

# Migrants' Rights Network

## TRUSTEE RECRUITMENT PACK



# INTRODUCTION FROM CHAIR

Trustees play a crucial role in the running of the Migrants' Rights Network. They help guide the organisation's long term strategy, they support the staff in their areas of expertise, they help to build the network, they oversee MRN's finances, and they contribute to the fight to secure for all migrants the rights they are entitled to.

While we are looking for new trustees with skills such as fundraising, income generation, communications, human resources, and charity law we are also looking for those with lived experience of migration and refugee policy. We want to encourage applications from people who have a commitment to improving the lives of migrants and refugees, to campaigning for their rights and to facing up to the 'hostile environment' that confronts today's migrants.

Now is a challenging time for those seeking refuge in this country. And there are many new issues on the horizon which MRN and those we support will have to face up to. By becoming a trustee, you will play a part in changing for the better the lives of migrants and their families and improving our society as a whole.

**Nick Sigler**

**Chair of trustees**

# ABOUT MIGRANTS' RIGHTS NETWORK

## Being a Trustee at MRN

Trustees play a key role at the Migrants' Rights Network (MRN) to help us achieve our vision of a more just society for migrants a reality and ensure MRN remains a dynamic and influential organisation that stands with all migrants in their fight for rights and justice.

As a trustee, you are instrumental in ensuring that MRN is achieving its objectives and purpose, and it is complying with its governing document and other legal requirements. Trustees are key to developing and delivering the strategy that will help drive the organisation forward.

We are looking for up to three people to join the MRN board, and are keen to draw upon the skills and experience of those with the lived experience of migration and/or refugee policies.



## About MRN

MRN builds alliances with individuals and organisations so that migrants are properly represented at all levels of society. It works with and for migrant communities to influence stakeholders and effect structural change to achieve justice and equality for migrants. MRN recognises that achieving justice for all migrants strengthens society as a whole.

As an organisation that is challenging in our approach, we tackle strategically important but unpopular issues that particularly impact on groups most harmed by anti-immigrant policies and narratives.

We have a dynamic approach that uses a plurality of methods for change. These methods include; strengthening and supporting migrant leadership and the capacity of the organisations that work with migrants; policy and advocacy; collective action and legal approaches.

## Vision



People are free to move because migration is and has always been an integral part of the human experience.

Everyone, including all migrants, live in a society which is free from all forms of oppression and discrimination.

Nobody's access to safety, rights and security should be determined by their immigration status.

# Values



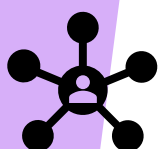
## **No. 01 — Migrant-centred**

MRN places at the heart of its work the experiences and perspectives of migrants to ensure it is accountable to those impacted by immigration and wider policies and practices.



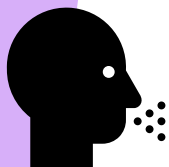
## **No. 02 — Justice for all migrants**

MRN works for the rights of ALL migrants.



## **No. 03 — Intersectional**

MRN approaches its work with the understanding that people will experience multiple forms of oppression, where immigration status/migration experience is but one factor.



## **No. 04 — Leadership**

MRN strives to be daring and determined and speak 'truth to power' to obtain justice and equality for migrants. MRN also recognise that where it holds power, it must be held to account by those affected by the immigration systems.



## **No. 05 — Solidarity**

MRN builds the power of those affected by the immigration system and works in alliances to strengthen efforts to further the rights of all migrants.



## **No. 06 — Collaboration**

We team up with activists, lawyers and academics to oppose hostile and unfair policies, tackle negative media narratives and campaign for real, meaningful change.

## **The Network**

MRN is seen by migrants, grassroots and migrants' rights organisations as a support and solidarity network, as opposed to a formal membership network and this is the added, unique value that we bring.

We work as a collective of like-minded people and organisations working to amplify and centre the voices, issues and demands of migrants and grassroots groups. It is a network that is accessible, inclusive, broad and intersectional.

The purpose of the 'network' is to redistribute access (including, to knowledge, learning, information, and space) to those most impacted by immigration policy and practice. Our network can and will change depending on what the context and need is.

## **Our Priorities**

In 2021, we are concentrating our efforts to the following themes of our work. We are continuing to assess the impact of Covid-19 on the communities we work alongside. We are exposing the immensely provocative government policies which are re-writing the rule books on refugee rights. And we are fighting against the general restrictive immigration policies that exist and those emerging.

Migration is not a crime, and we will continue our fight for the rights and justice for all migrants. We will particularly work with those most vulnerable to exploitation or oppression, and will be:

- ◆ Influencing policy to challenge the hostile environment
- ◆ Amplifying migrants' voices and supporting their causes
- ◆ Changing the narrative to develop a positive profile

## **Our Board**

MRN is a registered charity and a company limited by guarantee. We have a Memorandum and Articles of Association as our governing document, and are currently governed by:

- ◆ Nick Sigler- Chair
- ◆ Sainga Tony- Vice-Chair
- ◆ Aurora Todisco- Treasurer
- ◆ Leticia Ishibashi- Secretary to the board
- ◆ Dr Rakhi Rashmi
- ◆ Alan Anstead



# THE ROLE OF MRN TRUSTEE

We are looking for trustees who want to contribute to the running of an organisation that is in pursuit of real change, and aims to centre migrant voices and experiences, embedding our campaigning and policy work in a migrant-led agenda.

As with any small charitable organisation, we are reliant on the skills and dedication of our staff, volunteers, and trustees to deliver our services. We pride ourselves on a diverse board which primarily consists of those with the lived migrant and refugee experience. We therefore want to continue to attract those with the lived experience of migrating or the refugee system. We are particularly keen to reflect the communities we engage with and are keen for those under 25 to apply. We are also looking for those living outside of London to apply.

At present, we are particularly seeking expertise and skills in the following:

- ◆ Fundraising and income generation for small/medium UK charities
- ◆ Legal expertise in either immigration, corporate or charity law
- ◆ Digital engagement with a focus on campaigning
- ◆ Human resources



But if you feel that you have something to offer MRN please feel free to apply even if you do not have any of these specific skills.

All new trustees will receive induction and support from existing trustees and the staff, and ongoing access to training and refresher courses, where required.

As a trustee you will be able to apply your significant skills and abilities, while working alongside devoted and enthusiastic trustees and staff who are committed to working and campaigning for the rights of all migrants. You will be contributing to making a real difference to the lives of migrants and refugees.

## **Your commitment**

This role requires at least 10 days commitment a year, and this would include attending bimonthly board meetings, strategy days, away days and reading through board reports prior to meetings.

Board meetings are currently being held remotely on a bi-monthly basis but may soon be meeting in person. These meetings would take place in our office in Stratford, London. Other meetings can take place on an ad hoc basis. (Facilities exist for trustees to join remotely if they wish).

The role is unpaid, but we will reimburse reasonable expenses e.g., childcare, travel and accommodation, if required.

# Trustees duties & responsibilities

- ◆ Ensuring that MRN pursues its stated objects (purposes), as defined in its governing document, by developing and agreeing a long-term strategy
- ◆ To ensure MRN follows effective governance to meet regulatory and statutory requirements and complies with its governing document (i.e., memorandum and articles of association), charity law, company law and any other relevant legislation or regulations.
- ◆ To make balanced and informed decisions in the best interests of the charity to achieve its purposes, and avoid personal conflicts of interest when making decisions.
- ◆ Ensuring that MRN applies its resources exclusively in pursuance of its charitable objects (i.e., the charity must not spend money on activities that are not included in its own objects, however worthwhile or charitable those activities might be) for the benefit of the public
- ◆ Ensuring that MRN defines its goals and evaluates performance against agreed targets
- ◆ To act responsibly, reasonably, and honestly, and safeguard the good name and values of MRN
- ◆ Ensuring the effective and efficient administration of MRN, including having appropriate policies and procedures in place
- ◆ Ensuring the financial stability and probity of MRN

- ◆ Protecting and managing the property of the charity and ensuring the proper investment of the charity's funds
- ◆ Following proper and formal arrangements for the appointment, supervision, support, appraisal, and remuneration of the CEO
- ◆ To assist the Board to support MRN in delivering its overall strategy
- ◆ To support the organisation in developing a fundraising strategy that fits with its ambitions and objectives
- ◆ Be an active champion of Migrants' Rights Network

In addition to the above statutory duties, each trustee should use any specific skills, knowledge or experience they have to help the board of trustees reach sound decisions. This may involve scrutinising board papers, leading discussions, focusing on key issues, providing advice and guidance on new initiatives, or other issues in which the trustee has special expertise.



# What do we need?

We need trustees who will:

- ◆ Commit to the organisation, to the aims and objectives of MRN, and its vision
- ◆ Want to ensure MRN is inclusive and takes an intersectional approach
- ◆ Devote the necessary time and effort required
- ◆ Offer strategic vision and insight
- ◆ Demonstrate good and independent judgement
- ◆ Think creatively to further the organisations causes
- ◆ Be an active participant and will speak their mind
- ◆ Have understanding and acceptance of the legal duties, responsibilities, and liabilities of a trusteeship
- ◆ Work effectively as a member of a team
- ◆ Use their skills and experience in setting targets, monitoring, and evaluating performance and projects
- ◆ Able to demonstrate knowledge, skills, and experience of at least one of the following: campaigning; digital engagement; fundraising and income generation; human resources management

- ◆ Use their excellent networking skills, influencing and communication skills to further the organisations agenda
- ◆ Desirably have some understanding of financial management,
- ◆ A commitment to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty, and leadership.

## **An Inclusive Board & Organisation**

We strive to have a board that is representative of the communities we work alongside, and we have good representation from those with the lived experience of migration or the refugee system.

We are committed to being a truly inclusive organisation, and want to actively encourage those who identify with a disability, as LGBTQI, or those under 25 to apply.

If you have access requirements or need any adjustments to the recruitment process, please do let us know.



## **Interested in Applying**

If you are interested in applying please send a CV and a covering letter (max one page) explaining why you are interested in joining the board as a governance trustee, and how you meet the skills, experience and background we currently seek.

You can also send a short 3-5min video on why you would like to join the board addressing the points above along with your CV.

**Please send your application to [trustees@migrantsrights.org.uk](mailto:trustees@migrantsrights.org.uk) by 11.59pm, 4 November 2021**

## **Recruitment Process**

Once we have received your application, we will review all applications and shortlist applicants that meet the skills and criteria we seek, and contact you for a brief interview with two board members, and the CEO.

# FURTHER INFORMATION

If you would like more information or have an informal chat, please contact Chair of MRN, Nick Sigler - [n.sigler@migrantsrights.org.uk](mailto:n.sigler@migrantsrights.org.uk) or the CEO, Fizza Qureshi - [f.qureshi@migrantsrights.org.uk](mailto:f.qureshi@migrantsrights.org.uk)

For information on our current activities and impact, please visit [www.migrantsrights.org.uk](http://www.migrantsrights.org.uk)





**we stand up for all migrants**