

THE VAVENGERS

The Vavengers

Co-Chair Recruitment Pack

About The Vavengers

We are The Vavengers, a survivor-led movement working to end Female Genital Mutilation (FGM) and intersecting Violence Against Women and Girls (VAWG).

Founded in 2014 and registered as a CIO in 2019, The Vavengers connect, campaign and convene, working across communities, policy spaces and creative platforms to amplify survivor voices, challenge harmful norms and build safer futures for women and girls.

Alongside our staff team, The Vavengers mobilises to support our policy and advocacy work, communications, events, fundraising, and a wide network of volunteer advisors and ambassadors, activists and pro bono professional wellbeing support.

Our values are:

- Survivor-led
- Bold
- Creative
- Collaborative
- Activist
- Resilient

The Vavengers is a proud Living Wage Employer, Certified Halo Workplace and member of the Sunflower Network for Hidden Disabilities.

About The Vavengers Co-Chair Role

Thank you for your interest in joining the Board of The Vavengers.

We are seeking a new Co-Chair to join our Board at an exciting moment in the organisation's development.

Despite a challenging political and economic climate, the Vavengers is experiencing significant growth. As a Board, we are committed to continually strengthening our governance so that we remain resilient, responsive and able to adapt to the evolving needs of the charity while remaining rooted in the experiences of the communities and survivors who are at the heart of our movement.

The ideal candidate will bring integrity, diplomacy and emotional intelligence to this Co-Chair role. They will have previous Board experience, ideally as a Chair or Vice-Chair, and a strong understanding of charity governance and the distinction between governance and operational management. They will have a proven ability to build strong relationships with the CEO, fellow trustees, staff, volunteers and external stakeholders. They should have experience in navigating risk and uncertainty at

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organisational and sector level. They must be committed to building an open, collegiate co-leadership relationship with their Co-Chair.

As a led by and for movement, we encourage female candidates and candidates who have lived experience of Gender Based Violence, migration, war and poverty.

The Role of the Co-Chair

The Vavengers has recently transitioned to a Co-Chair approach to better support our small but dedicated team, and in recognition of the heightened risk of isolation and burnout in small charities. This dual-leadership model allows the Co-Chairs to prioritise staff well-being and offer more robust, active support to The Vavengers staff.

Our Co-Chairs and CEOs work as close partners, using frequent, informal check-ins to ensure rapid decision-making and a collaborative culture.

One of our current Co-Chairs will step down in the coming months; therefore, The Vavengers is seeking a new Trustee to join the Board and transition into the Co-Chair role.

A full handover will be provided.

Role Purpose

The Co-Chair will provide strategic, inclusive and values-led leadership to the Board of Trustees and support the organisation to deliver its mission effectively, sustainably and safely.

The role requires someone with Trustee experience, who can combine strategic oversight with collaborative leadership and a strong commitment to survivor-centred and trauma-informed practice.

The Co-Chair will work closely with the CEO and fellow Co-Chair to ensure strong governance, financial oversight, safeguarding and organisational resilience while supporting a healthy and inclusive organisational culture.

The role also includes acting as an ambassador for the organisation externally, helping to strengthen relationships, visibility, influence and sustainability.

Key Responsibilities

Strategic Leadership

- Co-lead the Board of Trustees in setting and overseeing the organisation's strategic direction and monitoring implementation of The Vavengers' 3-year strategic plan (launched July 2025).
- Ensure the organisation remains survivor-led and accountable to the communities it serves.
- Encourage innovation, collaboration and sustainable growth.
- Support effective decision-making during periods of change or challenge.

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Governance and Compliance

- Ensure the organisation complies with its governing document, charity law and Charity Commission requirements.
- Promote the highest standards of governance, integrity and accountability.
- Ensure appropriate oversight of safeguarding, financial management, risk and organisational culture.
- Ensure Board decisions are implemented appropriately
- Support regular review of Board effectiveness, diversity and succession planning.

Board Leadership

- Co-lead the Board of Trustees, including planning and chairing meetings, setting agendas, and ensuring all trustees contribute to effective and inclusive decision-making
- Foster a Board culture based on trust, collaboration, accountability and respectful challenge.
- Lead trustee recruitment and onboarding alongside fellow trustees and staff, helping to build a diverse, skilled and survivor-led Board
- Support Trustees to learn and grow in the Trustee role and contribute effectively to the Board, supported through regular performance reviews

Partnership with the CEO

- Build a strong and supportive partnership with the CEO, providing support, guidance and constructive challenge as a critical friend
- Lead the CEO appraisal process.
- Maintain appropriate boundaries between governance and operational management.
- Support staff wellbeing and sustainable leadership practices.

External Representation

- Represent The Vavengers externally where appropriate.
- Support relationship-building with donors, partners and networks.
- Champion the organisation's survivor-led and intersectional approach.
- Support fundraising and sustainability efforts through advocacy and networks.

Person Specification

Essential

We are looking for someone who can demonstrate:

- Commitment to the mission and values of The Vavengers.
- A commitment to co-leadership and building an open, collegiate co-leadership relationship with their Co-Chair
- Experience as a Trustee, and a strong understanding of governance and trustee responsibilities within the UK charity sector.
- Strong strategic thinking skills, with the ability to analyse, interpret and engage confidently with organisational and financial information.

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- Experience navigating risk and uncertainty
- Excellent internal and external communication and relationship-building skills.
- A collaborative and emotionally intelligent leadership style.
- Experience facilitating inclusive discussion and decision-making.
- Commitment to equity, inclusion and anti-oppressive practice.
- Understanding of trauma-informed and survivor-centred approaches.
- Ability to provide both support and constructive challenge.
- Commitment to safeguarding and ethical leadership.

Desirable

- Experience within the women and girls, VAWG, human rights or social justice sectors.
 - Lived experience aligned to our mission.
 - Experience supporting a small but growing charity.
 - Fundraising, partnerships or public advocacy experience.
 - Experience supporting organisations through growth or structural change.
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Time Commitment

The role involves:

- Four Board meetings per year (at least one per year in person).
- Regular check-ins with the CEO and Co-Chair.
- Routine communication with trustees.
- Preparation for Board meetings and strategic discussions.
- Occasional attendance at events and external meetings.

One Board meeting per year will be in person. Other meetings are generally held online.

Equality, Diversity and Inclusion

The Vavengers is committed to building a diverse and inclusive Board that reflects the communities we serve.

We particularly welcome applications from:

- survivors,
- Black and minoritised communities,
- migrant and refugee communities,
- disabled people,
- LGBTQ+ individuals,
- and people whose voices are underrepresented in charity governance.

We recognise lived experience, community leadership and non-traditional career pathways as valuable forms of expertise.

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Safeguarding

The Vavengers is committed to safeguarding and promoting the welfare of everyone who engages with the organisation.

All trustees are expected to uphold and actively champion a strong safeguarding culture.

How to Apply

Please submit:

- a CV
- and a short statement outlining your interest in the role and the contribution you feel you could make to The Vavengers (maximum one page)

Send your application to info@thevavengers.co.uk by 17th June 2026.

We are happy to discuss reasonable adjustments throughout the recruitment process.

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"When women and girls rise, we all thrive."

www.thevavengers.co.uk

The Vavengers is a Charitable Incorporated Organisation (CIO) in England and Wales | Registration number: 1184202 | The Vavengers Headquarters: 59-60 Cornhill House, First Floor, London EC3V 3PD United Kingdom of Great Britain and Northern Ireland