



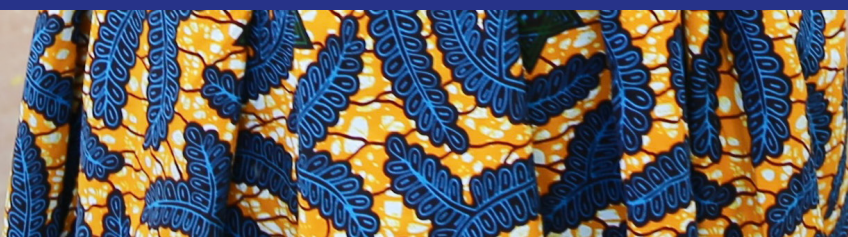
**BE PART OF OUR STORY:**

# **TRUSTEE, AFRIKIDS UK BOARD**



Help achieve transformational impact for children.

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Registered charity in England and Wales: 1141028



# JOIN US ON A TRANSFORMATIONAL JOURNEY

Be part of something powerful. As a **Trustee on the Board of AfriKids UK**, you'll help shape the future of a proven, high-impact organisation that's ready to go further. You'll bring your ideas, insights and perspective to help us improve and grow for the children and communities we serve.

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## ABOUT AFRIKIDS

AfriKids is an award-winning, locally-led charity dedicated to ensuring the rights of children in northern Ghana. Our mission is to help unlock the power of communities to ensure child rights, with a focus on helping people secure the means, motive and opportunity for every child to complete a quality basic education, as the most sustainable route out of poverty. Locally-led and internationally supported, we work hand-in-hand with local communities to design and deliver programmes that create lasting change for children, so they can thrive now and as the leaders of tomorrow. AfriKids UK exists to support this mission through facilitating access to international funding, partnerships, technical support and expertise — working in close collaboration with AfriKids Ghana, our independent local implementing partner.

**“Being a Trustee of AfriKids is hugely rewarding. You'll be joining a brilliant team at an exciting moment, with the chance to help strengthen and accelerate our plans to reach even more children.”**

**SANDRA SCHEERER, TRUSTEE**

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## THE ROLE

With nearly 25 years of experience behind us, our Boards in the UK and Ghana are now helping to lead us through a period of transformational change, to impact more children than ever. We are seeking two more trustees to join the Board of AfriKids UK. As a Trustee of AfriKids, you will share collective responsibility for the governance and strategic direction of the charity, with guidance and support to learn about your responsibilities as a trustee if you have not been one before. Trustees play a crucial role in ensuring that AfriKids operates in accordance with its mission, values, and legal obligations. This is an opportunity to lend your unique knowledge, skills and experience to help advance our mission and make a difference for children.





## ROLE DESCRIPTION: TRUSTEE, AFRIKIDS UK BOARD

# KEY RESPONSIBILITIES

### STRATEGIC LEADERSHIP:

- Help shape AfriKids' long-term direction and support the delivery of our strategy and impact goals.
- Ensure our work aligns with our mission, values and commitment to locally-led change.
- Support the development of new opportunities, partnerships, or approaches to extend our impact.

### GOVERNANCE OVERSIGHT:

- Help ensure AfriKids UK complies with all legal and regulatory requirements.
- Help ensure robust and effective financial and risk management and safeguarding across the organisation.
- Promote transparency, integrity and accountability in all aspects of governance.

### SUPPORT AND CHALLENGE:

- Help promote a culture of continued learning and development across the organisation,

including constructive challenge and encouraging the development and pursuit of bold new ideas and opportunities.

- Contribute your knowledge and experience to Board discussions and decision-making.
- Work collaboratively with fellow Trustees and the staff team as appropriate, taking time to lend your knowledge, skills and experience where helpful.

### ADVOCACY AND REPRESENTATION:

- Be a positive ambassador for AfriKids, helping us build relationships and raise our profile.
- Champion our values of Integrity, Unity and Impact, including fostering equity, diversity, and inclusion in all aspects of our work.

### CONTINUOUS LEARNING AND DEVELOPMENT

- Take time to learn about how to be an effective trustee and continue to build your knowledge and skills, staying up to date with good governance guidelines and practice.

## ROLE DESCRIPTION: TRUSTEE, AFRIKIDS UK BOARD

## PERSON SPECIFICATION

You don't need to have been a trustee before—if you care about what we do, share our values, and are ready to get stuck in, we'd love to hear from you.

### PASSION FOR CHILD RIGHTS & LOCALLY-LED CHANGE:

A strong commitment to the rights and wellbeing of children, particularly in the context of poverty and inequality. You'll understand — or be open to learning about — the importance of locally-led development and community empowerment.

### COLLABORATIVE, CONSTRUCTIVE, & CURIOUS:

You bring a thoughtful and respectful approach to teamwork, can listen well and challenge constructively, and are willing to learn from others. You are confident offering your perspective and value collective decision-making.

### STRATEGIC THINKING & SOUND JUDGEMENT:

You are able to consider both the big picture and the detail, ask good questions, and make informed, balanced decisions. You take a thoughtful and proactive approach to risk, accountability and governance.

### COMMITMENT TO INCLUSION, EQUITY & DIVERSITY:

You recognise the value of diverse lived experiences and are committed to upholding inclusive and equitable practices within the organisation and at Board level.

### VALUES ALIGNMENT:

A deep appreciation for AfriKids' core values (see page 6), including a strong commitment to locally-led change, a genuine respect for different cultures and ways of working, and an approach rooted in trust, empathy, and collaboration.

### ENTHUSIASM TO CONTRIBUTE BEYOND MEETINGS:

You are willing and able to support AfriKids' work outside of formal meetings — whether that's through offering advice, opening networks, reviewing documents, or attending the occasional event or working group.

### SPECIAL SKILLS:

We'd love to know about any skills, knowledge or experience you have that are particularly relevant to our work, for example:

- Knowledge of education, child rights or "international development"
- Safeguarding
- Experience living/working in Ghana/West Africa
- Experience with grassroots/community based/civil society initiatives
- Relevant policy and advocacy work
- Fundraising (especially for similar work/contexts);
- Research and impact measurement;
- Organisational growth and change management
- The legal/regulatory environment governing charities and charitable fundraising.

At this time, we are particularly interested in hearing from candidates with experience or influence to help us grow our brand awareness (eg marketing, communications, profile) and digital/tech transformation.

## ROLE DESCRIPTION: TRUSTEE, AFRIKIDS UK BOARD

# DETAILS

## ELIGIBILITY

To be a Trustee for AfriKids you must be at least 16 years of age and have verbal and written communication skills in [CEFR level C1 English](#).

You must not act as a Trustee if you are disqualified under the Charities Act, unless your disqualification has been waived by the Commission. Reasons for disqualification include if you:

- are disqualified as a company director
- have an unspent conviction for an offence involving dishonesty or deception (such as fraud)
- are an undischarged bankrupt (or subject to sequestration in Scotland), or have a current composition or arrangement including an individual voluntary arrangement (IVA) with your creditors
- have been removed as a trustee of any charity by the Commission (or the court) because of misconduct or mismanagement
- are on the sex offenders' register

You can read more about Trustee eligibility and disqualification here: <https://www.gov.uk/guidance/charity-trustee-disqualification>

Final candidates will be required to complete our due diligence processes including a DBS check.

## TERM OF OFFICE:

Our trustees serve for a minimum of one three year term, and maximum of three terms (nine years total). Trustees typically serve 2-3 terms to make the most of the experience.

## TIME COMMITMENT

All Board members are required to attend four quarterly Board meetings each year (April, July, October, and January/February), as well as the Annual General Meeting (AGM), in May/June. Most of these are virtual meetings and we do our best to work around Trustees' schedules, for example avoiding school holidays. 1-2 meetings a year are held in person (especially for longer strategic discussions and team building), though we are almost always able to offer hybrid if necessary.

To stay informed about AfriKids' work and make the most of their skills and experience, trustees are expected to contribute beyond these formal meetings. This may include joining subcommittees (such as the Audit, Risk and Assurance Subcommittee that meet quarterly in addition to main board meetings) or providing ad hoc support on specific projects, such as offering advice to the team or facilitating connections with potential partners. As a guide, candidates for this role could anticipate a commitment of approximately 1 day per month, though it will be very flexible.

To build understanding, appreciation, and relationships with colleagues and the communities we serve in Ghana, all trustees are encouraged to visit at least once during a three-year term.

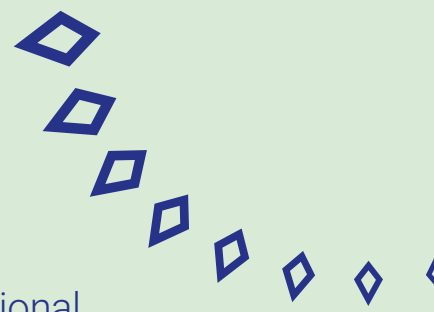
Trustees are also expected to be reasonably available as ambassadors and representatives, as appropriate, at events organised by AfriKids and partners. They are not expected to speak with technical or subject matter expertise they do not have..

## HOW WE'LL SUPPORT YOU

- **Onboarding:** We'll provide a comprehensive introduction to the organisation and opportunity to meet trustees and staff ahead of your first Board meeting. You will have plenty of time to ask questions and read information to help you hit the ground running.
- **Training:** We'll provide information and cover expenses for relevant training.
- **Mentoring:** Access to experienced trustees for guidance and support.
- **Compensation.** Trustees are not paid and provide their time voluntarily. To ensure financial circumstances are not a barrier to serving on our Board, AfriKids will cover reasonable expenses relating to exercising your duties as a trustee. Please let us know if you have any specific questions about what this includes or if you will require any support when applying. This will not unfairly impact candidate selection.



# ABOUT AFRIKIDS



In northern Ghana, where 7 in 10 families live in multidimensional poverty, 1 in 15 children die before their 5<sup>th</sup> birthday, and more than half a million children are out of school, AfriKids is a force for change. Our award-winning projects are designed and delivered entirely by local people, working hand-in-hand with communities to achieve sustainable changes that support all children to thrive now, and as the leaders of tomorrow.

## OUR VISION

A prosperous and thriving world without poverty, where every child grows up in a community that champions their rights and helps them thrive.

## OUR MISSION

To help unlock the power of communities in ensuring every child's rights, especially to education.

## OUR VALUES - THE AFRIKIDS WAY

The core values and principles that we commit to being at the heart of everything we do. That make it clear what's important to us, and the behaviour we can all expect of each other.



### INTEGRITY

*We do the right thing.*

We are a force for good, committed to excellence and accountability for everything we do to support children.



### UNITY

*We thrive together.*

We stand with disadvantaged children and their communities, fostering a diverse and thriving movement of stakeholders that achieve more together and are kind and respectful to everyone, always.



### IMPACT

*We make a difference.*

We are passionately driven and work effectively to make the biggest difference we can for children.



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# WHAT WE DO

We have believe profoundly in the power of local communities to drive effective and lasting change for children, and our philosophy has always been to listen to local people and support them to make sustainable changes themselves.

Developed in Ghana and honed over twenty years, our model is proven to create deep and lasting change for children through the power of local communities:



## ENSURE MEANS

Help communities prioritise and manage the costs of children going to school.

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### STRATEGIC GOAL 1: ENSURE MEANS - ENSURE FAMILIES AND YOUNG PEOPLE HAVE SECURE LIVELIHOODS.

Our livelihood improvement programming addresses the first and most fundamental threat to children: poverty. By helping families and young people lift themselves out of poverty and build sustainable financial security, they are able to meet all of their children's basic needs without putting them at risk (eg needing them to work or marry). The knock on effect of increasing womens' financial security is increased agency and influence in decisions affecting them, their children and their communities.



## BUILD MOTIVE

Build community understanding, confidence and commitment to every child's education.

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### STRATEGIC GOAL 2: BUILD MOTIVE - CREATE CHILD CHAMPION COMMUNITIES THAT PROTECT THE RIGHTS OF ALL CHILDREN.

Social Behaviour Change (SBC) is at the heart of AfriKids' core strategic programming, recognising that change will not happen unless people want it and drive it themselves. Through public campaigning and engagement like community-wide durbars (festivals), drama, music and dance, sectional talks, participatory learning (PLA) sessions and radio discussions, we build the case (and belief it is possible) to secure children's rights, motivating community members to take ownership of development and hold each other and duty bearers (like schools and authorities) to account.



## CREATE OPPORTUNITY

Help communities drive and demand change to improve the quality of education.

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### STRATEGIC GOAL 3: CREATE OPPORTUNITY - ENSURE ACCESS TO QUALITY EDUCATION, CHILD PROTECTION AND HEALTH SERVICES.

Education, child protection and health services in poor, rural communities with lower political influence are often under-resourced and inadequate. Working collaboratively with formal stakeholders, we help train, resource and strengthen public services including schools, healthcare facilities and child protection systems, to improve quality, accessibility and inclusion for all children.

# FUTURE PLANS

## LEARNING FROM 20 YEARS OF EXPERIENCE

In 2022, we celebrated AfriKids' 20<sup>th</sup> anniversary, and took this milestone as an opportunity to reflect on our journey so far, and consider the road ahead, always asking ourselves how we can make the most impact for children.

From this process of reflection emerged, two clear things emerged:

- That the thing we are best at it is working respectfully with communities to help them unlock their own power for change.
- Ensuring education is the best way for us to impact their lives for the better now, and well into the future, offering them the most sustainable route out of poverty and to building the brilliant future they deserve.

And from this, we have developed our plan for the future: Rise Up.

## UNLOCKING THE POWER OF COMMUNITIES INTRODUCING 'RISE UP'

At AfriKids, we believe that no child should be left behind — and that the key to transforming education lies not just within schools, but within communities themselves.

That's why we are launching RISE UP, our bold new flagship initiative to tackle the deepening learning crisis in rural Ghana. Despite growing access to education, too many children still leave school without basic literacy, numeracy, and life skills. RISE UP is our answer: an ambitious, community-led model designed to create lasting change from the ground up.

RISE UP empowers parents, schools, and entire communities to become champions of children's learning. It equips families with the tools they need to support education at home, strengthens schools to work in real partnership with parents, and mobilises communities to take responsibility for improving and sustaining quality education. Through new parent learning groups, school-community engagement strategies, community-managed education funds, and the leadership of local champions, RISE UP will drive a cultural shift that puts children's learning at the heart of every community.

Our vision is simple but powerful: communities that not only send their children to school, but that actively invest in and demand a quality education for every child — including girls, children with disabilities, and the most marginalised.

We are not building schools or delivering traditional classroom interventions. We are building movements — igniting a groundswell of local leadership, pride, and responsibility that will sustain education gains long after external support moves on.

RISE UP has the potential to be a game-changer for Ghana — and a model for community-led education transformation across Africa. We are proud to be at the forefront of this work and excited to bring on new trustees who share our belief in the power of communities to lead change.

The journey ahead is ambitious, challenging, and full of promise — and we invite you to be part of it.





# START YOUR JOURNEY TODAY

## HOW TO APPLY

To apply, please:

- Complete the application form here: <https://forms.office.com/e/KydtYWige> OR download a copy from [our website](#) and send it to us via email
- And submit your CV to [hr@afrikids.org](mailto:hr@afrikids.org).

Please ensure you have read the Eligibility section on page 5 and include a declaration that you meet these criteria (this is covered in the online form).

For an informal discussion about the position, please contact CEO, Charlie Hay at [ukceo@afrikids.org](mailto:ukceo@afrikids.org) or by calling 0207 269 0740.





**Closing Date: 23.59 (UK time), 25 May 2025.**

AfriKids is committed to diversity and inclusion and welcomes applications from all backgrounds. Please let us know if you require any support with applying. Please consider completing your [Equality and Diversity Monitoring form](#) to help us monitor that our recruitment is fair and inclusive. Any information you share here will be kept confidential and will not be linked to your application.

*This role description is informed by best practices from the Charity Commission for England and Wales and the National Council for Voluntary Organisations (NCVO).*

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Charity registered in England  
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