



DIRECTOR APPOINTMENT

Candidate Brief

September 2020

WOMEN FOR REFUGEE WOMEN

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WELCOME



Thank you for your interest in Women for Refugee Women.

Women for Refugee Women is an organisation committed to challenging the injustices experienced by women and children who have sought asylum in the UK. We empower refugee and asylum-seeking women to speak out, become leaders and advocate for change.

In what has been an extremely challenging year, we have continued to support asylum-seeking and refugee women, in London and in partnership with groups across England and Wales, and campaign against unlawful detention, the impact of destitution and for a fairer asylum system. In part because of a generous legacy left to us by a committed volunteer, and the support from our funders, we have been able to keep going through the COVID crisis and support other grassroots organisations to continue their vital work.

After 14 wonderful years building the charity, our founder and director Natasha Walter is stepping aside from the leadership position to focus on the creative work of the charity. We are now looking for a new leader, who can join and lead our amazing team of staff and volunteers and nurture the organisation so it continues to thrive. This is a brilliant opportunity for someone to build on the success of the organisation, at a time when we have the resources and track record to make a real difference.

As a board we are committed to continuing to work in partnership with others to build a fairer and more caring society. There is an effective and enthusiastic team in place, which a new leader will have the scope to build and develop to meet our ambitious plans.



The director we are looking for will share our values of human rights, anti-racism and intersectional feminism and a commitment to empowering women to communicate their own experiences. We are looking for a leader whose approach is collaborative, empowering, pragmatic and confident.

We believe passionately in women telling their own stories to achieve social change. We particularly welcome applications from women with a refugee background with lived experience of the issues we're tackling.

If you think you could be the new leader of Women for Refugee Women, please get in touch. I look forward to receiving your application.

Rachel Kryz
Chair of Trustees

INTRODUCING WOMEN FOR REFUGEE WOMEN

Women for Refugee Women is a dynamic charity that was founded in 2006 to support and empower women who are seeking asylum in the UK.

Women for Refugee Women operates in a challenging area. It works alongside women who have lived through extreme trauma, and is trying to create change at a time when the political environment is often resistant. But we are always eager to move forwards and to find ways to support one another and the women in the network to build a fairer world for refugee women.

We have an overarching vision that women who seek asylum should be able to live in safety, dignity and liberty. We currently work in three main ways: to empower refugee women to tell their own stories; to communicate the experiences of refugee women to wide audiences, and to advocate for policy change and a fairer asylum process.

The organisation is energetic and also stable, with an experienced board of trustees, a skilled and effective staff team, and a good level of reserves in an endowment fund as well as positive relationships with funders and donors, which all provide a great foundation for further development over the next few years.





Above all, Women for Refugee Women enjoys a high reputation because of its commitment to empowering refugee women to tell their own stories and communicate their own experiences.

We are trusted by a wide network of asylum-seeking and refugee women who access our activities and work alongside us, and by a number of key partners across the UK.

We work in three main ways, to:

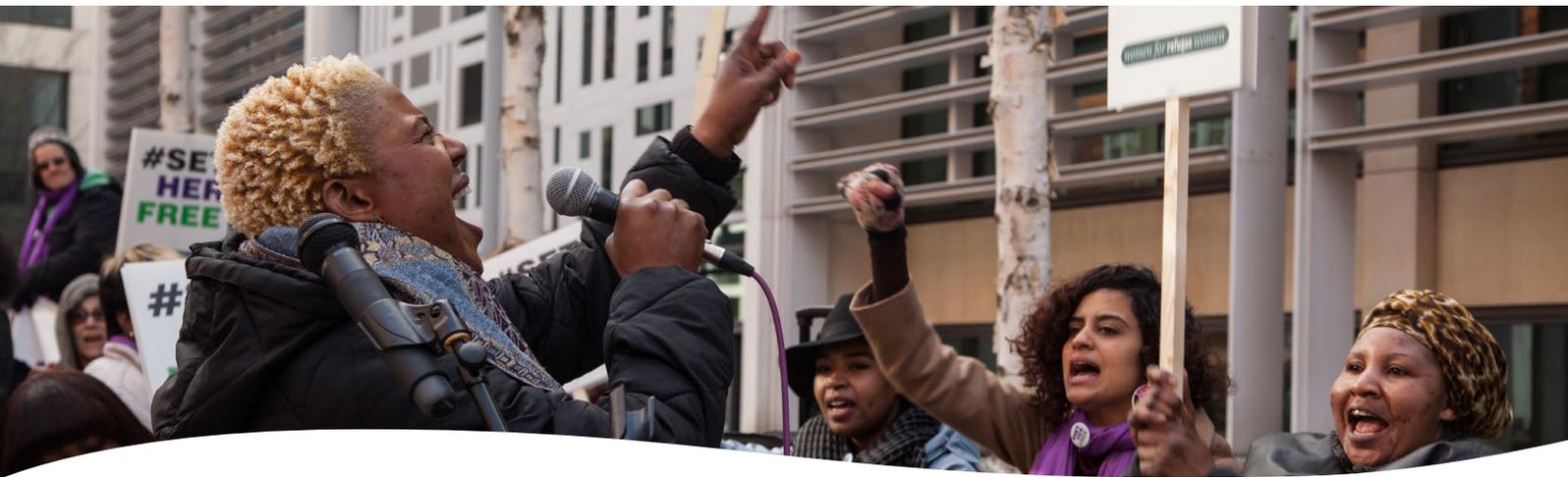
empower
refugee women
by building their
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own stories

communicate
the experiences
of refugee women
to wide audiences

create change
by building
support for
a fairer asylum
process

There are over 300 refugee women on the charity’s register in London, who are able to access support and join activities to build their confidence and skills, including advice sessions, English classes, drama, LGBT support and storytelling courses. Before the pandemic, the activities were delivered face to face through a weekly drop in and other classes, and these are now being delivered remotely. Although this has been challenging, the charity’s energetic response to the new situation, including new investment in areas such as mental health support and digital inclusion, has made it possible for refugee women to continue to engage positively with the charity.

Women for Refugee Women also works in partnership with other organisations throughout the UK, particularly in Manchester, Birmingham, Coventry and Liverpool, in order to support refugee women’s advocacy more widely.



Women for Refugee Women leads two vital campaigns.

Set Her Free

From 2014, it has led the Set Her Free campaign against the detention of asylum-seeking women. This campaign has seen the publication of influential reports which have uncovered the true nature of detention for women in the UK and led to genuine reforms in policy and practice. The Set Her Free campaign has made space for the leadership and creativity of women who have experience of detention, and has been supported by many influential figures including MPs, actors, musicians, writers and lawyers.

Sisters Not Strangers

The charity also works in coalition with eight organisations across the UK on the campaign Sisters Not Strangers. This campaign challenges the forced destitution of women who are seeking asylum. It was launched in February 2020 with the publication of an important report, *Will I Ever Be Safe*, and a conference in Birmingham attended by over 250 refugee women and supporters. The Sisters Not Strangers coalition also published a second report in July 2020, which enabled many women to speak about their experiences during the pandemic. This coalition aims to build an effective movement to empower some of the most marginalised women in the UK.

For more information

Visit the [Women for Refugee Women website](#) to find out more about what we do and who we are.

Download [Our year 2019 – 2020](#), which will bring you right up to date with our recent work and our achievements.

Download our latest [Annual Report](#).

CONTEXT FOR THE APPOINTMENT

The organisation has been led by its founder, Natasha Walter, since it began in 2006. Over the last ten years Natasha has worked closely with the deputy director who has recently moved on to become Chief Executive of another organisation. With her departure, Natasha has decided to take a step back from the leadership role, and there is the now opportunity for someone new to establish the role of Director to take the organisation forward into the next phase of its development.

We are looking for a new leader who can stay true to the vision and energy of the organisation, and who can nurture the staff and the charity's relationships with key partners and stakeholders to make tangible differences for women seeking asylum in the UK.

Everyone at the charity is determined that the next phase of Women for Refugee Women will be as energetic and positive as its development so far, and is looking forward to ensuring its growth under a new leader.

Reporting to the new director, Natasha will continue to be involved and play a supporting role as a resource to the new Director who will have the lead responsibility for taking forward the strategic direction of the charity and operational delivery.

Read Natasha's announcement, which tells the personal story of how she was moved to establish Women for Refugee Women and what the future will hold for her.



WHO WE ARE SEEKING – OUR PERSON SPECIFICATION AND SELECTION CRITERIA

Who you are, your values, your experience and your commitment to our mission is what we are interested in first and foremost.

Values

- Demonstrable commitment and understanding of human rights and women's rights, and in particular the rights of migrant and asylum-seeking women to live in safety and dignity without the threat of persecution.
- A strong commitment to empowering women who have sought asylum to speak for themselves and to developing opportunities for them to communicate their own experiences.
- A strong commitment to anti-racism and intersectional feminism.

Approach

- Collaborative – commitment to working with the team, the women in our network, trustees, partners and wider stakeholders.
- Empowering – building the skills and confidence among refugee women to develop their own advocacy, and involving them as equals at every level of WRW's work.
- Pragmatic – never losing sight of the need to make tangible differences and to work to improve the existing situations for refugee women.
- Confident – leading an organisation in a controversial policy area with confidence and holding a vision of radical change.

Experience

- Professional experience of working with women who have sought asylum or survived gender based violence.
- Lived experience of being a refugee or seeking asylum and using that experience to campaign for change or support others.

- Significant experience at a senior level in an organisation, including management experience, and understanding of what it takes to maintain and build a healthy and happy organisation.
- Experience in chairing meetings and coordinating partners, coalitions or stakeholders.
- Experience of being a media spokesperson and communicating with a diverse range of audiences.
- Strategic and governance experience, including developing strategy and working with a board of trustees.
- Experience of successful fundraising and financial administration at a charity, including developing relationships with funders and donors.
- Experience of creating change on issues of justice and inclusion within organisations and/or in wider society.
- Experience of monitoring and evaluation, and how to use evaluation to develop programmes or systems to become more effective.

WHAT WE WANT YOU TO DO – OUR DESCRIPTION OF THE ROLE AND RESPONSIBILITIES

Job title:	Director
Salary:	£60,000 – £70,000
Contract:	Full-time, permanent (flexible and part time working considered)
Hours:	35 hours per week (applications for job-share considered)
Location:	52 Featherstone St, Old Street, London EC1Y 8RT (with the flexibility to work from home some of the time)
Accountable to:	Board of Trustees
Responsible for:	All staff (currently nine staff plus freelance support)

Main purpose of the role

To lead and develop Women for Refugee Women, ensuring that it is a well-managed organisation that can achieve its vision of empowering refugee women and advocating for a fairer asylum process.

Key responsibilities

Strategic planning

- To define and implement WRW's strategy to empower refugee women and build a fairer asylum process.

Organisational management

- To ensure that the staff are supported to work effectively and safely in a challenging external environment, with a robust system of training, development and appraisal.
- To inspire and motivate the staff team, and ensure that the organisation's commitments to anti-racism and staff wellbeing are followed through in practice.
- To build the staff team to develop capacity to deliver the organisation's ambitious objectives.

External profile

- To protect and build on WRW's powerful reputation as a reliable voice and energetic advocate for refugee women.
- To skilfully communicate with diverse audiences, ensuring that the key messages and priorities of the organisation are well understood.

Empowering women seeking asylum

- To support and empower women who are seeking asylum, by ensuring that the organisation provides a range of pathways for asylum-seeking women to develop their confidence and skills.
- To develop strong partnerships with other organisations that can provide services to refugee women or can enable them to develop as advocates.

Communicating the experiences of women refugees

- To ensure that refugee women's voices and experiences are heard by the public, media and policy-makers.
- To build up support among influential women and women's networks for justice for women refugees.

Building partnerships and coalitions

- To maintain and develop partnerships and coalitions, and ensure that WRW can work well with various organisations, including in the migration and women's sector, to amplify our key messages and carry out our activities.

Influencing policy

- To ensure that the organisation identifies clear goals for reform in government policy and practice regarding women and asylum, in partnership with other organisations working in the field and in partnership with refugee women.
- To ensure that refugee women's voices and experiences are heard in policy discussions and by politicians.

Governance

- To work positively with a board of trustees.
- To have a good understanding of charity governance and the rules and laws regulating charities.

Fundraising

- To lead on developing and implementing WRW's fundraising and investment strategies, including maintaining and building funding relationships.

Finance

- To oversee and be responsible for the effective financial administration of the organisation, ensuring that budgets are set and followed, that investments are well managed, and that both income and expenditure are carefully monitored.

Monitoring, evaluation and learning

- To ensure that the effectiveness of the work of the charity is captured through robust monitoring and evaluation, and that learning is shared throughout the team, and with the board, funders and partners.

General

- To work effectively with the Trustee Board, ensuring that they have information to carry out their duties and to support WRW.
- To support and uphold the organisation's policies, including on safeguarding, confidentiality, data protection and equal opportunities, and to be aware of any changes in the external environment or legislation that would require the development of policies.
- To manage risk and to take advantage of opportunities as they arise.

HOW TO APPLY

Women for Refugee Women is committed to diversity and inclusion in its workforce. We seek to attract applications from the widest possible talent pool and to appoint on ability irrespective of race, religion, age, disability (including hidden disabilities), marital/civil partnership status, sex, gender identity, or sexual orientation. We particularly welcome applications from candidates with lived experience (actual or by association) from refugee or asylum seeking backgrounds who can lead and influence change for the women we serve. Women for Refugee Women actively promotes a culture where people can be themselves, are valued for their strengths and are recognised for the contribution they make to the achievement of our mission.

Application

For an informal conversation about the role, please contact our recruitment partner, NFP Consulting:

Carroll Lloyd Director | NFP Consulting
07765 001 033 carroll.lloyd@nfpconsulting.co.uk



Applications can be made online at www.nfpconsulting.co.uk/womenforrefugeewomen

We are happy to accept written applications in whatever format works best for you. Please contact us and tell us how you would prefer to apply for the role.

Closing date: Monday 26th October 2020

Selection process and timescales

Stage 1 – week beginning 2nd November

First round of screening interviews conducted by NFP Consulting.

Stage 2 – week beginning 16th November

Formal panel interviews with trustees.

During the course of the selection process there will be the opportunity for candidates to meet with staff and other stakeholders. The format and the conduct of the selection process will need to take account of, and comply with, legal requirements and Government guidance for the containment of the spread of COVID-19.

Accessibility

Please let us know if you have any special requirements which we might need to consider in relation to the selection process, e.g. attending interview, completing any part of the selection process. Any requests will not be taken into account in the selection process.

