from rigged political and economic systems that increase wealth and power for the elite few at the expense of the majority of people on earth. A better world *is* possible; free from poverty and oppression, and based on social justice, equality and human rights for all.

As a membership organisation, we believe the best way to realise this vision is to join together in collective action to dismantle the root causes of poverty and inequality. We work in the UK and with partners around the world as part of the movement for global justice. Our UK campaigns hold human rights abusing corporations and governments to account. Our research and publications expose injustice globally. Our partnerships with grassroots groups, trade unions, and workers' organisations in the Global South mean we stand in solidarity with justice movements around the world as they demand their rights and dignity.

Founded as a campaigning organisation in 1951, War on Want now employs 29 members of staff in the UK and works with partners across the Global South. Our Council of Management (our Board of Trustees) is stewarding War on Want through an exciting period of increased investment in movement building and in developing a new organisational strategic framework for 2025-2028. We're looking to recruit a Trustee, with significant income generation and/or membership engagement experience, to help deliver these initiatives and strengthen War on Want's continuing global impact. We are particularly keen to hear from people with lived experience of inequality or human rights issues. Greater representation from the Global South, diaspora communities, or individuals of Asian, African, or African-Caribbean descent would also strengthen our Council of Management. Will you join us?

In solidarity,

A handwritten signature in black ink, appearing to be "Alia Al Ghussain".

Alia Al Ghussain
Chair of the Council of Management
War on Want

General knowledge, skills & experience of all Trustees:

- I. Commitment to War on Want's mission, visions, values.
- II. Strong advocate for human rights, worker rights, climate justice, and global equality.
- III. Understanding and commitment to anti-racist and anti-colonial global justice movements.
- IV. Appreciation for theories of change that centre movement building, collective action, and solidarity in driving progression.
- V. Understanding of the opportunities and challenges of being part of a global movement.
- VI. Commitment to prioritising the perspectives, knowledge, and expertise of change makers in the Global South.
- VII. Strategic vision with strong analytical skills and sound judgement.
- VIII. Commitment to equality, diversity, and inclusion to improve War on Want activities and employment practices
- IX. Strong understanding of organisational risk management and operational development.
- X. Strong communication and interpersonal skills.
- XI. Willingness to express minority or unpopular opinions where necessary, and ability to effectively influence others.
- XII. Commitment to engage with the full range of War on Want's work and strategy, across campaigns, programmes, fundraising, engagement, finance, governance and operations.

Highly desired additional skills:

- I. A strong understanding of the income generation, communications, and operating landscape for an organisation like War on Want, both in the UK and internationally.
- II. Senior leadership experience developing and/or implementing income generation, supporter engagement and/or digital marketing strategies. This could have been gained at a not-for-profit or at a relevant agency, consultancy, or think-tank.
- III. Advanced understanding of Trust and Foundation partnerships – including UK and international pipeline development, application strategy, and multi-year partnership management/development.
- IV. Advanced understanding of digital mobilisation, digital fundraising, and individual giving fundraising strategies.
- V. Advanced understanding of developing partnerships with high-net-worth individuals – including pipeline development, partnership cultivation, and ongoing stewardship.
- VI. Strong understanding and significant experience of risk management, legal compliance, and data regulations in above areas of income generation.

Council of Management & Trustee Responsibilities

War on Want is a membership organisation governed by its elected Council of Management (or Board of Trustees). At any one time, up to 12 Trustees sit on the Council with each Trustee elected for a three-year term. Additional Trustees are co-opted onto the Council to provide specialist knowledge and expertise as required.

The Council of Management is ultimately responsible for holding War on Want accountable to its members and ensuring financial stability, legal compliance, and ethical standards. Trustees agree the overall strategic direction of War on Want campaigns, programmes, and programmes so are therefore collectively

responsible for ensuring funds and resources are correctly allocated to deliver War on Want's charitable objects.

The Council has responsibility over the appointment, supervision, and remuneration of War on Want's Executive Director and employment policies. Day-to-Day management of War on Want activities are delegated to the Executive Director and the Senior Leadership Team.

Further information on the Council of Management and existing Trustees can be found [here](#).

Time Commitment & Compensation

Council of Management meets four times a year. Two of these meetings are held in person at our London based office, with the others held virtually. Council meetings usually start at 17:30 and can last up to three hours. An additional two hours is usually required for preparation, depending on the exact nature of what is being discussed.

Many Trustees also play an active role in one of the Council's two sub-committees; the Finance and Resource Committee (responsibility for financial stability, fundraising performance, and risk management) and the Investment Committee (responsible for War on Want's ethical financial investments and other assets). War on Want sub-committees meet up to four times a year, usually two weeks prior to Council meetings. A similar time commitment is required.

We estimate that Trustees need to dedicate 40 hours or 5 days annually, not including travel. An additional 2 days may be required over the coming 6 months as War on Want develops its new Organisational Strategic Framework for 2025-2028.

Trustee roles are not associated with financial reunification, although reasonable travel expenses and accommodation costs will be reimbursed.

Our Income

War on Want has an annual income of c.£2,000,000 – generously given by our members, individual supporters, affiliated unions, and partnerships. You can view our annual reports and accounts [here](#).

Our Vision

A world free from poverty and oppression, based on social justice, equality and human rights for all.

Our Mission

To fight against the root causes of poverty and human rights violations, as part of the global movement for justice.

To deliver this mission, we have three charitable objects:

- I. To relieve global poverty, however caused, through working in partnership with people throughout the world.
- II. To promote human rights (as defined in the Universal Declaration of Human Rights and subsequent United Nations and International Labour Organisation conventions and declarations) and, in particular, human rights which contribute to the relief of global poverty by all or any of the following means:
 - i monitoring abuses of human rights.

- ii relieving need among the victims of human rights abuse.
 - iii respect for human rights among individuals and corporations.
 - iv raising awareness of human rights issues.
- III. To advance the education of the public into the causes of poverty and the ways of reducing poverty by conducting research and publishing and disseminating the findings of such research.
We do this by:
- i working in partnership with grassroots social movements, trade unions and workers' organisations to empower people to fight for their rights.
 - ii running hard-hitting popular campaigns against the root causes of poverty and human rights violation.
 - iii running mobilising support and building alliances for political action in support of human rights, especially worker's rights.
 - iv raising public awareness of the root causes of poverty, inequality and injustice, and empowering people to take action for change.

Our work is centred around four strategic pillars:

- I. Resisting Neoliberalism – Ending Corporate Impunity.
- II. Protecting Workers' Rights and Tackling Global Inequality.
- III. The Global Commons: Energy and Food as a Public Good.
- IV. Resisting the politics of colonialism, securitisation, and militarisation.

Further information about War on Want activities can be found in the [annual review](#) or on our [website](#).

Our Values

- I. **War on Want is political.** We understand that poverty and injustice are the result of political choices made by elites, and that change comes out of political action from below.
- II. **War on Want is radical.** We focus on the root causes of poverty and injustice, not their symptoms. We work for lasting, transformative change.
- III. **War on Want is courageous.** We are committed to speaking out without fear or favour in defence of human rights and social justice.
- IV. **War on Want is relevant.** We focus on the key issues of our day and make them real to the widest possible public.
- V. **War on Want is responsive.** We seize opportunities as they present themselves, turning them into action.
- VI. **War on Want is internationalist.** We stand in solidarity with all people fighting exploitation and oppression, wherever they may be.
- VII. **War on Want is independent.** We welcome supporters and members from all sections of society.
- VIII. **War on Want is democratic.** We are governed by the collective will of our members, our affiliates and our elected Council of Management.
- IX. **War on Want is effective.** We are a very lean organisation, and direct the greatest proportion of our funds towards making real change in the world.

For an informal conversation about becoming a War on Want Trustee and member of its Council of Management, please contact:

Asad Rehman

Arehman@waronwant.org

Executive Director, War on Want

The Deadline for applications is: 30 March 2025, 23:59

Your application can be submitted by emailing our Senior Operations Officer, David Rudkin, on drudkin@waronwant.org. Applications should include:

- A covering letter outlining your motivation, skills and relevant experience.
- A full CV detailing significant positions, past responsibilities, and professional training.

Thank you.