

Fight for Peace International

Job title: Member of Trustees (FINANCE/SPORTS/GOVERNANCE)

Location: Fight for Peace Academy. Woodman Street. London, E16 2LS

Hours: 4 – 6 Board meetings per year

Salary: nil remuneration

Term of office: 3 years (with 3-year extension)

Deadline: 30th September 2025



Background and context: At Fight for Peace we support young people to reach their full potential. Born in Rio de Janeiro, Brazil, we have been operating since 2000 and have impacted the lives of thousands of young people at our Academy in east London, and via a national and international network of partners who are trained in our approach. We focus on marginalised communities because typically this is where the need for our work is greatest, and where we can have the biggest impact. Our work covers three complementary strategic areas to ensure that we can maximise our reach and impact Academy, Alliance and Collectives.

We work directly with young people at our Academy, developing their potential using a Five Pillars methodology which combines combat sports, education, employability, youth leadership and support services. Via our Alliance, we exchange skills, knowledge and support with over 120 community-based partners around the world to strengthen youth programmes and enable us to maximise our influence and reach. And through our Collectives in east London and Jamaica, we bring together services, decision-makers and stakeholders to strengthen youth services across communities and find solutions for complex issues affecting young people.

The Board needs skills and strong experience in the following areas:

- **Financial management**
- **Sports**
- **Charity Governance**

RESPONSIBILITIES OF ALL TRUSTEES

- Ensuring that the organisation pursues its stated objects (purposes), as defined in its governing document, by developing and agreeing a long-term strategy
- Ensuring that the organisation complies with its governing document (ie its trust deed, constitution or memorandum and articles of association), charity law, company law and any other relevant legislation or regulations
- Ensuring that the organisation applies its resources exclusively in pursuance of its charitable objects (i.e. the charity must not spend money on activities that are not included in its own objects, however worthwhile or charitable those activities are) for the benefit of the public.
- Ensuring that the organisation defines its goals and evaluates performance against agreed targets
- Safeguarding the good name and values of the organisation
- Ensuring the effective and efficient administration of the organisation, including having appropriate policies and procedures in place
- Ensuring the financial stability of the organisation
- Protecting and managing the property of the charity and ensuring the proper investment of the charity's funds
- Following proper and formal arrangements for the appointment, supervision, support, appraisal and remuneration of the chief executive

PERSON SPECIFICATION

We are committed to best practice of equity, diversity and inclusion and candidates from groups that are underrepresented at Board level are particularly encouraged to apply, including people with lived experience, people from the black ethnic group, people with a mixed ethnic background, people with a disability and LGBTQI+ people. We are an Equal Opportunity Employer and do not discriminate against

any applicant because of race, ethnicity, gender, sex, national origin, religion, sexual orientation, gender identity and/or expression, or disability.

We are looking for people who with strong background in **Financial management, Sports and Charity Governance** and who have the following experience, attributes and skills:

Attributes

- A commitment to Fight for Peace and its values, aims and objectives.
- A commitment to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.
- A willingness to speak up and share your views, and an ability to work effectively as a member of a team.
- Ability to think innovatively, critically, independently and strategically, with a track record of translating strategy into operational plans.
- Entrepreneurial instincts would also be useful.

Skills

- An understanding (or willingness to learn) and acceptance of the legal duties, responsibilities and liabilities of trusteeship.
- A healthy understanding of risk and risk management.
- Ability to represent the Board publicly as required with stakeholders (particularly those related to safeguarding).

Experience

- Experience of the youth and/or community sector, as well as approaches to violence prevention and keeping young people safe.
- An understanding of a public health approach to violence, trauma-informed approaches, and equity and inclusion. (Or willingness to learn)
- Knowledge and experience of safeguarding children and adults, legal duties and responsibilities in a youth charity setting. (Or willingness to learn)
- Experience of the communities Fight for Peace work with (lived experience would be useful but not essential).

In addition, all Fight for Peace Trustees are asked to commit to the following expectations, to be able to fulfil their role on the Board.

- Act in the best interests of the present and future beneficiaries setting aside any other interests you may have.
- Devote the necessary time and effort to developing a good understanding of Fight for Peace and its activities, reading papers and undertaking other preparatory work.
- Attend the Trustee Board meetings and, where allocated, any committee meetings.
- Champion the work of Fight for Peace externally in your own context and setting.

Each role will require an up-to-date DBS certificate.

How to apply

To apply, interested candidates should send their CV and a cover letter of no more than 2 pages to jobs@fightforpeace.net with the subject title '**[Skill Area] TRUSTEE application**'. On receipt of your application, you will be sent an Equal Opportunities questionnaire to complete.

If you would like an informal chat with either the CEO or Chair of Trustees to discuss if this role is right for you or for any other questions before applying, please get in touch with hannah@fightforpeace.net.

Our Commitment to Safeguarding, Equality and Inclusion:

Fight for Peace is committed to safeguarding the welfare of the children, young people and adults at risk that the organisation works with. We are committed to equality and inclusive practice. Fight for Peace actively promotes equality of opportunity for all and welcomes applications from a wide range of prospective employees and participants, including those with relevant lived experience, a history of offending or with criminal records.

Fight for Peace will only ask an individual to provide details of sensitive information, including convictions and cautions, that it is legally entitled to know about. Most of our staff and volunteers will be in Positions of Trust and a Disclosure and Barring Service (DBS) check must be completed by anyone who meets the government's definition of 'Regulated Activity' or 'Regular Activity' within our activities and services. We do not want this to be a barrier to those who have the potential to add great value to the work we do.

All information disclosed for the purposes of employment will be used for the sole purpose of assessing whether an individual is suitable and appropriate to work with our members and/or if any specific arrangements around supervision and support might be required. All information gathered as part of our recruitment processes will be treated sensitively and equitably, with confidentiality strictly maintained.

Right to work in the UK essential.