

Migrants' Rights Network Treasurer Recruitment Pack



**Migrants'
Rights
Network**

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 a new treasurer, 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 a treasurer 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.



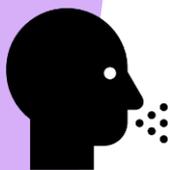
No. 02 — Justice for all migrants

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 2022, 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
- ◆ Dr Rakhi Rashmi
- ◆ Alan Anstead
- ◆ Michael Raff
- ◆ Dagmar Myslinska
- ◆ Michael Ahanchian



The role of an MRN trustee

Treasurer responsibilities

The duties of the treasurer include the following:

- Overseeing, approving and presenting budgets, accounts and financial statements
- Being assured that the financial resources of the organisation meet its present and future needs
- Ensuring that the charity has an appropriate reserves policy
- Preparing and presenting financial reports to the board
- Ensuring that appropriate accounting procedures and controls are in place
- Liaising with any paid staff and volunteers about financial matters
- Advising on the financial implications of the organisation's strategic plans
- Ensuring that the charity has an appropriate investment policy
- Ensuring that there is no conflict between any investment held and the aims and objects of the charity
- Monitoring the organisation's investment activity and ensuring it is consistent with the organisation's policies and legal responsibilities
- Ensuring that the accounts are prepared and disclosed in the form required by funders and the relevant statutory bodies -the Charity Commission and the Registrar of Companies
- If external scrutiny of accounts is required, ensuring that the accounts are scrutinised in the manner required (in MRN's case independent examination) and any recommendations are implemented
- Keeping the board informed about its financial duties and responsibilities
- Contributing to the fundraising strategy of the organisation
- Making a formal presentation of the accounts at the annual general meeting and drawing attention to important points in a coherent and easily understandable way

- Sitting on appraisal, recruitment and disciplinary panels as required

Person specification

- In addition to the person specification for a trustee, the treasurer should have the following qualities.
- Financial qualifications and experience
- Some experience of charity finance, fundraising and pension schemes
- The skills to analyse proposals and examine their financial consequences
- Being prepared to make unpopular recommendations to the board
- A willingness to be available to staff for advice and enquiries on an ad hoc basis.

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 a treasurer 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 want to ensure those with the lived experience of migration or the refugee system, remain fully represented. 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 by 11.59pm, 10 July 2022

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 or the CEO, Fizza Qureshi - f.qureshi@migrantsrights.org.uk

For information on our current activities and impact, please visit www.migrantsrights.org.uk





we stand up for all migrants