



Chair of Trustees, Belong: Making justice happen.

Criminal justice charity Belong provides hope, rehabilitation and recovery for victims and perpetrators of crime.

Belong wishes to appoint a new Chairperson to our Board of Trustees. We invite applications from individuals experienced in governance and with the commitment, qualities and attributes to effectively lead our award-winning criminal justice charity supporting the rehabilitation and recovery of victims and perpetrators of crime.

As the Chairperson of our Board you will be passionate about improving the life chances of individuals serving custodial sentences and helping victims of offences to cope and recover in the aftermath of offences. You will be motivated to help drive Belong forward on our mission to inspire change and hope by providing long term, individualised responses to conflict and crime. An organised, energetic and reliable leader, you will be dedicated to supporting the Board and CEO to realise the highest vision for Belong's success. A fluent and persuasive communicator, you will represent the organisation publicly as well as internally and build relationships with a diverse range of stakeholders.

The role of Chairperson is a voluntary, unpaid, non-executive appointment. The role requires a commitment of approximately two days per month, with the capacity to flex upwards should the need arise.

Belong fosters an inclusive culture where all aspects of diversity are key to our success. We welcome applications from people of all backgrounds. To maintain board diversity, we particularly encourage applications from candidates with lived experience of the criminal justice system and from Black, Asian and Minority Ethnic candidates.

For more information and to apply, please send us a full CV and covering letter outlining how you meet the essential skills, experience and personal attributes for this role.

Applications must be received by 5pm on Tuesday 1st September.
Interviews will be held remotely, during week beginning 14th September.

ROLE, RESPONSIBILITIES AND ATTRIBUTES

The Chairperson leads the Board of Trustees and sets its agenda. Their role is to enable Trustees to fulfil their responsibilities for overall governance and strategic direction. The Chairperson is responsible for ensuring that Belong complies with its governing document, charity law and other relevant regulations. The Board supports and empowers the CEO to lead the staff to achieve the organisation's vision, mission and aims.

MAIN RESPONSIBILITIES

Board and Governance

- Set strategic objectives with the CEO and lead the Board in meeting the organisation's aims, vision and goals, ensuring that appropriate strategies, plans, funding and governance arrangements are in place.
- Ensure the provision of accurate, timely and clear information to trustees, and ensure the effectiveness of individual trustees and the board as a whole in supporting Belong to deliver its mission.
- Ensure that the Board has the appropriate mix of experience and expertise to discharge its legal and governance responsibilities, and that Trustees are fully aware of those responsibilities.
- Ensure effective communication and implementation of Board decisions.
- Champion and challenge Belong to be a leader in diversity and inclusion

Executive

- Together with the Board, guide, monitor and support the CEO in delivery of objectives, including managing financial performance within any relevant financial constraints.
- Create a meaningful and productive working relationship with the Chief Executive in order to ensure harmonious working and the achievement of overall objectives.
- Ensure that the Chief Executive is fully supported to undertake their role, including agreeing annual objectives, as well as managing the CEO's annual performance review.
- Ensure that the management of the organisation and its procedures (including audit procedures) are effective and appropriate; oversee the Executive's management of risk and arrangements to comply with all relevant legal and other stakeholder requirements.

External

- Help retain and cultivate key constructive relationships with funders
- Ensure that the organisation is suitably accountable to its donors and supporters.
- Uphold the highest standards of integrity and probity, both personally and in relation to Belong, ensuring the organisation aspires to the highest standards in all its dealings, internally and externally.
- Act as an ambassador and advocate for Belong and as a spokesperson where appropriate.

Essential Experience and Skills

- Experience of chairing an organisation or as a senior executive or non-executive member of a charity or Board.
- Operational or lived experience and knowledge of the criminal justice system.
- Previous working knowledge of mentoring, restorative justice or therapy work.
- Excellent written and verbal communication skills; ability to bring together Trustees' different perspectives and skills to achieve consensus through balanced discussion at Board level.
- Excellent listening skills.
- Excellent organisational skills.
- Ability to process sensitive, complex information.
- Ability to offer support, insight, information and guidance to others
- Ability to build and maintain relationships with key stakeholders e.g. voluntary sector organisations, prison service leadership, police leadership.
- Demonstrable financial acumen.
- A balanced and sound attitude to risk management.
- Strong leadership and interpersonal skills to deal effectively with internal and external relationships.
- Strong networks and connections and a willingness to draw upon contacts, where appropriate, for the benefit of Belong.

Essential Personal Attributes

- Honest
- Resilient
- Hard working
- Organised
- Self-motivated
- Confident
- Non-judgmental
- Flexible
- Reliable
- Committed to confidentiality and equal opportunities
- Willing to learn and develop