

A woman and a young child are walking along a dirt path in a rural, hilly landscape. The woman is wearing a teal long-sleeved shirt and a patterned scarf, and the child is wearing a plaid shirt and red pants. In the background, there is a stone house with a corrugated metal roof and a field of tall corn plants. The scene is set against a backdrop of misty hills and lush greenery. A large, bright yellow graphic with a white outline is positioned in the lower-left foreground.

tearfund

**Appointment of
Treasurer**

**Trustees
Unlimited**

Dear Prospective Candidates,

Thank you for considering the Treasurer role at Tearfund. We have been well-served by previous Treasurers who have brought financial and risk management to a wide range of issues and helped others do likewise. We have seen the incredible value which a wise and experienced financial leader offers the Board as we seek to steward the mission of Tearfund.

Tearfund is a Christ-centred INGO, founded in 1968. We have a huge vision: to see all people freed from poverty, living transformed lives and reaching their God-given potential. Tearfund's role is to be a hugely effective, servant-hearted partner of local churches. We currently support 25,000 churches in more than 50 of the world's poorest countries, and our aspiration is to equip 250,000 churches to be transformation centres for their communities and countries. The church is the largest civil society organisation on the planet, and we believe the church is the most powerful agent of holistic, transformational change in the world.

As you can read in our [Annual Report](#), we have the following four core priorities:

- 1) Unlocking the potential of local churches and communities through Church and Community Transformation to catalyse change in a cost-effective, holistic and sustainable way,
- 2) Supporting local churches, faith groups and communities to address the causes and effects of conflict and pursue peace, including in places of protracted crisis and conflict
- 3) Working through local churches to tackle environmental and climate issues, while creating green and sustainable jobs, and
- 4) Building resilience in communities facing repeated shocks and dislocation.

You find Tearfund at a moment of significant change. Our income last year was over £85m, the highest in our history. We are one of the UK's largest humanitarian and development INGOs. And we are working in very volatile times, with shifting patterns in our funding, leading us to reshape our structures and systems, and introduce change programmes to enable us to be more agile and fit for purpose as we launch into a key strategic period of development.

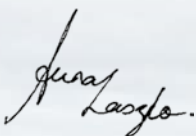
Tearfund's vision and ambitious strategy requires a somewhat daunting transformation journey ahead. These are volatile and demanding times, and a moment of great opportunity for the global church. Tearfund needs to be highly agile and excellent at execution during times of change. Therefore, we are seeking a new Treasurer who has been prepared for this role through leadership in senior financial roles, oversight of complex risk, and experience serving on boards overseeing significant change.

Nigel Harris, Tearfund's CEO, will step down in June after nearly a decade of impactful leadership. The search for his successor begins around Easter. While the incoming CEO will undoubtedly bring their own vision to the role, Tearfund's overarching focus and goals will remain consistent. New Trustees will join during this leadership transition and I would be happy to discuss any questions you may have.

Tearfund is governed by a Board of Trustees. Our role is to provide strategic leadership and oversight to the organisation, bringing in external perspectives and experience; to pray for those who work within Tearfund and for those with whom we work; and to encourage, support and provide healthy challenge to the executive leadership. The Board is supported by a Committee structure that includes non-Trustee members with a valuable breadth of experience and expertise. The Treasurer serves as Chair of our Audit, Risk and Finance Committee.

If you feel that God may be calling you to serve with us, and if you meet the criteria outlined below, I very much hope that you will get in touch. We look forward to hearing from you.

Warmly,



Anna Laszlo



Tearfund's Calling

Our vision is to see people freed from poverty, living transformed lives and reaching their God-given potential.

Our mission is to follow Jesus where the need is greatest, responding to crisis and partnering with local churches to bring restoration to those living in poverty.

Our values are to be courageous, truthful, compassionate, servant-hearted and Christ-centred. Guiding scriptures include: 2 Cor. 5:8-11, James 3:18, Romans 8:18-25, Philippians 4:7, John 10:10, Luke 4:16-21 and Micah 6:8.

Everything we do is grounded in our theory of poverty, that sees broken relationships with God, self, others and the environment as the root of poverty, injustice and exclusion.

Our calling is to envision and equip local churches to be the agents of change, and to see them mobilised and embracing integral mission. The impact we want to see is communities transformed, society changed, and emergency needs met.

Our characteristics describe the behaviours and culture where we want to be at our best more of the time. If we want to see restored relationships, with people freed from poverty, living transformed lives and reaching their God-given potential then we, both individually and corporately, need to be people being transformed, renewed and empowered by God and dependent on prayer.

- Creating space for God and ourselves
- Working together
- Communicating bravely
- Learning and growing
- Including and valuing each other
- Acting with integrity





Audit, Risk and Finance Committee

The Treasurer chairs the Audit, Risk and Finance Committee ("ARF").

Tearfund seeks to make best use of the resources it has been blessed with and recognises the paramount importance of showing supporters and wider stakeholders that it is stewarding these resources well.

The role of the Audit, Risk and Finance Committee ("ARF") is to promote and ensure good governance, sound financial management and disciplined risk-taking, working closely with Tearfund management.

Collectively, the Treasurer and the Committee's five members (Anna Beck, John Davidson, Robert Hardy, Joseph Kariuki, and Yemi Odusolu) have considerable experience of governance, risk management, internal control, financial management, legal affairs and information technology.

The Committee has identified four key priorities:

Risk management: The design and embedding of Tearfund's risk management system is a key focus for the ARF. Tearfund's Head of Risk and Compliance has been consulting with the Committee to build on the existing risk management framework, which includes a set of statements that describe the appetite for risk that is acceptable to the Board. This in turn helps guide the organisation in its approach to decision-making and managing risk. The Committee is also the escalation point for reporting of new emerging risks, future risks and breaches of risk appetite or internal controls.

IT systems programme: The IT systems programme has now been completed so ARF is now mainly focused on benefits realisation.

Financial management: Every year the Committee reviews and recommends a proposal from the Director of Finance on the reserves policy for approval by the Board. This proposal in 2024 guided the Committee's deliberations over the budget for 2024/2025 but will need updating for the upcoming business plan and the potential sale of the head office building as the Committee considers the reserves policy and budget for 2025/2026 within the context of 3-year financial projections. The Committee also plays a crucial role in appointing the auditors and signing off the annual report.

Internal control: A key part of the Committee's role is to review findings and recommendations from internal audits and monitor progress on how they are being implemented; the Committee also reviews risk incidents. In doing so, it's the Committee's job to assess whether or not internal control within Tearfund is sufficient. Through its oversight of internal audit, the Committee aims to identify organisational trends and patterns and underlying systemic control weaknesses in terms of policies, procedures and processes, as well as the effectiveness of the internal audit system itself, so that Tearfund can ensure it is always improving.

It is essential that Tearfund takes risks to achieve its purpose. A key part of the Committee's role is to help the organisation get the right balance through appropriate policies, procedures, processes and systems, and ensure that Tearfund learns from when things go wrong. In an increasingly volatile external environment, the ability to assess and take measured risks, and to spot and avoid risks outside the Board's risk appetite, is ever more important.



Treasurer Role Profile

In addition to the specific requirements for the Treasurer set out below, the successful candidate will be able to demonstrate that they:

- Are a committed Christian, actively involved in their local church and willing to affirm Tearfund's statement of faith, with some understanding of the evangelical constituency of the churches in the UK and Ireland;
- Have an understanding of good governance and some governance experience;
- Have a reasonable understanding of the developmental and theological issues relating to Tearfund and a strong commitment to justice for poor people.

Treasurer and Chair of the Audit, Risk and Finance Committee

Overall Purpose of Treasurer Role

On behalf of the Board, to satisfy themselves that controls are in place and their effectiveness is monitored.

Treasurer's Role

1. Ensure that the organisation operates within the legal and financial legislation and agreed guidelines.
2. Ensure that adequate financial controls are in place and that the organisation operates within a sound financial framework.
3. Ensure that there are proper measures of accountability for all financial dealings.
4. Lead the assessment and oversight of Tearfund's risk management framework.
5. Work closely with the Chief Operating Officer to ensure that financial information is presented to the Board and supporters in a comprehensive and accurate way.
6. Advise the Board on the financial implications of its strategy, policy and objectives.
7. Manage the process of appointment of and engagement with Auditors for the organisation.
8. Chair the Audit, Risk and Finance Committee.
9. Provide financial acumen and expertise to the Audit, Risk and Finance Committee and to the Board.
10. Present the Annual Accounts to the Board for approval.

Treasurer Profile

1. Will have significant experience in financial management in a senior role in one or more large and complex and international organisations and have appropriate formal qualifications such as ACA, ACCA, CPA or CIMA.
2. Will have a reasonable understanding of financial management and accounting in a charity context.
3. Will have significant experience overseeing risk management.
4. Will be able to demonstrate a good understanding of effective governance in a charity context and have experience of a governance role.
5. Will be able to build a supportive and constructive relationship with the COO and the Head of Internal Audit.

Term of Office

The expectation is that the Treasurer will serve for two terms of three years each, with the possibility of a further term of up to three years depending on the needs of the Board. The Treasurer commits to four Board meetings each year (two of these meetings are full-day meetings, one is a full day Board meeting with half a day of Board only time, and once a year the Board meets for a full two days to allow for horizon scanning and longer-term strategic discussions, relational time and prayer). The Treasurer also chairs the four half-day Audit, Risk and Finance Committee meetings each year and is a key member of Tearfund's Board Reference Group. This is a small subset of the Board which is available to the CEO and the executive team, as a sounding board on specific issues as they arise. In addition, there is an expectation that time will be spent on preparation, informal meetings and attending Tearfund events. In the recent past the Treasurer role has taken 25 days a year but in the context of changes under way, this may rise to 30 days a year. This is a volunteer role and reasonable expenses will be met.

Photo: Hannah Maule-ffin/Tearfund





How to Apply

If you are passionate about joining Tearfund and believe you have the skills and experience we are looking for, please apply with the following:

- An up-to-date CV
- A supporting statement of no more than 2 sides of A4, detailing why you would like to be considered, your relevant experience and expertise and what you think you can bring to the role, and confirmation that you can affirm Tearfund's statement of faith.

All applications are being handled by our recruitment partner, Trustees Unlimited (part of the Russam group).

All applications should be sent to applications@trustees-unlimited.co.uk with your full name and Tearfund Treasurer in the subject heading.

For an informal discussion about the role, please contact Melissa Baxter, Managing Partner - Charities on: melissa.baxter@trustees-unlimited.co.uk / 07789 985229.

Closing date for applications: Friday 28th February 2025
Interviews with Tearfund: w/c 24th March 2025 (TBC)

tearfund.org

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