



Habitat
for Humanity®
Great Britain

SUPPORTING US AS A TRUSTEE



CONTENTS

WELCOME FROM OUR CHAIR	3
BUILDING HOPE. CHANGING LIVES	4
OUR STRATEGY	6
TRUSTEE JOB DESCRIPTION	7
TRUSTEE PERSON SPECIFICATION	9
SPECIFIC KNOWLEDGE AND EXPERIENCE WE ARE LOOKING FOR	9

WELCOME FROM OUR CHAIR

For 40 years we have worked at the frontline of housing and sanitation emergencies with Habitat for Humanity offices around the world, and right now we find ourselves fighting the biggest crisis the world has faced since the Second World War. Never has there been a greater need for safe and secure housing.

Many families don't have a secure, lockable door to keep them safe. And many low-income families, particularly those with a female head of household, lack basic land-rights. Having access to housing, basic sanitation and clean water are simple and basic needs. The outbreak of Coronavirus has been a critical reminder of their utmost importance and of the injustice in access to those needs in the world around us.

Habitat for Humanity GB (HFHGB) is responding to these challenges with a strong new impact strategy and position. The strategy recognises that safe, decent housing and access to hygiene is at the centre of global recovery and resilience. We will focus on impact through bigger, more innovative programmes, leveraging the potential of the global Habitat for Humanity network and building a more sustainable position in the UK.

Our impact strategy aims to triple our scale and impact over the next five years, despite the unprecedented challenges presented by Covid-19 and the domestic pressures on funding for development.

As we look ahead at these challenges, we are looking to recruit a number of new trustees to lead our impact strategy, broaden the diversity of the Board, develop our capacity in key areas and help take the organisation to the next level. We have also recently developed a new Ambassador role which will be offered to a small number of leading influencers in the housing arena. If you share our ambition for inclusive, safe housing for everyone, and are interested in becoming a trustee, we look forward to talking to you about the impact we can make together.



A handwritten signature in black ink that reads "Nicola Barclay".

Nicola Barclay,
Chair,
Habitat for Humanity Great Britain

BUILDING HOPE. CHANGING LIVES.

"The ache for home lives in all of us, the safe place where we can go as we are and not be questioned."

Maya Angelou

Habitat for Humanity's work delivering vital housing and sanitation programmes around the world is rooted in our belief that everyone's deserves a decent place to call home. We know that home is so much more than four walls and a roof - it is a foundation for a better future. The importance of a home was highlighted during the recent covid pandemic, and now, as the world recovers, it is critical that housing is central to all our efforts to build back toward a fairer and greener world. Increasingly, governments, planners and other key stakeholders recognise that decent housing is an essential foundation for societies and individuals to fulfill their full potential. The need for our work has never been stronger.

OUR VISION

A world where everyone has a safe and decent place to live.

OUR PURPOSE

We are a creative impact partner, leveraging our expertise on innovation in shelter and affordable housing globally, developing inclusive solutions and reshaping housing markets.



BUILDING HOPE. CHANGING LIVES.

OUR FOCUS AREAS

We build innovative solutions for **shelter and affordable homes** to tackle housing poverty around the world and provide innovative financing to individuals and communities for stronger, safer, and better protected communities against Coronavirus and other challenges.

We take a holistic approach to housing poverty, including providing micro-loans, slum renovation and advocating for land rights for women and vulnerable families. We also build and renovate homes closer to home in the UK and Europe to tackle the housing crisis and for greater energy efficiency.

Our housing programmes go hand-in-hand with access to safe, drinkable water and effective sanitation and hygiene (**WASH**). We provide clean water systems and toilets to ensure families stay healthy and protected against Coronavirus and other infectious diseases.

We continue to support and empower communities and work with families affected by **disasters and climate risks**. We bring our expertise in building recovery shelter and housing solutions.

OUR MODEL

HFHGB is part of the global Habitat for Humanity Federation. We work with partners around the world to fight global housing poverty. Habitat for Humanity International (HFHI) was established in 1976, and since then has built over 1.3m homes for 29 million people globally in over 70 countries.



OUR STRATEGY

HFHGB's new impact strategy is focused on giving 5 million people a safe and decent place to live by 2030.

The strategy will leverage the best of the HFHI network and develop creative partnerships to accelerate impact, influence, innovation, and income. We seek to deliver innovative solutions for inclusive housing globally and in the UK.

We will do this by:

- Development of programme funding for global and local affordable, safe, and secure housing and shelter.
- Focusing on impact and increasing the contribution to learning and impact of activities.
- Influencing donors to prioritise funding and the housing agenda.
- Innovating with our global network to build resilient, financed solutions to increase access to housing.
- Partnering with communities and civil society to deliver replicable models.
- Developing creative partnerships with the private sector, governments, and funders to collaborate in our impact strategy.

You can find out more about our activities in our annual report ([HERE](#))



TRUSTEE JOB DESCRIPTION

CONTEXT AND PURPOSE

The Board of Trustees of HFHGB provides strategic oversight of the Charity to ensure we sustain and grow our impact in the UK and globally. The Trustees not only support sound financial management and governance of the organisation, but also provide strategic and operational guidance and direction. They provide leadership and support in key areas of expertise, represent HFHGB in influencing the sector at the highest levels, and unlock funding through their connections and networks.

The Board currently includes experienced business owners, leaders in the housing sector and finance specialists. We are currently looking to increase the size of the board, provide succession planning and resilience, whilst also increasing the diversity of thought around the table. While we are always looking for specific skills and experience to bring onto the board, above all we would like to hear from you if you are passionate and committed to the vision we all share – *everyone deserves a decent place to call home*.

MAIN RESPONSIBILITIES OF A TRUSTEE

Provide strategic oversight of Habitat for Humanity GB's strategy

- Oversee the strategic direction of HFHGB, setting and monitoring performance in relation to the external and internal context. Highlight opportunities and risks related to the strategy and in relation to the external context and funding.
- Ensure the organisation has the capacity and support to implement the strategy.

Enable income generation and influence ambition and activities

- Help raise the profile of HFHGB, with external networks, as a global housing and shelter specialist.
- Support fundraising and influencing activity and network development (with funders, institutions, private sector organisations).

Provide leadership and expertise for the organisation

- Use specific skills, knowledge, or experience to support the Board and team to achieve their goals.
- Governance of the organisation
- Ensure that HFHGB complies with its legal and charitable obligations, with appropriate policies and practices.
- Ensure the proper management and administration of the charity, including funding and finances, maintaining financial stability, and pursuing objectives.
- Manage risks and opportunities with a considered, proportionate, and balanced approach, safeguarding the organisation's mission and values.

For more information on charity governance and statutory legal duties as a trustee, [CLICK HERE](#).



TRUSTEE PERSON SPECIFICATION

KNOWLEDGE AND EXPERIENCE

- Successful record of exceptional professional achievement in their field with a commensurate personal reputation of excellence.
- Experienced Trustee or Non-Executive Director in a global, influential organisation.
- Extensive networks at an executive or board level in relevant professional field and with adjacent sectors (e.g., media, finance, law, consultancy).
- Ideally demonstrates knowledge, experience of and a passion and commitment to housing for vulnerable groups.

SKILLS AND COMPETENCIES

- Strategic excellence with strong leadership skills.
- Ability to analyse risks and opportunities and take a balanced approach to both.
- Highly effective communication and interpersonal skills, with strong collaborative and team working skills.
- Strong influencing skills, ability to leverage external relationships and build support for HFHGB.

PERSONAL QUALITIES

- Strategic and creative thinker.
- Influential individual with high level of gravitas.
- Collaborative approach.
- Strong integrity, showing respect for others, trustworthiness, and responsibility.

- Commitment to our vision, mission, and values.
- Commitment to health and safety, data protection, equality and diversity and safeguarding compliance and best practice.
- Strong influencing skills, ability to leverage external relationships and build support for HFHGB.

TERMS OF OFFICE

Trustees are appointed for an initial three-year term and can serve for up to three terms (maximum of nine years). In exceptional circumstances there may be the opportunity to serve an additional fourth and fifth term (maximum of six years), with votes for approval every three years.

TIME COMMITMENT

There are quarterly full Board meetings, plus an annual awayday. These take place during the working day, typically from mid-morning to lunch. There are three sub-committees which meet two to three times per year (Finance, Risk and Audit; Development; and Impact). Meetings take place physically in London, as circumstances allow, with virtual attendance an ongoing option.

Staff may additionally consult with trustees on specific issues and opportunities. Trustees are expected to represent HFHGB at some external meetings. There are further opportunities for Board members to attend project and programme visits, nationally and globally.

SPECIFIC KNOWLEDGE AND EXPERIENCE WE ARE LOOKING FOR

In order to deliver the impact strategy, we have identified specific opportunities around enhancing our knowledge and experience at a board level. We are seeking expertise in development and infrastructure around the 'build back better' response to Coronavirus, plus senior individuals with marketing/communications and digital transformation knowledge. We are also seeking to broaden the geographical representation away from SE England and increase the diversity of our Board.

CHARITY RETAIL

We are currently in the process of launching our first charity shop, based on Habitat for Humanity's retail concept called ReStore. It is successful globally, in areas as diverse as North America, Poland, Ireland and New Zealand. Our vision is for ReStore to become a key element in our local programming, awareness raising, and impact.

We are looking for a seasoned retail expert, preferably with experience of charity retail at a senior level, to advise the board and senior management team on the strategic and operational requirements of this exciting new venture.

INTERNATIONAL DEVELOPMENT

We are looking for an experienced, high-profile individual with a development background to join our Board of Trustees. This key trustee will

help inform our impact strategy, highlighting external opportunities and trends and ensuring a level of ambition for impact. A highly influential individual, with a track record of working with senior development stakeholders, including funders, government, and private sector stakeholders, ideally in housing, shelter and/or development.

INFRASTRUCTURE/ CONSTRUCTION

With a post-COVID-19 policy focus on building back better in the UK, Europe and globally, we are looking for an individual with a background in the infrastructure/construction sector to join our Board to augment our senior expertise in housing. A senior individual with a background in engineering, consulting or sustainable energy, you will ideally have experience of working with complex challenges, and within global organisations. The trustee will join the Impact Committee, evaluating new project proposals and providing strategic oversight of Programme and Partnership planning.

MARKETING/ COMMUNICATIONS

We are looking for a senior marketing professional, working at executive level within a charity or commercial organisation. We are interested in individuals who have experience of building partnerships for marketing collaborations, with well-developed external networks, including media and other influential stakeholders.

SPECIFIC KNOWLEDGE AND EXPERIENCE WE ARE LOOKING FOR

You will help provide strategic oversight of marketing planning and engagement. You will naturally champion the organisation and draw on your external networks to raise the profile externally. Your expertise will help the Board and CEO build the organisational capacity for media and outreach and engagement.

DIGITAL

We are looking for an individual with strategic digital experience, with a background in technology or digital innovation. You will have demonstrable experience of leading on digital strategy within organisations at an executive level or as a consultant, and extensive knowledge of digital practices, platforms, and services.

You will help provide strategic oversight of our digital engagement and fundraising and champion the use of data in driving improvement in marketing, communications, and operations (e.g., in monitoring, financial management and reporting). Well-connected externally, you will be able to leverage your networks to connect the organisation to key digital partners.

LEGAL

We are looking for a qualified lawyer, preferably with experience of UK charity law and/or the real estate and construction sectors. We are interested in individuals with experience of

providing pro bono legal support (regardless of sector), and who have built a professional network across the legal sector.

You will provide the board with informed advice, especially related to financial, strategic, and governance issues especially, and this trustee will join the Finance, Risk and Audit sub-committee.

HR

We are looking for a seasoned HR professional with experience of UK HR law, to advise the CEO and leadership team when required on employee relations, recruitment, retention, reward and recognition, staff and trustee training and development, as well as advise around current and future strategic resourcing.

The HR trustee will also help ensure the board understand and fulfil its responsibilities in relation to HR concerns.

