



Are you committed to rights, justice and action for Black and minoritised migrant women?

Help us to shape the future of a specialist organisation advocating for rights, justice and action for Black and minoritised migrant women.

About Hibiscus

The women supported by Hibiscus have been subjected to violence against women and girls (VAWG) including trafficking, modern slavery, sexual violence, rape, violence against women in war, conflict and post-conflict and institutional violence among other forms of violence. Hibiscus continues to develop specialist services from an intersectional feminist and trauma-informed perspective addressing everyday experiences of violence to which women are subjected and institutional harms.

Hibiscus is seeking new Trustees to join our Board and support the next stage of our work. This is an opportunity to contribute to the governance of an intersectional feminist, anti-racist organisation and support women navigating complex immigration and criminal justice systems to drive lasting change for the women we serve.

About you

As a Trustee, you will work collectively with the Board to provide strategic direction, uphold Hibiscus' values, ensure sound governance and compliance, oversee financial sustainability, and support effective organisational decision-making. Trustees are not involved in day-to-day operations, which are delegated to the CEO, but play a vital role in scrutiny, challenge, support and long-term stewardship.

We are particularly keen to hear from women who bring the following:

- A strong commitment to our vision, values and charitable objectives.
- Commitment to intersectional feminism, anti-racism, social justice and the rights of Black and minoritised migrant women.
- Knowledge of immigration, criminal justice, housing, human rights, safeguarding, VAWG, policy or advocacy.
- Good understanding of charity governance, strategic leadership or organisational development.
- Knowledge or experience of finance, fundraising, commissioning, audit or charity accounting.

- A willingness and ability to dedicate the time required to fulfil the responsibilities of trusteeship.
- Strategic thinking and the ability to contribute to the long-term development and sustainability of the organisation.
- Creative thinking and a proactive approach to identifying opportunities and solutions.
- The confidence to contribute constructively to discussions, challenge appropriately and express views openly.

Key details about this appointment:

- **Role:** Trustee, Hibiscus Board of Trustees
- **Location:** Board meetings alternate between in-person and remote, with hybrid options available
- **Time commitment:** Approximately 20 hours per year, including Board meetings, preparation, communications and sub-committee participation
- **Remuneration:** Voluntary role; reasonable expenses and training costs covered
- **Term:** Three-year initial term, renewable for up to two further three-year terms

Please review the skills criteria required within the personal specification of the application pack.

This post is restricted to women only as a genuine occupational requirement under Schedule 9 paragraph 1, Equality Act 2010.

How to apply: Please email your completed application and CV to info@hibiscus.org.uk, using the subject heading **Application for Trustee**. The deadline for applications is **Wednesday 30 September 2026**.