

Trustee Recruitment

Together We Learn is expanding our board and looking for 2-3 new trustees to contribute their skills to help us achieve our mission and strategy. Trustees will be part of a small and dedicated board working closely with the UK CEO.

Our mission is to break the cycle of poverty in Ethiopia through access to quality education. We welcome applications from all backgrounds, and are seeking people with passion, integrity and time to support our work.

Key Details

- Time:** Quarterly meetings and one annual strategy meeting requiring 20 hours a year, plus support in your area of expertise requiring around 4-6 hours a month.
- Salary:** Voluntary, reasonable expenses reimbursed.
- Location:** Most meetings and support are remote, with one annual in-person meeting at our office in Finsbury Park, London.

The Organisation

Together We Learn is a small international development charity with a vision to break the cycle of poverty in Ethiopia by enabling disadvantaged children to access quality education.

We have been working closely with our Ethiopian partner for over 25 years to achieve this. Our UK team is a small, close knit team that supports the fundraising, international communications, and project delivery of the Ethiopian team.

Our approach targets access to, and quality of, education systems, as well as the wellbeing of the communities and students who use them.

We work with state education infrastructure and systems, aiming to address a range of needs in a sustainable and impactful way. Our work with schools includes school infrastructure projects - providing safe, local schools - and supporting teachers with training and resources to inspire children to flourish in the classroom.

We also work closely with the children who attend state schools, their families and communities, to understand and address the issues they face at home and how these impact their ability to attend and succeed in school.



Access



Quality



Wellbeing

Being a Trustee

Together We Learn is currently governed by a board of five trustees. Many of the trustees have been involved with the charity for many years, starting as volunteers in Ethiopia or supporting students through the charity. The trustee board has overall control of the charity and is responsible for making sure it's doing what it was set up to do. Information is shared with the trustees at quarterly meetings with the CEO in order to support them in this role. The CEO represents our small UK staff team, presenting our work with our long-term charity partner in Ethiopia, which comprises 15 staff in two regions.

Our staff and trustee teams are made up of committed individuals who are dedicated to achieving the best for the organisation. We are collaborative, pragmatic and compassionate in our approach, keeping impact for the communities that we serve at the heart of our decision making.

Our current three-year strategy focuses on building the capacity of our Ethiopian delivery partner so that they can take a greater role in leading the organisation, which you can [read more about here](#). This is part of a long-term approach to shift the dynamic between our organisations and invest in our Ethiopian charity partner, so that they can lead on our mission.

We are now looking to recruit new trustees to our board to add time, skills and a diversity of perspectives that will support our strategic aims, as well as positive governance of the organisation. We are looking for trustees with a range of skills, which are outlined on the next page, and we welcome applicants who have knowledge, experience, or a passion for any one of the areas.

We particularly welcome applications from people with lived experience of the Ethiopian or East African context, or from the African diaspora, for the knowledge of, and cultural insight they can bring to our work.



"Being a trustee is rewarding, and energising. After every meeting I come away awed by the achievements of our in-country partners who are helping to transform their communities in real-time. Our role is to support that through sound governance, oversight and strategic vision.."

Holly McKenzie, Chair

What we're looking to add to our board...

Compliance / Governance

What we're looking for: Someone with an organised and logical approach to support in areas of compliance, risk management, policies and good governance.

This may look like: reading up on Charity Commission regulations and good practice in similar organisations to ensure we're compliant; taking charge of our policy and controls review schedule and ensuring these are responsibly updated; supporting our annual insurance and contract reviews to ensure we've got the right deal for our needs.

Safeguarding

What we're looking for: Someone who is passionate about children's rights and the importance of effective safeguarding; experience of safeguarding processes, safeguarding within a charity, or the East African context for applying rights and policies.

This may look like: ensuring policies are fit for purpose; identifying any gaps and helping to improve our practices; reading up on best practices in similar organisations, supporting our Ethiopian team to develop locally relevant safeguarding practices and policy; taking responsibility as the board's Safeguarding Lead.

Website Management / Cybersecurity

What we're looking for: Someone with experience in maintaining a WordPress website, SEO, coding, or cybersecurity.

This may look like: keeping website plugins up to date, improving SEO on our website, reading up on and improving our cybersecurity practices; developing integrations with our CRM database.

Marketing / Online Communications

What we're looking for: Someone with good knowledge of and social media management skills; written communication skills and experience making video or graphics for socials.

This may look like: creating posts for our social media, managing the output of our social media platforms, generating graphics and videos for online communications; increasing our online engagements, particularly engaging new supporters; helping to develop our quarterly newsletters; contributing to our blog or website content.

Bookkeeping / Admin

What we're looking for: Someone to support with our regular finance processes and treasurer responsibilities.

This may look like: monthly bank transaction processing; reconciliations with our accounting system; annual reviews of our financial controls; monitoring of our reserves; staff payroll; preparation of annual accounts.

Who We're Looking For

In addition to the skills outlined on the page above, there are some competencies that we feel would be essential or desirable for trustees. Previous board or trustee experience is not necessary, and we welcome applications from all ages and backgrounds. We will consider experience gained from volunteering, education or extracurricular activities, as well as professional work.

General Trustee Expectations

- Passion for our vision and mission
- Shares our values
- Ready to uphold governance responsibilities according to Charity Commission requirements.

Desirable Skills or Experience

- Lived experience of Ethiopia, East Africa, or similar context is very welcome
- Experience volunteering, working with, or as a beneficiary of a small charity
- Understanding of human rights, children's rights and/or gender equality
- Fundraising experience

Commitments

To help applicants consider if they have enough time to take on a trustee role, we have put together a list of the support generally expected from a trustee, and how much time these responsibilities usually take.

Trustee Meetings (4 hours per quarter)

- 4 meetings a year, 2 hours per meeting.
- Reading of activity and finance updates, as well as information on any other agenda items for discussion ahead of each meeting.
- Follow up on any actions allocated from the meeting.
- Additional exceptional meetings are held at strategic review periods (every 3 years).

Supporting with your Expertise (4-6 hours a month)

- Refer to list above of what skills we're looking for.
- Likely to be working directly with the CEO to support, may involve some work with other UK or Ethiopian staff.
- Time can be managed according to your schedule, either remotely or at our office.

General Support (ad hoc)

- As a trustee, you are expected to positively represent the organisation within your own networks when the opportunity arises.
- Social and online support for the annual fundraising, or other emergency, campaigns is appreciated.
- We occasionally hold in-person supporter events (every 3-5 years), trustee attendance at these events helps to positively showcase our work.

Application Process

To apply for this role, please email your CV to hello@twlethiopia.org along with a brief message explaining your interest in trustee role.

The deadline for submitting applications is **midnight 22nd March**.

If we are interested in your application, we will follow up with you to arrange a time to meet and speak with our CEO and one of our trustees. This will be an opportunity for each of us to find out more about each other and the role would be a good fit. Any new trustee appointments must then be approved by board consensus.

References and DBS checks will be required for new trustees as part of our safeguarding procedures.

All new trustees will be supported with an induction to the organisation and the trustee role.

We look forward to hearing from you!

Further Information

Charity Commission: [The Essential Trustee, 6 Main Duties](#)

Together We Learn website: <https://twlethiopia.org/about-us/>

Our latest Annual Report



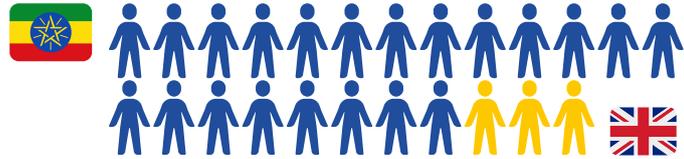
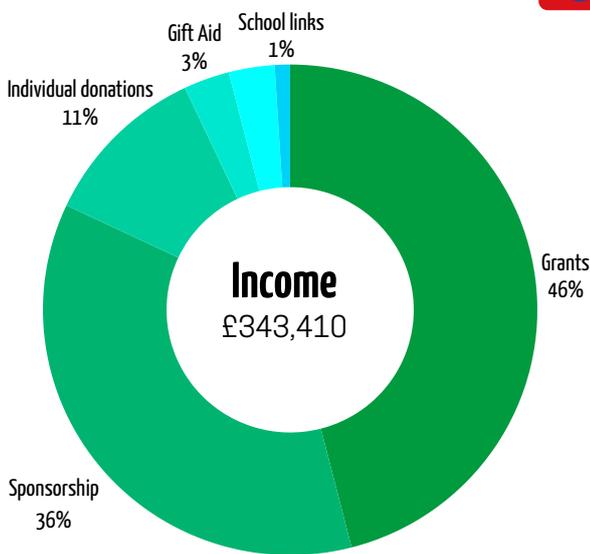
Last year...

141,000

people directly benefitted from our projects.

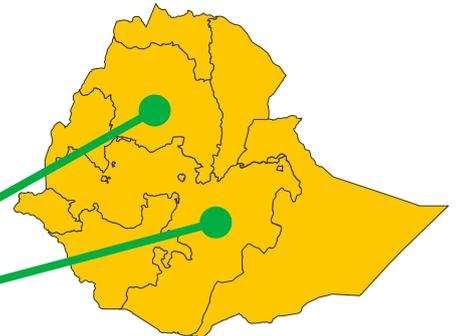
98% were students in education.

2% were teachers or educational professionals.



21 employees in Ethiopia.
3 employees in the UK.

Projects in the Amhara and Oromia regions.



In 2023-24



1,338 teachers trained.

372 girls received menstrual hygiene materials.



1 school library and 3 kindergarten classrooms built.

391 students sponsored through education.
130 in higher education.



32 schools engaged in international linking.