



# Alternatives to Violence Project Britain

## Charity Director - Candidate Information Pack

January 2026



# Welcome

Thank you for your interest in the role of Charity Director at Alternatives to Violence Project Britain (AVPB).

This Candidate Information Pack is designed to give you a clear and honest picture of who we are, what we do, where we are heading, and the values that guide our work.

AVPB is a small but impactful charity with a long history of working in communities and prisons across the UK. We are entering an important next phase in our development and are seeking a Charity Director who can provide strategic leadership, strengthen our financial sustainability, increase our visibility and impact across the communities we serve, and steward our mission with clarity and care.

## About Alternatives to Violence Project Britain

### **Our History**

The Alternatives to Violence Project began in the United States in the mid-1970s, emerging from a powerful collaboration between incarcerated people, Quakers, and civil rights activists in the aftermath of the Attica Prison uprising. The first AVP workshop was delivered in Greenhaven Prison in New York in 1975. From these early roots, AVP grew into an international movement, now active in more than 60 countries worldwide.

AVPB became a charitable company in England and Wales in 2000 and is also registered as a charity in Scotland. While AVP work and projects operate independently around the world, they remain closely aligned through shared principles, values, and a commitment to nonviolence, social justice, and conflict transformation.

### **Who We Are Today**

AVPB delivers conflict resolution programmes to adults affected by violence and abuse, primarily through:

- Experiential conflict resolution workshops (in-person, online, and hybrid)
- A well-established distance learning course reaching learners in prisons and communities across the UK.

We currently work with:

- Over 55 active volunteer facilitators and trainee facilitators who deliver our workshops and distance learning programmes across England, Wales, and Scotland
- Two part-time staff (1.1 FTE) delivering a broad range of operational and programme activities.
- A small number of office-based volunteers also support functions, including marketing and communications



Our work is supported by a committed Board of Trustees and a strong volunteer culture rooted in shared learning, mutual respect, and community.

## Our Impact

### Workshops

During 2024–2025, AVPB engaged 141 participants through our Level 1 and Level 2 conflict resolution workshops delivered online, face-to-face, and in hybrid formats. Participant feedback is consistently positive, highlighting the creation of safe, inclusive spaces, the quality of facilitation, and the practical impact of the skills learned.

Participants describe our workshops as:

- Safe, open, and trust-building
- Empowering and reflective
- Practical and relevant to everyday conflict

### Distance Learning

AVPB's Facing Up to Conflict (FUTC) distance learning course has been running since 2011 and has reached more than 10,500 learners across prisons and communities.

In 2024–2025, there were:

- 1,031 learners enrolled
- Completion rates exceeded 70 percent
- Nearly all learners reported that the course met or exceeded expectations

Prison partners consistently describe the course as well-structured, impactful, and supportive of rehabilitation and personal development for learners.



# Our Strategy: 2026–2028

Following a strategic review supported by the Cranfield Trust in 2025, AVPB has agreed a clear set of Strategic Priorities for 2026–2028.

## Strategic Priorities

Over the next three years, we will focus on:

- 1. Expanding reach within the family justice system**  
Increasing access to conflict resolution workshops for families and individuals navigating complex and high-conflict situations.
- 2. Strengthening and accrediting our distance learning offer**  
Reviewing our distance learning course and securing HM Prison and Probation Service (HMPPS) approval, and accreditation where appropriate, enabling us to reach more prison learners and strengthen credibility.
- 3. Building a strong evidence base**  
Commissioning external evaluation of our workshops to improve quality, measure impact, and position AVPB as a credible national provider.
- 4. Ensuring long-term sustainability**  
Strengthening governance, diversifying income, and maintaining financial resilience.

## Enablers of Our Strategy

Our strategy is underpinned by the following supporting factors:

- **People and Culture** – A safe, inclusive, values-led environment for staff and volunteers
- **Income Generation** – More diversified and sustainable income streams
- **Evaluation and Impact** – Improved systems to measure, understand, and communicate our impact
- **Systems and Processes** – Proportionate systems that support our work effectively
- **Brand and Communications** – A clearer, more visible external profile that reflects who we are and what we do



# Our Values, Purpose, and Vision

## Our Purpose

To empower people to build better relationships by enabling them to navigate conflict nonviolently.

## Our Mission

We provide experiential workshops, both in-person and online, and distance learning courses that equip people with the skills to navigate conflict nonviolently and build healthier relationships.

## Our Vision

A world where everyone has the courage and capacity to manage conflict nonviolently.

## Our Core Values

Our work is guided by five core values:

- **Community and Collaboration** – We work together and learn from one another
- **Resilience and Joy** – We recognise strength, hope, and humanity, especially in difficult contexts
- **Empowerment and Learning** – Everyone is both a teacher and a learner
- **Transformation and Impact** – We believe change is possible and measurable
- **Equity and Inclusion** – We actively create spaces where people feel safe, respected, and valued

These values are lived through our facilitation style, volunteer culture, leadership approach, and governance.



# Governance and Finance

AVPB is governed by a Board of Trustees with a strong focus on good governance, safeguarding, and financial stewardship.

## Financial Overview (2024–2025)

- Total income: approximately £100,750
- Total expenditure: approximately £97,857
- Reserves at year-end: approximately £95,579

The Board maintains a formal reserves policy, aiming to hold between three and six months of operating costs in unrestricted reserves.

The Charity Director works closely with the Chair and Treasurer to ensure robust financial planning, oversight, and sustainability.

## The Role of Charity Director

The Charity Director is the leader of our charity and is the most senior paid role within AVPB. The successful candidate will play a central role in shaping the organisation's present and future.

The post-holder will:

- Provide strategic and operational leadership of the charity
- Lead income generation and fundraising activity, resulting in long-term financial sustainability
- Oversee programme quality and delivery
- Lead and support staff, volunteers, and facilitators
- Work in close partnership with and report to the Board of Trustees

This is a part-time role (0.6 FTE, 24 hours per week), offering flexibility and the opportunity to make a meaningful impact within a values-led organisation. This is initially a fixed-term appointment for six months, with the intention to extend subject to funding and mutual agreement.

## Why Join AVPB?

This is an opportunity to:

- Lead a respected UK charity that is part of an international movement committed to nonviolence and conflict transformation.
- Shape the next phase of growth and sustainability
- Work alongside committed volunteers, staff, and trustees
- Make a tangible contribution to reducing violence and strengthening relationships across the UK



# Job Description

<b>Job Title:</b>	Charity Director
<b>Hours:</b>	24 hours per week (0.6 FTE)
<b>Salary:</b>	£60,000 per annum (full-time equivalent) Actual salary £36,000 per annum
<b>Contract:</b>	Fixed-term (6 months), with the intention to extend subject to funding and mutual agreement.
<b>Location:</b>	Primarily remote with occasional visits to AVPB's central London premises.
<b>Reports to:</b>	Chair of the Board of Trustees
<b>Responsible for:</b>	2-3 staff members (1.1 FTE), volunteers, and consultants

**Key External Relationships:** Funders, donors, workshop facilitators, community partners, volunteers, and stakeholders in the criminal justice, social justice, and peace-building sectors

**Financial Dimensions:** Responsible for ensuring AVPB's financial sustainability through securing grants, donations, and workshop/course fees.

## Role Purpose

The Charity Director is the leader of our charity and the most senior paid leadership role at AVPB. The successful candidate will play a central role in shaping the organisation's present and future. The Charity Director will be responsible for the effective leadership and management of the organisation, to ensure AVPB remains well governed and well managed, is financially sustainable, and meets all of its safeguarding obligations.

The post-holder will provide strategic leadership whilst managing AVPB's day-to-day operations, ensuring that distance learning and workshop delivery remain safe and impactful, and securing the funding necessary for AVPB's continued success.

The post-holder will ensure that AVPB remains aligned with its mission of reducing violence through experiential learning and conflict resolution workshops.



## **Key Areas of Responsibility**

### **1. Leadership and Organisational Strategy**

- Provide leadership to AVPB, ensuring the successful implementation of our Strategic Priorities (2026 - 2028) and alignment with our mission and values.
- Work collaboratively with the Board of Trustees to shape and implement AVPB's strategic plan.
- Act as a key representative for AVPB, building relationships with funders, partners, and stakeholders.
- Maintain a lean and agile operational structure to maximise impact within the organisation's financial capacity.

### **2. Income Generation and Financial Sustainability**

- Develop and implement a sustainable fundraising strategy, securing income through grants, donations, workshop/course fees, and other funding streams.
- Write and submit high-quality funding applications to trusts, foundations, and institutional donors.
- Cultivate relationships with individual and corporate donors, maximising fundraising opportunities.
- Ensure effective financial planning and budgeting, working closely with the Treasurer and Board of Trustees.
- Monitor cash flow and financial performance, ensuring AVPB remains financially stable quarter-to-quarter and day-to-day.

### **3. Programme and Operational Management**

- Oversee the delivery of AVPB's key programmes: Distance Learning and Workshops (online, in-person and hybrid).
- Ensure safe, smooth and efficient administration of distance learning courses, including enrolment, tutor support, and distribution of materials.
- Oversee the effective planning and delivery of workshops, including support for workshop facilitators with scheduling, logistics, and necessary resources.
- Ensure the quality and consistency of programme delivery, tracking impact and participant feedback, for continuous improvement.
- Ensure compliance with relevant safeguarding, data protection, and legal requirements.



#### **4. Governance and Compliance**

- Work with the Board of Trustees to ensure robust governance and compliance with all legal and regulatory requirements in England and Wales, and in Scotland.
- Support the development of all policies and procedures to ensure AVPB operates safely, efficiently, and ethically.
- Provide regular reports to the Board on financial performance, programme impact, and organisational risks.

#### **5. People Management and Volunteer Support**

- Manage a small team, providing leadership, support, and professional development opportunities.
- Work closely with AVPB's volunteer facilitators to maintain an engaged, strong and motivated volunteer base.
- Ensure effective recruitment, training, and retention of volunteers and staff.
- Foster a collaborative and inclusive organisational culture.



# Person Specification

## 1. Essential Experience, Skills and Attributes

### Leadership & Strategy

- Proven senior leadership experience within a small charity, social enterprise, voluntary sector organisation, or mission-driven organisation.
- Demonstrable ability to provide clear strategic direction while remaining highly operational and delivery focused.
- Experience working effectively with a Board of Trustees, including governance, reporting, and strategic planning.

### Fundraising & Income Generation

- Strong track record of successful fundraising, including securing grants from trusts, foundations, and statutory bodies.
- Experience developing and delivering income generation strategies across multiple streams (grants, donations, partnerships, training, or services).
- Ability to build long-term relationships with funders, partners, and supporters.

### Financial & Operational Management

- Excellent financial management skills, including budgeting, forecasting, cash flow management, and financial reporting.
- Experience managing organisational risk, compliance, and charity governance requirements.
- Ability to maximise impact with limited resources, demonstrating sound judgement and strong prioritisation skills.

### Programme & Impact Delivery

- Experience overseeing the design, delivery, and evaluation of education, training, or community-based programmes.
- Strong understanding of impact measurement and reporting, with the ability to communicate outcomes clearly to funders and stakeholders.

### Communication & Stakeholder Engagement

- Outstanding written and verbal communication skills, with the ability to represent the organisation confidently and persuasively.



- Proven ability to build strong, productive relationships with diverse stakeholders, including community partners, funders, commissioners, and beneficiaries.
- Confident public speaker and advocate for the organisation's mission.

### **Personal Qualities & Values**

- Strong commitment to AVPB's values and mission of nonviolence, peace-building, and conflict transformation.
- High levels of integrity, resilience, and emotional intelligence.
- Self-motivated, adaptable, and comfortable working in a small organisation with a high degree of autonomy.

### **2. Desirable Experience & Skills**

- Experience working with volunteers and grassroots community organisations.
- Knowledge of criminal justice, social justice, peace-building, or restorative justice initiatives.
- Experience developing and delivering digital learning, blended learning, or distance education programmes.
- Understanding of London's community, statutory, and voluntary sector landscape.
- Experience commissioning or delivering training within the public sector, education, or justice settings.



# How to Apply

To apply, please submit your CV and a Supporting Statement outlining your motivation for becoming our Charity Director and highlighting your relevant experience and credentials.

Applications should be made online via: [www.nfpconsulting.co.uk](http://www.nfpconsulting.co.uk)

**Closing date:** 10<sup>th</sup> March at Midnight

Initial screening calls with NFP will be conducted to explore your motivations and current circumstances for applying for the role.

## Selection Process

There is a two-stage selection process:

- **First interviews:** Late March
- **Second interviews:** Early April

The two-stage interview process will involve panel interviews with trustees and a presentation as part of the selection process.

We are committed to equity and inclusion and welcome applications from candidates of all backgrounds who share our values and commitment to nonviolence.

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Thank you for your interest in Alternatives to Violence Project Britain.