

Five Talents: Recruitment of New Trustees

Description of Five Talents

The past 25 years have seen Five Talents serve almost 300,000 families across eastern and central Africa (primarily). Five Talents UK has grown significantly over the last three years, reaching c. £1.4 in 2023.

Working currently across 9 countries in partnership with the Anglican Church, we provide business and financial skills training to rural households, helping them to form local savings groups (we call them 'Trust Groups'). Members learn how to save, build a safety net for the difficult times, manage cash flow, invest in productive assets and develop a profitable business for the future. Bound by trust, members pool their resources and make loans to one another from their own funds. It's a hugely sustainable and empowering approach to development.

We've helped nurture thousands of businesses, built stronger communities and enabled families to eat better meals, improve their homes and access medicine when they need it. We incorporate literacy and numeracy classes, training on healthy gender relations and, more recently, trauma counseling where it is required. Our savings groups have stood up against FGM, reformed in IDP camps, cared for orphans and vulnerable children, and supported each other and their whole community socially, economically and spiritually in times of crisis. You can read more about us on our website www.fivetalents.org.uk.

'I am able to feed my family from my business... Last month my daughter was sick with malaria and I took her to hospital. I lost my four other children because I could not afford hospital fees. I would have lost her too if I had not joined this programme' Kondok, Trust Group Member, South Sudan

Governance Structure

Five Talents UK is a member of Five Talents International, alongside Five Talents USA and Five Talents Kenya.

Five Talents is a registered charity and company, and the Board of Trustees are also Directors of the Company, which is limited by guarantee. A copy of the governing documents and guidance on Trustee Roles and Responsibilities are made available to new Trustees as part of the Trustee induction.

The Board meets four times each year, typically in central London / Zoom. The Q1/Q2 meeting serves as the AGM at which the previous financial year's audited accounts are approved.

The Board has a Finance sub-Committee to review finance related matters and make recommendations to the Board. Historically it has also had a Programmes sub-Committee / Small Group which scrutinises and advises on the programmes which the charity supports, but this has evolved to become a sub-Committee of Five Talents International called the PQC - Programme Quality Committee.

Typically the Chair and two members of the UK Board are elected to serve on the Five Talents International (FTI) Board. This currently involves two in-person (or Zoom) meetings and two conference calls each year. FTI owns the licence to the brand name 'Five Talents' and sets overall strategy and mission for the different Five Talents entities, and has a particular focus on the programmes.

The Executive team consists of nine dedicated staff who work out of a small office in central London.

Purpose of Trustee Position

To provide leadership to the organisation in close co-operation with fellow Board Members and the Executive team, ensuring that all involved remain focused on achieving the Charity's mission within its values and ethos.

Principal Responsibilities

- To be personally and visibly supportive of Five Talents' Mission and Values.
- To attend Board meetings and Board away-days regularly and if unable to attend to provide comments / questions on the papers to the Chair and/or staff as appropriate.
- To contribute to setting the strategic direction and policies of the organisation, monitoring performance in meeting plans and key objectives.
- To serve on one or more working groups or sub-committees, as desired / invited.
- To ensure that management work effectively within a framework of clearly stated organisational strategies and policies.
- To ensure effective and appropriate risk management.
- To ensure financial stewardship and regulatory compliance.
- To undertake visits to Five Talents' Projects as is feasible.
- To promote strong relationships between Five Talents and partner / potential partner organisations.

Knowledge and Experience

Specific professional knowledge experience and skills in at least one of the following areas are required:

Financial expertise; Organisational development/strategy; Fundraising; Marketing and communications; Law; International development.

Terms of Appointment

This is a voluntary non-executive role. Reasonable travel expenses can be reimbursed if required. Term of office is four years, with a possible re-appointment for a second term of four years (i.e. maximum of eight years).

All Trustees will be required to sign Five Talents' Safeguarding, Data Protection and Confidentiality Policies, and a declaration to confirm that they are not disqualified from acting as Trustees and there are no other reasons which would de-bar them from serving as Trustees. They are also required to declare any conflicts of interest at the start of each meeting.

How to apply

The usual process is for a trustee candidate to have an initial meeting with the Chair or CEOs, followed (if both parties wish) by your submission of a CV and short statement of interest which is shared with the Board. If, after reviewing your application and further discussions with you, both parties remain interested, the Board would invite you to attend a Board meeting as an observer, so that you can meet other Trustees. After that, a formal appointment could occur, followed by our new trustee induction process.

The Trustees are committed to ensuring diversity and representation on the Board.