



# RESTORATIVE JUSTICE FOR ALL INTERNATIONAL INSTITUTE

## Non-Executive Director Job Description

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### About RJ4All

Restorative Justice for All (RJ4All) is an international institute with a mission to address power abuse and relieve poverty through the use of restorative justice values and practices. We advance community cohesion and human rights, as we redistribute power in a more equal way by delivering social justice and poverty relief projects, educational programmes and high-quality volunteering opportunities to the most marginalised groups of society while supporting civil society to achieve its mission.

### Our Focus

We focus on building better and more effective social justice systems by working locally, nationally and internationally through the redistribution of power. We do this by using the values and practices of restorative justice including power sharing, fairness, equality, dignity and respect.

Founded in 2010 by [Dr. Theo Gavrielides](#), RJ4All is now recognised as the leading, international restorative justice network with members from over 40 countries. We work in partnership with decision makers, making evidence-based arguments to achieve long-term change. To this end, we carry out research and give voice to under-represented groups.

RJ4All is a fast-growing NGO with an impact that is being recognised locally, nationally and internationally. Our [last few years' Impact Reports](#) show not only the need for **the work that we do**, but also the gap that exists **in the way we do it**. This is through the restorative justice values of power sharing, dialogue and mutual respect for each other's strengths, cultural traits, weaknesses and differences.

In addition to our international projects, we have recently become managers of the [RJ4All Rotherhithe Community Centre](#). This resulted in the undertaking of local services including poverty relief projects, a [foodbank](#), [RJ4All Sports](#) and art classes. We also have a publishing arm, [RJ4All Publications](#) and we are a [CPD course provider](#).

### The Role

RJ4All is registered in the UK as a **100% non-profit community interest company (cic)**. We have a charitable purpose, but we have opted not register as a charity. We are regulated by Companies House and HMRC, and governed by a [Board of non-executive directors](#). RJ4All's founder, Dr. Gavrielides is the executive director and a Board member. We are also supported by high profile [Patrons and Vice Chairs](#).

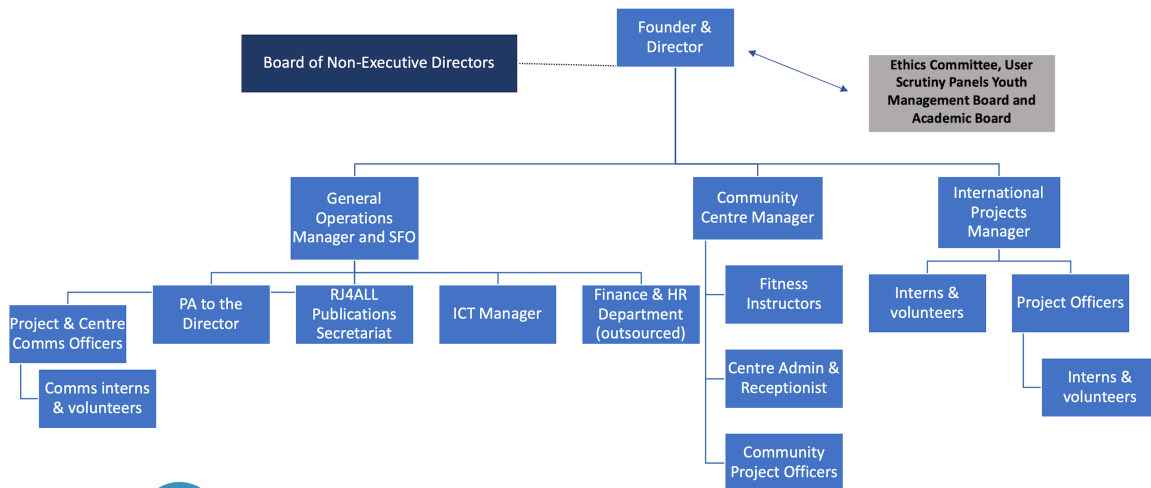




**This is an advisory position, providing strategic direction, practical input and ideas at a board level.** As with any other company, the non-executive directors of a CIC occupy an important position of trust and general company law imposes on them a range of duties to the company and other responsibilities. Community Interest Companies are governed by the Companies Acts. The Board of Directors is the company’s highest authority. However, the company directors do not wield unlimited power. Their legal duties, and the limits of their powers, are set out in the Companies Act 2006 and in the company’s governing document or constitution.

The directors are also responsible for ensuring that the company meets its statutory and other obligations. In addition, CIC non-executive directors are also responsible for ensuring that the company is run in such a way that it will continue to satisfy the community interest test. In practice, this will mean having regard to the interests of the community the CIC is intended to serve, and in some cases giving more weight to those interests than to generating financial returns for investors in the company.

### Organisational Management structure



### RESTORATIVE JUSTICE FOR ALL INTERNATIONAL INSTITUTE ORGANISATIONAL STRUCTURE

### Who are we looking for?

We are looking for individuals who can embrace our holistic approach to crime prevention and the relief of poverty, and who can support the executive Director in articulating, shaping and achieving the institute’s collective vision. The post is for 2 years (renewable). In practice, this will involve active participation in the quarterly Board meetings and annual away day, and feeding into regular electronic discussions with the Executive Director and the Chair of the Board. In addition, there will be opportunities for mutually negotiated engagement in paid consultancies, where appropriate. If NEDs are





engaged in the operations through a consultancy, the organisational line management structure will need to be respected.

## Key responsibilities

1. Work collaboratively with the executive Director and the Board with integrity, solidarity and in the best interest of the institute.
2. Assist in ensuring that the organisation pursues its charitable and business objectives as defined in its governing document and as per the law.
3. Contribute actively to the Board's role by contributing to RJ4All's strategic direction and help to develop its overall policy.
4. Safeguard the good name and values of the organisation through strategic discussions with the executive Director, and the monitoring of strategic risks at Board meetings and risk management meetings.
5. Act as an ambassador and represent the organisation at functions and meetings as appropriate.
6. Take collectively ownership for the actions of the organisation.
7. Ensure that the policies and procedures of the organisation are kept up to date and support their implementation.
8. Advise on how to protect and manage the property of the organisation including the proper investment of the organisation's funds.
9. Assist in the appointment and support of senior managers.
10. Provide feedback on board papers, facilitate discussions, focus on key issues, provide advice and guidance on new initiatives
11. Participate actively in board meetings, and sub-committee meetings as appropriate
12. Participate in other tasks arising from time to time, such as interviewing new staff, helping with fundraising and consider getting involved in projects.
13. Ensure that all safeguarding matters and policies are respected.

## Terms & Conditions of office

- Appointments are made for 2 years and are renewable.
- Prior to appointment, the candidate must be an RJ4All member – an application can be submitted online via <https://www.rj4all.info/membership>
- Annual reviews will be carried out by the Chair and the Founder, looking at:
  - Attendance in the quarterly board meetings and away day (minimum 3 board meeting and the away day)
  - Active participation in board meetings and other strategic events
  - Delivery of the JD.
- £50 honorarium per physical meeting (voluntary) to cover all expenses incurred in relation to the delivery of the JD including attending board meetings, travel and other administrative expenses





- Minimum of one independent reference
- Completed all RJ4All paperwork including the safeguarding declaration, Companies House registration form and diversity form
- A clear DBS check and no previous criminal convictions or bankruptcy declarations
- Cleared from any actual conflicts of interest; declarations of any potential conflicts of interests (as per the RJ4All Conflict of Interest Policy).
- Undertake within 6 months the CPD Certified RJ4All e-course “Induction to Restorative Justice” or provide evidence of knowledge about restorative justice <https://rj4all.uk/online/courses/rjinduction/>

