

THE VAVENGERS

The Vavengers

Trustee 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 Trustee role

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

As Trustee terms come to an end, we are seeking a number of new Board members. Our Board of Trustees plays a vital role in supporting the organisation's sustainability, accountability and long-term development.

As a small charity, our Board also provides vital support to the CEO and small team, including providing specialist expertise in areas such as fundraising, Human Resources, charity finance, events and volunteer management.

We are committed to building a Board culture that is collaborative, inclusive, reflective and grounded in mutual respect.

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What We Are Looking For

We are seeking trustees from a wide range of backgrounds, lived experiences and professional expertise, as well as specialist legal and finance (Treasurer) Trustees.

We particularly welcome applications from people with lived experience aligned to our mission and from communities currently underrepresented in charity governance.

We are especially interested in individuals who bring:

- emotional intelligence,
- collaborative leadership,
- strategic thinking,
- commitment to social justice,
- and a willingness to learn and contribute actively.

We recognise that valuable governance contributions can come through lived experience, community leadership and professional expertise.

Trustee Responsibilities

All trustees share collective responsibility for ensuring the charity:

- pursues its charitable objectives,
- complies with legal and regulatory requirements,
- manages resources responsibly,
- protects its reputation and sustainability,
- and delivers public benefit.

Trustees are expected to:

- Attend and contribute to Board meetings.
 - Prepare appropriately for meetings and discussions.
 - Provide strategic oversight and constructive challenge.
 - Uphold the values and reputation of The Vavengers.
 - Act in the best interests of the organisation.
 - Support a healthy, inclusive and accountable organisational culture.
 - Champion safeguarding and ethical practice.
 - Support fundraising, partnerships and advocacy where appropriate.
 - Leverage networks and expertise to support the organisation's development.
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What We Are Looking For in All Trustees

All candidates should demonstrate:

- Personal integrity and sound judgement.
- Commitment to robust governance and accountability.
- Excellent communication and relationship-building skills.
- A leadership style grounded in empathy, collaboration and accountability.

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- Commitment to ending FGM and all forms of Gender-Based Violence.
- Commitment to equity, inclusion and anti-oppressive practice.
- Ability to work constructively and respectfully with others.
- Willingness to learn and contribute actively.

Previous trustee experience is welcome but not essential.

Your Commitment

As a Trustee, you will commit to:

- attending four Board meetings per year (one meeting per year will be in person)
 - preparing appropriately for meetings,
 - contributing actively to governance discussions,
 - possible committee participation,
 - and providing occasional ad hoc support where appropriate.
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Specialist Trustee Opportunities

Treasurer Trustee

We are seeking a Treasurer Trustee to join the Board and oversee financial governance.

The Treasurer will:

- Provide strategic financial support to the CEO and Board.
- Support long-term financial sustainability and resilience.
- Monitor financial performance and risk.
- Ensure appropriate controls, reporting and compliance are in place including providing some direct financial oversight
- Establish and chair a new Audit and Risk Sub-Committee.
- Help communicate financial information clearly to non-financial trustees.

We are particularly interested in candidates with:

- Senior finance leadership experience.
- Experience in governance, audit or risk oversight.
- Ability to operate strategically at Board level.
- Strong communication and analytical skills.
- Ability to provide constructive challenge and support.

Knowledge of charity finance and the Charities SORP would be advantageous but is not essential.

A full handover will be provided by the current Treasurer.

Time Commitment

- Four Board meetings per year (one will be in person).
 - Four Audit and Risk Committee meetings per year.
 - Some ad hoc support between meetings.
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Legal Trustee

We are seeking a Legal Trustee to support the organisation's governance and public advocacy work.

The Legal Trustee will already have, or be willing to develop, a strong understanding of charity governance and will be interested in supporting a survivor-led organisation working within complex and high-profile public spaces.

We are particularly interested in candidates with professional experience in one or more of the following areas:

- human rights,
- immigration and asylum,
- employment and equality,
- media and communications,
- risk and compliance,
- data protection,
- safeguarding.

We are especially interested in individuals who are motivated by protecting survivor voices and supporting values-led organisations to navigate complex environments safely and effectively.

A full handover will be provided by the current Legal Trustee.

Time Commitment

- Four Board meetings per year.
 - Possible committee participation.
 - Occasional ad hoc support between meetings.
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What We Offer

In return, we offer:

- a comprehensive induction,
 - ongoing support and development,
 - the opportunity to work alongside an extraordinary team of staff, ambassadors and volunteers,
 - the opportunity to contribute to a bold and growing survivor-led movement,
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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,

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- 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.

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.

"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