

We're Looking For New Trustees

Could You Be One Of Them?

A Small Charity Making A Big Difference

Advantage Africa supports people affected by poverty, disability and HIV to improve their education, health and incomes. Our work helps vulnerable people to help themselves and build a better future for their families and communities.

Advantage Africa's projects with children and adults with disabilities challenge prejudice and create opportunities to access education, assistive devices and self-reliance. We're reducing the spread and impact of HIV through education, counselling, testing, orphans' nutrition and home-based care. Through 50 skin clinics held across Uganda each year, our ground-breaking albinism project protects more than a thousand people with albinism from life-threatening skin cancer. By assisting families to establish sustainable enterprises, we're enabling people living in poverty to generate income to meet their basic needs for food, education and health care.



Nursery education for orphaned and vulnerable children.

Our approach to development is founded on genuine close partnerships with schools, associations and NGOs in Kenya and Uganda. We support these 10+ local partner organisations with grants, resources, training and skills to ensure they have a life-changing impact in their communities.

In the UK, Advantage Africa has a team of three highly experienced and committed staff and an office in Olney, near Milton Keynes. Our Director and Programme Managers have previously lived and worked in lower income countries and for major international NGOs including VSO, Practical Action and World Vision. The organisation has a turnover of approximately £300k per year.

What You Can Expect

This is an opportunity to help transform the lives of many people doubly disadvantaged by poverty and stigma. To this end, Advantage Africa's Trustees are expected to:

- First and foremost, ensure the good governance of the charity.
- Prepare for and participate actively in Board Meetings.
- Provide proactive advisory support to the charity's Executive Director and staff.
- Empathise with our faith foundation, vision and values.
- Advocate for the charity and support its fundraising efforts.

The Advantage Africa Board has up to eight Trustees and operates on a three-year rotation. Trustees are unpaid but reasonable travel expenses will be reimbursed if needed.



Rearing goats for a sustainable income.

Advantage Africa currently has three Board Meetings a year; we expect at least one of these to be held at our office in Olney and last most of the day. The other two half-day meetings are usually held online using Zoom. However, we expect Trustees to actively engage and commit to Advantage Africa beyond these meetings according to their particular area of expertise. This includes reviewing our management accounts and risk register and responding to specific requests from the Director. This typically takes 1- 4 hours per month.

Advantage Africa aims for its original Christian foundation to be represented by some members of the Board of Trustees. We have an equal opportunities policy and aim to maintain diversity of expertise, age, gender and cultural background that enables us to act effectively and accountably.

What You Will Need

Following the departure of three long-standing Trustees Advantage Africa is aiming to recruit 2-4 new Trustees, including a Vice Chair who will eventually become Chair and take on leadership of the Board. We also need contacts and networks to advance our work in an increasingly challenging economic environment; that could also mean new thinking and ways of doing things. We need a new Strategic Plan to ensure we're responding to changing needs and circumstances, and a long-term approach to ensuring the continuance of the charity when the founders retire; although that could be in ten years' time, we believe it is never too early to start working towards sustainability.

Could you help us address these challenges? You do not need past experience of being a charity Trustee and we'd like to hear from applicants from all professional backgrounds. We especially welcome people with skills in:

- Finance.
- Fundraising and marketing, especially digital.
- International development.
- HIV & AIDS, disability or albinism.
- Monitoring and evaluation.
- Strategic planning.
- Business, commerce and corporate networking
- Kenya and Uganda.
- Charity governance, management and leadership.

Do you have any of these skills? Others that you think we might need? Are you passionate about justice and community development in Africa? Could you bring strategic thinking and an informed perspective to our work? Then please:

- Take a look at our [Annual Report and Accounts](#), [website](#), [Strategic Plan](#), a recent [newsletter](#) and [Facebook page](#) to get a feel for the charity.
- Research or remind yourself what it means to be a charity Trustee by reading the Charity Commission's guidance on [The Essential Trustee](#).
- Review the Role Description and Person Specification on the final page of this document..

With all the above in mind, if you're keen to become a Trustee, then we'd love to hear from you! Please proceed to the application process below.

How You Can Apply

To apply to be a Trustee of Advantage Africa through Reach Volunteering, please apply initially via their website by sending your CV and letting us know the following:

- The key relevant skills, qualities and experience that you will bring to the role.
- Your interest in Advantage Africa and what you hope to contribute and gain from being involved.
- Confirmation that you meet the legal requirements set out in the Person Specification.

For more information and/or an informal chat, please contact Andrew Betts (Co-founder and Director) through the Reach Volunteering platform in the first instance.

Shortlisted candidates will be contacted for an interview at the Advantage Africa office or online with two of the current Trustees. Successful candidates will then be invited to attend the next Board meeting during which the Trustees will review your application and make a decision on your appointment. There will be a trial period of 8 months to allow your attendance at two meetings, after which both parties can decide whether they want to continue.



Clockwise from above: HIV counselling and testing; cryotherapy for people with albinism; wheelchair provision.



Advantage Africa Trustee (Voluntary Position)

Role Description

Responsibilities

Advantage Africa's Trustees:

- Ensure that we comply with our governing document, charity law, company law and any other relevant legislation or regulations.
- Ensure that we pursue the charitable objects defined in our governing document.
- Maintain oversight of our budget and our financial health, stability and sustainability.
- Ensure that we use and manage our assets and financial, human and material resources effectively and wisely.
- Identify and monitor risks and ensure appropriate, timely remedial action is taken to reduce and respond to them if needed.
- Safeguard the reputation and values of Advantage Africa.
- Contribute to setting strategic direction and evaluating performance in line with Advantage Africa's charitable objects.
- Develop Advantage Africa's policies and procedures in line with established good practice and ensure they are implemented rigorously.
- Devote the necessary time, skill, care and effort to the role.
- Monitor the performance of the Executive Director.
- Follow our Trustees' Code of Conduct and act in the best interests of Advantage Africa at all times.
- Provide support in other strategic areas such as fundraising, staffing, partnerships, policy setting etc according to Trustees' specific skills.
- Lead and contribute to the development of board papers, discussions, working groups as needed.
- Contribute advice and guidance in areas of specific knowledge or experience to the Advantage Africa staff, and particularly Advantage Africa's Executive Director.
- Assist Advantage Africa in developing a sustainable and diverse funding base by advocating for our work among personal and professional networks.

Person Specification

Advantage Africa's Trustees:

- Are legally qualified to be a charity trustee, as determined by Section 72 (1) of the Charities' Act. This disqualifies anyone with unspent convictions for dishonesty, undischarged bankrupt, or previously removed from trusteeship of another charity; disqualified under the Company Directors Disqualification Act 1986 or the Criminal Justice and Court Services Act 2000.
- Have no significant conflicting interests with their role as a Trustee of Advantage Africa.
- Are committed to Advantage Africa's mission, approach and activities.
- Empathise with Advantage Africa's faith foundation, vision and values.
- Possess good, independent judgement and the ability to think creatively.
- Are willing to speak their mind, while sensitive to the views and needs of others.
- Work effectively as a member of a team.
- Demonstrate the 'principles of public life' in their conduct, namely selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

