



Trustee Recruitment

JULY 2024

Introduction

Thank you for your interest in the work of Age International, and for taking time to consider whether you might like to join our Board of Trustees.

This is an opportunity for individuals to play a pivotal role in ensuring the success of the organisation, as well as to make a positive impact on the lives of older people across the world. We are looking for applicants who are passionate about our mission and believe in what we do. You do not need to have been a trustee before, as full induction and training will be provided.

Age International is part of the Age UK Group and benefits from Age UK's support. We are also proud to be the UK member of HelpAge, a global network which supports older people across the world. Age International is also a member of the Disasters Emergency Committee - we are the only DEC member which specifically delivers older age-focused humanitarian response.

The number of people in the world has doubled since 1970 and will grow further from seven to ten billion by 2050. But the world's population is ageing as well as growing. There are currently over 1 billion older people in the world, and by 2050 this number will have reached more than two billion – over 21% of the world's population. And most will live in developing countries.¹

Already, there are more people over the age of 65 than children under five. Older people have much to contribute to their local economies and communities, and have a human right to be as healthy as possible and to lead a dignified life. Age International is proud to support older people, their families and intergenerational collaboration.

We live and work in challenging times, but we have achieved a great deal for older people over the last few years. Our Board of Trustees plays a vital role of oversight and direction setting. We have a strong, committed and experienced set of board members and I hope you will consider joining us.

Ann Keeling
Chair, Age International



We're looking for...

Two new trustees with knowledge and skills in two key areas - digital communications and finance. In this candidate pack you'll find the following information:

- About us, the work of Age International and our ambitions for the future
- Requirements of the role
- How to apply

If you have any questions about any aspect of the organisation or the role, please do not hesitate to get in touch with the Recruitment Team: PandPRecruitment@ageuk.org.uk.

About Age International

Age International is a charity which responds to the needs and promotes the rights of older people, focused on those facing challenging situations around the world.

Age International was founded in 2012 and we are one of over 170 members of the global HelpAge network supporting older people across the world. We are the international arm of the Age UK Group, and are a member of the Disasters Emergency Committee.

We employ 25 staff and generate £20 million a year to deliver age-friendly humanitarian relief and long-term development assistance globally. You can find out more about how we spend money here: <https://www.ageinternational.org.uk/who-we-are/annual-report-accounts/>

Age international plays a key role in engaging with and influencing decision makers and funders to tackle the structural causes of poverty and social injustice impacting older people. We do this by:

- Inspiring and channeling UK support for older people in challenging situations across the world.
- Raising funds to support partner organisations working with older people.
- Raising awareness of the challenges older people face around the world and demonstrating to the UK Government and other decision-makers that the UK public wants more for older people worldwide.

Age International is non-religious and non-political, allowing us to deliver humanitarian relief and long-term development assistance to older people in need regardless of their real or perceived characteristics. You can find out more about our current strategy here: <https://www.ageinternational.org.uk/who-we-are/what-we-do/our-strategy/>

How we support older people

We support older people in low and middle-income countries facing challenging situations. We drive change in UK policy through influencing and campaigning that focuses on humanitarian response, health, and rights.

We raise funds from the UK public and other donors, which support the HelpAge global network to implement programmes directly, and through local partners.

Our work during emergencies

Older people are among those most in need of support during conflicts, crises and natural disasters. However, in the scramble to deliver emergency support, older people's specific needs are often overlooked. We deliver humanitarian responses designed to meet their particular needs.

Supporting older people's incomes

We campaign for pensions around the world. Even a small pension scheme can be a lifeline for older people. Where governments do provide benefits, we make sure older people can claim them and, with our partners, press governments to do more. We also support older people to generate income through running a small business.

How we transform health

Older people deserve equitable access to high-quality healthcare. We support their long-term health and wellbeing, from providing glasses and walking sticks, to supporting older people to access and advocate for healthcare. We also work with governments to strengthen health systems around the world.

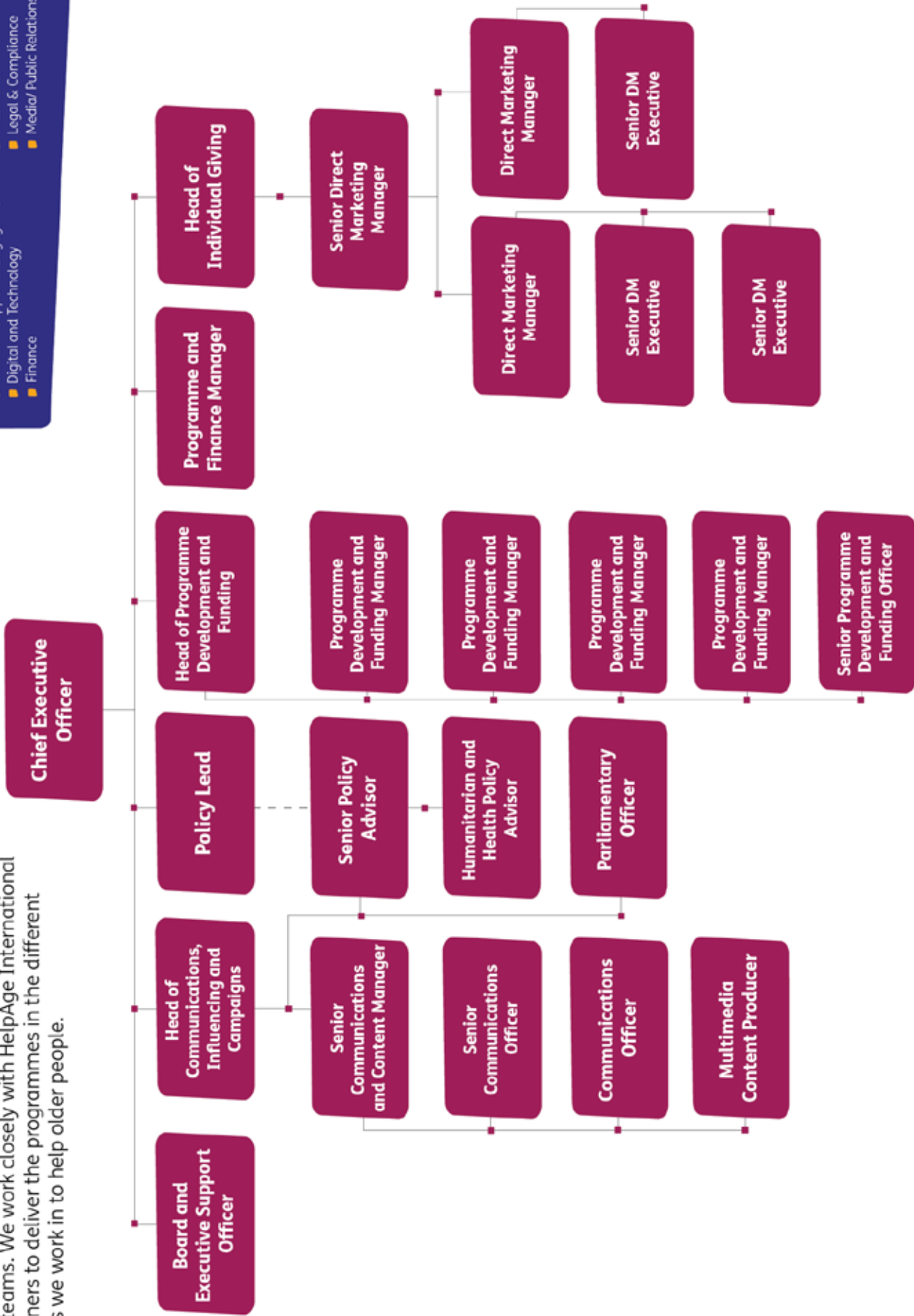
Protecting older people's rights

We want every older person to be included, valued and heard. Everyone has the right, not just to survive, but to thrive as they grow older. We offer resources and support which enable older people to actively contribute to society. We help cultivate respect within communities and amplify older people's voices.

To read more about our work, and hear stories from the older people we support go to:
<https://www.ageinternational.org.uk/who-we-are/what-we-do/see-the-difference-2223/>

Who we are

Age International is a small organisation in headcount however we are lucky to be part of Age UK and can share support teams. We work closely with HelpAge International and partners to deliver the programmes in the different countries we work in to help older people.



Age UK Shared Services

- Brand Services
- CRM and Supporter Engagement
- Digital and Technology
- Finance
- Governance
- Internal Comms
- Legal & Compliance
- Media/ Public Relations
- People
- Policy
- Public Affairs
- Research

The role of the Trustee

An effective board is diverse, with trustees from a range of backgrounds, with a variety of professional skills and personal experiences.

We welcome applications from people of all backgrounds and experience, particularly those who are not afraid to challenge the status quo and who can provide new perspectives on our work.

We are particularly keen to hear from younger people to help us unlock the intergenerational aspects of our work, as well as candidates from global majority ethnic backgrounds. Whether you are an experienced trustee or looking to take on your first trustee role, if you have the time and energy to commit to our board, we want to hear from you.

This is an opportunity for individuals to play a pivotal role in ensuring the success of the organisation, as well as to make a positive impact on the lives of older people across the world.

Terms of appointment

Board members serve for a period of three years, after which they may be reappointed for a maximum of two further terms of three years. The position of Trustee is voluntary, but all reasonable expenses will be reimbursed by the organisation. The Board meets four times a year, usually in London, and it is possible to join some meetings online.

What you'll do for us

Membership of the Board

- Ensure that Age International pursues its objects as defined in its Articles of Association, charity law, company law, and any other relevant legislation or regulation.
- Ensure that Age International's resources are applied exclusively in pursuance of its objects.
- Follow the Trustee Code of Conduct at all times.
- Contribute actively to the Board of Trustees'

helping to give strategic direction to the organisation, setting overall policy, defining goals and evaluating performance against agreed targets.

- Take part in training sessions provided for the benefit of the Trustees.
- Participate in reviews of both the performance of the Board as a whole and of their individual contribution.
- Ensure the financial stability of the organisation.
- Read and comment on papers sent to Trustees in preparation for meetings, and any additional documentation sent between meetings.
- Contribute to the discussion at meetings and use their specific knowledge and experience to help the Board reach sound decisions.
- Reflect Age International's vision and values, strategy and policies at all in their behaviour.

Operation of the charity

- Support and monitor the performance of the CEO.
- Safeguard the good name and values of Age International.
- Ensure the effective and efficient administration of Age International. Act as an ambassador for Age International.

Support and representation

- Contribute and support Age International in any appropriate way, for example: practical, professional and financial support, introduction of contacts, and assistance in fundraising initiatives.
- Keep abreast of developments across the sectors in which Age International works.

We are looking for two new trustees to bring expertise to our board

Digital Communications Trustee

We are looking for a new board member who brings experience of charity communications and campaigns activity, with knowledge of digital strategy development, data analytics and interpretation, and content management and creation.

Ideally this board member will bring some of the following experience and knowledge:

- Implementation of comprehensive digital communication strategies across a 'network' of organisations;
- Measuring the effectiveness of digital campaigns, understanding audience behaviour, and using data to inform broad, holistic organisational decision-making;
- Commissioning or producing A-grade content from challenging situations, plus managing digital content across various platforms, from pre- to post-production, and Digital Asset Management (DAM) systems;
- Understanding of social platforms, emerging trends, and best practices and of the role which social media can play in building an organisational approach to thought leadership;
- Search Engine Optimization and Search Engine Marketing knowledge;
- Cybersecurity awareness.

Financial Lead Trustee

We seek to recruit a new Trustee who has professional knowledge and experience of financial management, auditing, and risk management.

We hope this board member will bring the following experience and knowledge:

- Experience with organisational financial management, planning, processes and procedures;
- Oversight of annual audited accounts;
- Overseeing risk appetite and risk management;
- Internal audit;
- Compliance with Company and Charity law.

This list is not exhaustive and if you believe your background and expertise could be useful to us and you are interested in joining our board, we want to hear from you.

As an Age International Trustee, you will gain valuable experience in the international development sector and contribute to supporting older people in challenging situations. Whether you are a first time trustee or an experienced one, you will have a chance to acquire new skills, gain experience in non-profit management, and work with well-established professionals from a range of backgrounds.

More Information

How to apply

To apply, please complete the online application via our website:

www.ageinternational.org.uk/who-we-are/jobs

Please include a short supporting statement detailing:

- Why you want to be an Age International trustee.
- How you meet the role requirements as outlined on pages six and seven. Please provide evidence to support your answers. You may wish to include details of experience, skills and knowledge you have acquired inside and outside of formal employment including through education, volunteering and life experience.

If you have any questions about any aspect of the organisation or the role, please do not hesitate to get in touch with the Recruitment Team: PandPRecruitment@ageuk.org.uk.

Assessment Process

Step 1: Applications will be read by recruitment panellists and assessed against the criteria set out in the role requirements.

Step 2: Interviews will be held on w/c 12th August and w/c 19th August. Shortlisted candidates will be contacted a week beforehand to agree an interview time.

Step 3: Candidates will be invited to an online interview with three panellists where they will be asked competency-based questions about their experience, skills, and why they want the role.

Step 4: Shortlisted candidates may subsequently be invited to meet the Chair of the Board for a further discussion.

Step 5: If successful, two references will be requested and followed up.

Timeline

Deadline for applications: 29/07/24

First stage interviews: w/c 12/08/24 and w/c 19/08/24

Final interviews with panel: w/c 09/09/24

Diversity and Safeguarding

Diversity, equity and inclusion are deeply important to Age International. We champion equality and fairness for older people and in turn we're committed to being inclusive and value the diversity of our people.

Age International is committed to safeguarding everyone we work with and expects all Trustees to share this commitment. We take safeguarding very seriously and where appropriate candidates maybe be asked to undergo checks.





As a UK organisation we welcome applications from candidates based in the UK.

Candidates with a disability can access reasonable adjustments at any stage of the recruitment process. Reasonable adjustments are changes made to remove or reduce a disadvantage related to a person's disability. During recruitment, this might mean accessing the job pack in large print, changing the time, location or format of an interview etc. All requests for reasonable adjustments are considered on a case-by-case basis, in collaboration with the candidate with disabilities to best meet their needs.

If you require reasonable adjustments, at any stage of the recruitment process, please contact the Recruitment Team: PandPRecruitment@ageuk.org.uk. Disability disclosures will be kept confidential and only shared on a need-to-know basis to support the implementation of adjustments. Disclosures will not be used to inform hiring decisions.

Contact information

-  7th Floor, One America Square, 17 Crosswall, London EC3N 2LB
-  0800 032 0699
-  www.ageinternational.org.uk
-  contact@ageinternational.org.uk

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HelpAge International UK, trading as Age International, is a registered charity (no. 1128267-8) and a subsidiary of Age UK (charity no. 1128267 and registered company no. 6825798); both registered in England and Wales. The registered address is 7th Floor, One America Square, 17 Crosswall, London EC3N 2LB

Photo Credit

Front Cover: Michael Tsegaye / Age International, Page 3: Rajat Agarwal / Age International, Page 8: Usman Ghani / HelpAge International, Page 9 (top to bottom): Arete / DEC, Rajat Agarwal / Age International, Ben Small / HelpAge International, Usman Ghani / HelpAge International, Victor Para / Age International, Back cover: Khaula Jamil / DEC.

