



Kaleidoscope Trust is a small but prominent charity, working skilfully and vigorously for the human rights of LGBT people internationally. We are looking for three people with relevant experience and commitment to join the Kaleidoscope Trust Board of Trustees.

VACANCY: TRUSTEES

Background:

Kaleidoscope Trust is a London-based NGO dedicated to promoting and advancing the equality and human rights of lesbian, gay, bisexual and trans (LGBT) people internationally. We work with activists and organisations in 50+ countries to create positive change for LGBT people where they face discrimination, criminalisation and violence.

Since its establishment in 2011 the Trust has established itself as a leading human rights NGO by developing strategic networks that bring international LGBT activists together with British and international policy-makers, parliamentarians, civil society organisations and business leaders. Kaleidoscope is at the heart of the The Commonwealth Equality Network (TCEN) whose 45+ members lead the work in the 35 Commonwealth countries which still criminalise same-sex relations. Building on the Network's success in placing LGBT rights prominently on the agenda of the recent Commonwealth summit in London, Kaleidoscope has embarked on a fully funded series of programmes for change over the next two years.

The role:

This is an important role in a small, creative and influential NGO. It is an opportunity to join our team at a time of growth as we expand our staff team and international activities. The Board numbers 11 people, the role is unpaid and is for a term of three years, renewable for a further three. The move towards smaller Boards across the charity sector has been accompanied by an expectation from the Charity Commission that Board members will commit to all Board meetings. Ours take place every three months and we have a strategic away-day once a year. There is plenty of scope for greater involvement than this minimum.

Qualities and skills we need:

We are a small charity but are now growing fast. This poses new governance challenges. There is no standard model for the kind of person we are looking for. But backgrounds and experience of particular relevance will be: involvement, in either an executive or non-executive role, in growing a small charity; fundraising; knowledge of development issues; experience of working in countries where LGBT rights are challenged or denied; a public affairs background. We are looking for new Board colleagues who will be willing, not just to tick the standard governance boxes, but to contribute their wisdom, expertise and time to supporting the dedicated, but small executive team through ideas, brainstorming and helping us to open doors and to widen the charity's support base.

Kaleidoscope Trust is committed to equality and diversity and we particularly encourage applications from all sections of the LGBT community and black and minority ethnic communities. The human

rights of trans people are an important and growing part of our work and a trustee role may be of significant interest to someone from the trans community and with relevant experience.

How to apply:

Please send a completed Recruitment Monitoring and Analysis Form, your CV and a 2-page covering letter explaining (i) your interest in joining Kaleidoscope Trust and (ii) your relevant experience as per the skills and competencies outlined above. Please title your communication: 'Vacancy: Trustee' and email through to info@kaleidoscopetrust.com.

Deadline for applications: 5:00pm on 1st October 2018 (applications will be reviewed on a rolling basis). Interviews will be held week commencing 1st October and week commencing 8th October 2018.