Trustee Recruitment 2024

Dear potential applicant

Thank you for your interest in becoming a member of the MAG board. We are looking to add at least two trustees due to impending retirement of two board members.

MAG is a leading humanitarian demining organisation, and we face increasing challenges to deliver our purpose. Now is a poignant time to be joining MAG as we launched our 'Roadmap for Action' strategy 2024-2028 framework December 2023.

If you would like an informal chat about the opportunities, please contact Catherine.Hope@maginternational.org

We look forward to hearing from you, and once again, many thanks for your interest in MAG.

Kind regards

Julia Palca
Chair of the Board

Darren Cormack
Chief Executive

MAG VISION MISSION AND VALUES

MAG's Vision is a world in which everyone can live free from the enduring and devastating consequences of armed violence, conflict and their legacy.

MAG's Mission is to save lives, ease suffering and enable sustainable development by limiting the causes and addressing the consequences of armed violence and conflict so people can live with dignity and choice, free from fear.

MAG's Values. Our values come to life through our actions, every day. How we act has an impact on others. As someone who works at MAG, you can help to create a positive culture by demonstrating our values through your own behaviour and actions. Everyone has a role to play in shaping our culture. Everyone should understand our values and is encouraged to think how they are relevant to their individual role.

DETERMINED	**We work with purpose.**
EXPERT	**Through excellence and expertise, we build trust.**
INTEGRITY	**We strive to do the right thing.**
COMPASSION	**People come first in everything we do.**
INCLUSIVE	**We are inclusive, and we value diversity.**

Our Strategic Framework 2024-2028

AIMS	PRIORITIES	COMMITMENTS
1 Increase Our Impact	1 Our People and Culture	1 Principled Decision-Making
2 Extend Our Influence	2 Funding Our Ambition	2 Environmental Responsibility
	3 Strengthening Our Systems	

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WHO ARE WE LOOKING FOR

MAG is looking for new trustees to add to our diversely skilled board. We are looking for two, possibly three, new trustees with a passion for humanitarian action.

MAG's operational and strategic management requirements are both complex and challenging. We have helped rebuild lives and livelihoods of over 20 million people in 70 countries. In 2022 released over 79million m^2 of land and destroyed over 92,000 explosive devices and firearms. We employ over 6,500, of whom approx. 100 are HQ based. Our income exceeds £100m. To learn more about us click www.maginternational.org

The spread and aptitude set of our board comprises:

Security	AI	Communications	Marketing	PR	Safeguarding	INGOs
Governments Funding		Lobbying	Humanitarian Action		Conflict Zone Security	Media
Cross-Border Partnerships		Policy	Advocacy	Social Media	Ordnance Clearance	

We are particularly interested to hear from you if you think you can be part of the strategic drive of MAG in the areas of

- European Policy — the funding and policy landscape in a post-Brexit world
- Security — humanitarian action in high threat, conflict/post-conflict settings
- Strategic management — experience of AI/the digital world or communications and media

It is likely that you are/have worked at executive level in a large organisation and have a deep appreciation of the non-exec director role. We therefore appreciate that if you are a person who fits this bill and is interested in becoming part of the MAG team you know the nature of the role and responsibilities of being a trustee. If you need a refresher, then a quick visit to the Charity Commission website will help fill that gap, suffice to say, our trustees are responsible for providing oversight, governance and leadership to MAG in pursuit of our strategy that delivers our aims and purpose.

COMMITTMENT

As a MAG board member, you will commit to

- 4 Board meetings per year (usually 0.5 of a day) - Alternate between in-person/remote attendance.
- becoming a member of at least one of our 5 committees with an intention of informally attending others at least twice a year. (Meetings are quarterly and last approximately 2 hours)
- attending our board and leadership away days – we aim for 2 a year. They are designed to be action-centred and not a day of policy review and sign-off.
- A realistic estimate on your time demands of approximately 10-12 days a year.
- a 3-year term of office with the option for a second term up to a maximum of 7 years.

Trustees are not remunerated but all reasonable expenses are reimbursed.

WHAT WE OFFER

Your commitment to MAG will enable you to

- be a driver to implement our new 2024-2028 'Roadmap for Action.'
- be a key component of the strategic team at one of the largest humanitarian relief charities in conflict relief and rebuilding communities.
- visit one of our global projects to gain a true insight into the work we do and the difference we make across the globe.
- concentrate on strategy not admin. Our professional team supports and guides our trustees in every aspect of the trustee role.
- use your skills, aptitudes and passion to make a real difference.

THE ROLES

SECURITY FOCUS

Is this you?

A highly competent, and senior security risk and crisis management practitioner with knowledge in the high-risk / complex environments in which MAG works.

Able to grasp and communicate complex security issues who is confident in challenge. You will likely possess the following attributes:

- Understanding of the humanitarian sector and approaches to security risk management.
- A Security/crisis management expert with significant experience of organisations operating in high threat, conflict/post-conflict settings globally.
- A strong grasp of international affairs and how they relate to security.
- A well-established network and ability/ willingness to support MAG's network development.
- Experience with staff training, crisis management planning, HEAT, kidnap response and/or security technology solutions.
- Prior military, government or police experience or media background.

POLICY FOCUS

Is this you?

A highly competent, and respected policy professional with a track record and reputation for engagement in strategic policy development in Europe and beyond.

You will likely possess the following attributes:

- You will have international experience in the context of peacebuilding and humanitarian action at the highest level.
- A strong track record of engagement within the European Union on funding and or policy and advocacy.
- A demonstrable record of stakeholder identification, mapping and influencing skills.
- Your knowledge of funding and policy trends in relation to conflict zones.
- Whilst fluency in other languages is not essential it would likely prove advantageous
- Strong networking and communication skills will be a key part of your evidence-based relationship building skillset.

OPEN FOCUS

Is this you?

An effective experienced strategic thinker who excels in your chosen field of expertise. We are looking to create a new trustee focus role but are not prescriptive, but would be interested in hearing from you if you have any of the following skills:

- Experience in leading programmatic planning. particularly in the arena of humanitarian aid.
- A track record of fundraising disciplines, such as: philanthropy and partnerships, legacy marketing, individual giving (retention and acquisition), international market growth or institutional fundraising.
- A knowledge of the media, be it print, broadcast or social. We would welcome your expertise if it is in the context of the sensitive challenges that MAG faces.
- A proven professional in entrepreneurial service delivery or logistics and planning.
- Performance measurement using Business Intelligence to develop Objectives and Key Results dashboards.

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Safeguarding & EDI

Please note that as part of MAG's commitment to safeguarding, this post is subject to background. For more information on MAG's approach to safeguarding here and background checks here (page 8 refers)

MAG is committed to the principles of equality, diversity, and inclusion.

If you think you would be suited to one of our roles, we would be delighted to hear from you regardless of background. We strive to provide an inclusive and supportive working environment where all employees and volunteers feel respected and supported in fulfilling their potential.

NEXT STEPS

Simply send us your abridged CV as relevant to the role together with a covering letter explaining why you wish to be part of MAG and what you would bring.

Applications close	17 March	Email to humanresources@maginterational.org.uk
Interviews	w/c 25 March	To be conducted via Teams
Feedback	29 March	All candidates will be contacted irrespective of outcome.
Start date	April 2024	Subject to security clearances being completed.

If you have any questions regarding the process or your application please contact:
Geoff Birch, Head of Governance
geoff.birch@maginternational.org
+ 447712634388

If you would like an informal chat about the roles, please contact Catherine.Hope@maginternational.org
If you don't feel it's the right time for you to become a MAG trustee but would like to contribute to our work, simply click here to make a donation.

March 2024