Appointment of Chair & Treasurer
November 2021
White Ribbon Alliance (WRA) is a global movement for women’s health and rights. We fight for what women want and root our work in the self-articulated needs of women and girls, in all their identities and diversity. Improving health outcomes for women and girls shouldn’t be complicated – women already know the solutions – all they need is for the world to listen.

At WRA, we ask women what they need, we listen, then act on their demands and advocate for others to do the same. Our approach – listening to women and putting their needs first – shouldn’t be revolutionary but we know all too well that it is. Too often, women’s needs are ignored in favor of large donors’ corporate strategies and their stakeholders’ risk tolerance. WRA actively challenges this paradigm through direct campaign mobilization, supporting women to amplify their voices, influence change, and negotiate for their own interests.

We advocate for women’s voices and demands to lead change at the local, national, and international level.

WRA has a history of extraordinary wins but today is at an inflection point. COVID, a groundswell of anti-oppression activism worldwide, and increasingly complex and interrelated factors contributing to many social ills, have sparked a growing recognition that if we are going to make a difference, we must change underlying systems.

This moment is forcing us out of our silos. Its forcing hard looks and long-needed conversations, including one on decolonization of health and development.

While these societal and sectoral changes are occurring, a lot is changing at WRA, too. In mid-2020, WRA began readying a long-planned CEO transition and hopes to leverage this leadership change, and moment in time, to undergo a radical transformation at all levels of the Alliance. This includes embedding an intersectional approach and elevating gender equality as a top priority alongside health, updating our theory of change to emphasize the ‘power of the people’ to make change, attracting new groups who can effectively represent broader issues and populations, and exploring new organizational and leadership models.

WRA’s movement is comprised of a diverse set of partners and champions, from around the globe, who believe that women know best what they need and want. Recognizing that solutions are best implemented at the local level, WRA provides members with tools, trainings, and a network to broaden the reach of their advocacy efforts and realize lasting change for women and girls in their communities.
A People-Led Movement.
White Ribbon Alliance (WRA) is a global advocacy movement for reproductive, maternal and newborn health and rights. WRA is comprised of a vast network of affiliated Alliances, networks, coalitions and individuals.

We envision a world where all girls and women realize their right to health and well-being.
Our mission of activating a people-led movement for reproductive, maternal and newborn health and rights accelerates progress by putting communities at the center of global, national and local efforts.

We are global campaigners for what women want.
We believe that women can, and should, lead the world. We believe that women and girls are more than what they are told. That they should own their bodies, health, lives, and the future of their communities.

In a world where the agenda for social change is often set by the wealthiest donors and the largest organizations, centering women’s voices is a truly radical idea. We need a paradigm shift, and we need it now. That’s why WRA commits to standing with – and behind – women.
We ask, listen, and then act to help them turn their demands into healthier, more equal futures.

By validating women’s experiences – and giving them what they need to articulate those demands to leaders and communities – we have already helped millions of women take charge:
• of their bodies;
• of cultural standards that tell them who they should be;
• of policies that determine whether and how they access health services;
• of finances and budgets that determine what care they can get, and when and how.

Why is our stance so critical, and now?
Because every moment of every day, women and girls move through worlds that tell them they are less-than. Less than men, less than the leaders they see around them, less than the potential they know that they hold inside. They hear this in spoken and unspoken ways – and from their families, communities, schools, media, workplaces, and systems.

At WRA, we deny those “less than” beliefs. We believe the current systems of influence are broken. We also believe we can work together to reimagine and rebuild them, and in doing so reinstate women’s voices at the center.

About us

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Through our work around the world, we have learned to support women in driving change through one simple approach:

1. **Asking** women and girls what they need – for their health and well-being.
2. **Listening** to their demands, and what they say the solutions are.
3. **Acting** to give women and girls what they need to turn their ideas into reality. Connections, funding, solidarity, tools and data.

We trust women and girls to know what they want. Our role is simply providing them what they need to turn solutions into reality. We help articulate their demands to leaders. We provide advocacy tools that underpin bold, disruptive action. We support groups to marry data with storytelling. We provide digital tools to make campaigns easier and more powerful. We help women raise their voices.

**Who is behind the movement?**

We are a global network of fierce, energized advocates who wake up daily, driven to fight for a better, healthier world for women and girls. Our movement is mighty, and it operates in countries, regions and communities around the world: India, Pakistan, the United States, Kenya, Nigeria, Malawi, the UK and many others. Our staff and partners are local, and share lived experience with the women we support. That’s why each of our initiatives is tailored to its own cultural context, but driven by the same principles. Ask, Listen, Act – and change will follow.
Strategic Approaches

How we create change

**CORE PRINCIPLES AND VALUES**

- Support women and girls in all their identities and diversity, including non-binary gender identities with lived experience of inequality.
- Confront overlapping forms of identity discrimination and limitations on bodily autonomy and decision-making.
- Actively challenge systems of oppression and spread power within and outside the WRA movement.
- Routinely examine our intentions and impact and hold ourselves to account.

**SUSTAINABLE DEVELOPMENT GOALS**

- SDG 3: Good health and well-being
- SDG 5: Gender equality

**IMPACT**

- Governments and other relevant institutions are held to account for health and gender equality
- Health and social systems enable equitable, dignified, and quality care and treatment
- Health and rights of women, girls, and newborns are advanced

**ENABLING FACTORS**

- Data and good practice underpin women’s and girls’ demands.
- Potential exists for supply side interventions to meet demands.
- Civic space supports individuals and groups to speak out and collectively organize.
- WRA membership comprises groups and individuals representing many different identities, sectors, and intersecting agendas.

**OUTCOMES**

- Social norms support women and girls exercising power
- Decision-making increasingly includes and is influenced by women and girls
- Health and social services are enhanced at points of care
- Health and gender resources—financial, human, and material—are equitably allocated and distributed
- Health and gender policies are amended, adopted, monitored, implemented and enforced

**STRATEGIES**

- Mobilize women’s and girls’ health and gender equality demands
- Promote individual and community health literacy and healthy behaviors
- Support women and girls to know their rights, entitlements, and negotiate in their interests
- Organize communities to directly influence policymakers and duty-bearers to make change from the local to global level
- Create opportunities for women and girls to shape and share their stories for their own purposes
- Cultivate health and gender equality champions and allies — including men, boys, partners, families, community members, service providers, and policymakers

**FOUNDATION**

- WRA’s work is rooted in the self-articulated needs and wants of women and girls, including those on behalf of newborns.

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Members

WRA members are autonomous groups that include individuals, local and international organizations, professional associations, government entities, youth and other community members, academic and health training institutions and donors.

Members determine their own areas of focus, structure and decision-making processes that are inclusive, participatory, transparent and consistent with the White Ribbon Alliance mission, vision and values.
We are seeking a potential Chair and a Treasurer to join the newly established Global Board of Directors, beginning in 2022. This is an extraordinary opportunity for passionate feminists to leverage their professional skills and life experience to advocate for women’s voices and demands to lead change at the local, national, and international level. Both roles will ensure WRA has a clear vision and a strategy focused on its achievement.

WRA is seeking individuals from diverse geographies and life experiences to serve as energetic ambassadors for WRA. As part of White Ribbon Alliance’s newly established Global Board, members will have the unique opportunity to shape our vision and strategy, bring on new partners, mobilize resources, and serve as advisors to WRA’s Chief Executive Officer (CEO) and executive team. These positions will be formally nominated and decided on by the current Board of Directors.

**Chair of the Board**

- Serve as the performance leader for the CEO, providing advice, coaching and support on key issues facing the organization; conduct an annual evaluation of the CEO, while supporting them in fulfilling their performance objectives.
- Lead the implementation and continuous improvement of WRA’s governance in policy and in practice.
- Ensure a collaborative and effective Board culture which is reflective of WRA’s values and ensuring that the voices of women and girls are at the center of decision-making.
- Provide fiduciary oversight, including approving annual budget and overseeing annual audit.
- Ensure that WRA fulfills its ethical, legal and regulatory obligations and upholds the Global Code of Conduct, our commitment to an inclusive and respectful workplace culture.
- Evaluate the composition and performance of the Board; appoint new Directors based on recommendations from the Nominations Committee who bring needed skills, competencies and networks who are representative of the global movement.
- Build alignment and support among board members and ensuring board members are up to date on major organizational priorities and shifts via email communication on a quarterly basis.
- Advocate as an active champion of WRA and significantly support with fundraising and new business development, above and beyond other board members.
- Serve as a member of the Board’s Finance and Audit Committee.
Ideal Candidate:

- Diligent in upholding WRA’s vision, mission, and amplifying the voices of women and girls in the movement.
- Committed to mentoring WRA’s young leaders and should be a skilled facilitator, convener, and consensus builder.
- Embrace WRA’s commitment to equity and justice and act as a partner in removing barriers for women and girls to share their stories.
- Excellent chairing skills, including the ability to draw out a range of views, synthesize and reach decisions on an acceptable way forward. Experience of chairing committees and/or boards is highly desirable.
- Experience of serving on boards and a deep understanding of governance.
- Accessible and forward thinking, ready to balance risk and reward, with a people-centered, results-oriented approach.
- Track record of successful organizational leadership with the ability to advise and support the CEO in their duties.
- A strong understanding of, and highly networked within, social justice movements.
- Experience working in both high and low-income countries and experience with many different sectors (corporate, government, civil society) to ignite change is ideal.
- An entrepreneurial spirit with lessons from success and failure of change processes to actively support WRA leadership in this transformative period.
- Well-networked in the public and private sector and a key role in supporting new partnerships for WRA that expand our impact, reach, and resource base.
- A firm appreciation for how the intersections of gender, health, power, and rights affect the communities that comprise WRA.

Time Commitment:

The Chair is expected to commit c.1-2 days per month to the role, inclusive of attending quarterly board meetings, reading and preparation, Sub-Committee attendance, external engagement and ad-hoc support to the CEO.
Role Profiles

Treasurer

• Work in close partnership with the Director of Operations as an advisor on key strategic issues.

• Lead the Finance & Audit Committee and represent Management to the Board in translating financial data to non-financial leaders for information and/or action by Board members, as needed.

• Draw meaning from the financial reports to understand the current position and promote finance insights to influence the decisions around the future.

• Model and champion stewardship, fiduciary responsibility and regulatory compliance in all forms.

• Serve as an escalation point for investigations and individual reporting related to ethics, fraud, and WRA’s Global Code of Conduct.

Ideal Candidate:

• Considerable and senior experience in a financial leadership role with excellent financial literacy. Accountancy qualifications are not essential but desirable.

• Experience of serving on boards and a deep understanding of governance.

• Fluency in the non-profit financial model for donor dependent organizations, as well as credible expertise in innovating business services and models to reduce donor dependency.

• An entrepreneurial spirit with lessons from success and failure of change processes to actively support WRA leadership in this transformative period.

• Deep understanding of legal and financial requirements for non profits.

Time Commitment:

The treasurer is expected to commit c.8-10 days per year to the role, inclusive of attending two board meetings per year, reading and preparation, Finance and Audit Committee attendance, external engagement and ad-hoc support to the Chief Operations Officer.

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To apply, please submit a CV and covering letter, detailing how you fulfil the role description and person specification to https://candidates.perrettlaver.com/vacancies/ quoting reference:

- **5500** for Chair
- **5501** for Treasurer

The deadline for applications is **Friday January 7th, 2022**.

These roles are unremunerated positions and candidates from all locations are invited to apply. Members of the Board are appointed for three-year terms, and may be appointed for a maximum of two terms.

Perrett Laver are supporting WRA in these appointments and longlisted candidates will be invited to a first-round interview with Perrett Laver in late January 2022. Shortlisted candidates will be invited to interviews and informal meetings with WRA in February 2022.

The current Board of Directors will nominate and approve new Directors, including potential Chair and Treasurer roles.

White Ribbon Alliance Global is an equal opportunity employer with a commitment to economic, social, and racial justice. We are firmly committed to complying with all federal, state, and local equal employment opportunity (“EEO”) laws and strictly prohibits discrimination against any employee or applicant for employment because of the individual’s race, creed, color, religion, national origin, age, sexual orientation, height and/or weight, disability, gender identity or expression, marital or partnership status, genetic predisposition or carrier status, military status, and any other characteristic protected by law. People of color, women, LGBTQIA+ people, and members of other historically disenfranchised groups are strongly encouraged to apply.

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**How to apply**

Protecting your personal data is of the upmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerised database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

Perrett Laver is a Data Controller and a Data Processor, as defined under the General Data Protection Regulation (GDPR). Our legal basis for much of our data processing activity is ‘Legitimate Interests’. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website here [www.perrettlaver.com/information/privacy-policy/](http://www.perrettlaver.com/information/privacy-policy/).