



**ECPAT INTERNATIONAL
CHAIR OF BOARD RECRUITMENT PACK
MAY 2024**

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Welcome and thank you for your interest in joining our Supervisory Board

Message from our Chair, Maud de Boer-Buquicchio.

Joining the Supervisory Board of ECPAT International as its Chair is a significant step both for you and for the Organization.

It will allow you to deploy all your talents and commitment to the noble cause of fighting child sexual abuse, and ECPAT will benefit from your guidance, supported by a highly motivated Executive Director and his team. It is all about ensuring the empowerment chain: the Chair empowering the Board, the Board empowering its ECPAT Membership, Members empowering society and above all children themselves, to prevent and to respond to this unspeakable crime.

During these two years while I was Chair, the full governance structure has been reviewed through an inclusive process. It has paved the way for a healthy and sound Organisation yet requiring the Chair's constant scrutiny in light of constantly changing circumstances.

It has been an incredible privilege and a challenge which I have enjoyed tremendously, as you will. But I have now reached a point in my life, when I would like to have more time to dedicate to my "other" life and what matters most to me, i.e. my own family.

I am confident that the choice of my successor will be a decision based on the interest of the Organization globally, at the service of all children.

I thank you for reading this pack and looking forward to receiving your application.

Yours Sincerely

Maud de Boer-Buquicchio.



Who are we

ECPAT International (ECPAT) is a global network of civil society organisations working collectively for the elimination of all forms of child sexual exploitation. We seek to encourage the world community to ensure that children everywhere enjoy their fundamental rights free and secure from all forms of sexual exploitation. The ECPAT network currently consists of 125-member organisations in 104 countries. The ECPAT Secretariat coordinates the global work of ECPAT and has a central office in Bangkok, Thailand.

What do we do

ECPAT's mandate is to end the sexual exploitation of children. We look at this problem in all its settings, including child sexual exploitation through prostitution; trafficking; child early and forced marriage, online and in the context of travel and tourism. We work to better understand the problem through research and push for the critical systemic and social changes necessary to end the sexual exploitation of children with governments, intergovernmental institutions, the private sector, civil society, and the general public, including with the children themselves.

Violence against children, including sexual exploitation and abuse, affects an estimated one billion children worldwide and ECPAT's research has concluded that no country or region is 'immune'. Sexual violence against children is a growing and increasingly complex crime. It happens to children from all socioeconomic groups, of all educational levels, across all ethnic and cultural groups, and in different geographic settings. To end these crimes, knowledge, and evidence must be of the highest possible quality to inform our decisions and guide targeted action and activities. ECPAT continues to conduct primary research, as well as bringing together information from various sectors and countries around the world, to form a reliable and professional range of academic sources.

ECPAT also offers information for children to understand their rights, gain access justice, and find medical, psychological, and social support services in case they are affected by sexual exploitation and abuse. We connect adult survivors of child sexual abuse and exploitation to work together to heal as a global community of advocates.

Vacancy Notice - Chair of Supervisory Board

ABOUT THE ROLE

Provide guidance, leadership, and support to the Supervisory Board, ensuring collaboration and engagement for the Supervisory Board members to fulfil their responsibilities for the overall governance of ECPAT International. Ensuring that all skills necessary are on board and utilised, and that all are aligned with the mission, vision and strategy and contribute towards the long-term continuity of the organisation.

RESPONSIBILITIES

- Chairs and facilitates Supervisory Board meetings, ensuring diverse perspectives are heard, seeking consensus whenever possible, effective communication, thus ensuring that an appropriate decision-making process is undertaken.
- Forges a team and is a sparring partner to the Executive Director.
- Motivates with impartiality, accountability, transparency and objectivity in decision making.
- Takes a lead responsibility on behalf of the Supervisory Board for the relationship with the Executive Director in accompanying him/her/them in the implementation of ECPAT's strategic work plan and budget and holding him to account.
- Liaise with Assembly of ECPAT organisations, and Members Representative Committee through the Executive Director of ECPAT International.
- Coordinates annual planning and setting agendas of Supervisory Board meetings.
- Leads consensus building and conflict resolution within the Supervisory Board.
- Demonstrates drive and ambition to raise globally awareness on the sexual exploitation of children and ensure that ECPAT International operates with the proper safeguarding systems to protect children from abuse.
- Monitors that decisions on ECPAT's resources are implemented exclusively in pursuance of ECPAT's mission.
- Leads the process of recruiting, managing, and appraising the performance of the Executive Director on the Supervisory Board.

Requirements

- A senior international leader, experience as (non-)executive on global level and across multicultural teams.
- Demonstrated knowledge of children's rights including the issue of sexual exploitation of children in all its manifestations.
- Well-connected with other global actors on children's rights.
- Knowledge of good non-profit governance.
- Leading with clarity, transparency.
- Diplomatic, negotiation, conflict resolution and coaching skills, demonstrating empathy and with interpersonal relations skills.
- Demonstrated excellence in managing multi-partner and multi-disciplinary collaboration.
- Fluency in spoken and written English; knowledge of French, Spanish, Arabic, Russian or Portuguese language is a critical advantage.

Introduction and vision of the Supervisory Board of ECPAT International

Organisation and governance

ECPAT International is registered as a Foundation (*Stichting*) in The Netherlands and has its office/operations in Bangkok, Thailand. The organisation is headed by the Executive Director, who is supported by a Senior Management Team (SMT). About half the staff team is home-based in their country of residence, outside of Thailand. In early 2024, the total team were 36 staff members, and the annual budget in 2023-2024 is about USD 5.5M.

The Executive Director is appointed by a Supervisory Board, a non-executive board under Dutch law that oversees and checks that the mandate, strategy, and budgets are being implemented duly, and that the mission is fulfilled.

ECPAT International has included in its mandate that it (also) has the objective to maintain and facilitate a global network of civil society organisations. In early 2024, ECPAT has 125 members in 104 countries. These members are united in the Assembly of ECPAT Organisations. The Executive Director has to consult this Assembly in creating (multi-) annual plans and overall strategies to fulfil the mission, and naturally is in constant consultation with the membership. The Assembly also has the right to bindingly nominate up to two members of the Supervisory Board. A smaller regional representation of the Assembly, united in the Membership Representative Committee, interacts more closely on behalf of the entire membership with the Executive Director and the Supervisory Board.

Our Strategy

ECPAT International currently employs seven regional coordinators and five heads of programmes to add a value to what the members are doing, by focusing on regional and global spheres of influence, with actions ranging from advocacy to research, coalition building to convening the private sectors and neglected actors of child protection systems, capacity building to piloting innovative action in a few sample countries to encourage emulation and scaling, developing norms, standards and tools to giving visibility the bottom up approaches favouring localisation to the international scene, especially the voice of civil society organisations from the global south and those of children, youth and survivors of sexual exploitation. With the global growth in the sexual exploitation of children that leaves no country immune to the phenomenon, it is more than ever important to strengthen local organisations to adopt approaches that are close to children, with these children, to prevent and respond to sexual exploitation and abuse.

Vision of the Supervisory Board

The Supervisory Board has its own vision on how to best implement its role with integrity as highest supervisory actor within ECPAT International, an international organisation with global reach and membership. The Supervisory Board accounts, with transparency, to the outside world how it fulfils this role.

Relationship with funders

The Supervisory Board works for and supervises a non-profit organisation that is mainly financed through donor and public funds. There are no shareholders, but the entire world is a stakeholder due to our global mandate.

Diversity, equity, and inclusion

ECPAT International operates in diverse settings across the globe and facilitates a global network. Diversity, equity, and inclusion are not only basic principles within the context of ECPAT International and therewith of the Supervisory Board, but it also finds its expression in our vision on good governance and supervision by the Supervisory Board.

Stakeholder interests

The Supervisory Board has to account for the work carried out by the organisation: have funds been well spent, has the work been done efficiently, are the results in accordance with the agreements and strategy.

Adding value

As a Supervisory Board, we do not want to merely command and control. We want to add value to the organisation and its mission. As a Supervisory Board, we therefore also want to expressly consider our own added value, partly in view of the rapidly changing playing field in the sector and developments in society. In our view, it is mainly about:

1. Safeguarding governance and policy
2. Offering new points of view
3. Bringing the outside in
4. Legitimation of beneficiaries and stakeholders

Framework used as a Supervisory Board

While the mandate is governed by the Dutch Civil Code, further detail is given to the tasks and powers of the Supervisory Board in the articles of association. The working method of the Supervisory Board are further elaborated in the Assembly of ECPAT Organisations and Membership Representative Committee Regulations. This includes, among other things, the division of functions and tasks and the consultation with the accountant. Dealings with the Executive Director are also regulated there. The Supervisory Board appoints, dismisses, and assesses the performance of the Executive Director, regulated under a specific regulation. Agreements are made annually between the Executive Director and the Supervisory Board about the objectives and the performance to be delivered. After consulting a number of interested parties, such as at least the Senior Management Team, the Supervisory Board reviews the competencies for the Executive Director position on an annual basis and for the members of the Supervisory Board towards the end of each term.

Evaluation and learning

The Supervisory Board is a professional board that intends to be open to learn, that independently acquires its information and keeps up to speed with developments in the sector through training and learning.

A resignation schedule is drawn up to record the moments of (re)appointment.

Committees

The Supervisory Board has a Remuneration and an Audit Committee.

Agenda-setting

Prior to each meeting of the Supervisory Board with the Executive Director, the Supervisory Board may have a preliminary consultation in order to prepare for this meeting. The Chair of the Supervisory Board and the Executive Director discuss, propose, and prepare the agenda in advance. Also, twice a year, the Supervisory Board meets with the Membership Representative Committee.

The role of the Supervisory Board

As the highest supervisory body in the organisation, the Supervisory Board is the ultimate guardian of the strategic and operational objectives and the quality of the organisation's programming performance. The Executive Director is responsible for the functioning and performance of the organisation and is accountable for this to the Supervisory Board.

The role of the Supervisory Board is laid down in the Dutch Civil Code, specifically Book 2. Its mandate and tasks are described as follows:

1. Supervises the strategic and operational objectives and the quality of the organisation's performance/services.
2. Adopts financial statements, budgets and annual accounts; appoints the external auditor for annual organisational audits.
3. Acts as a sounding board for the Executive Director.
4. Appoints and dismisses the Executive Director.
5. Has a networking role, shares its own network with the organisation and opens new doors/avenues.

Because the Supervisory Board oversees achieving the strategic objectives and the associated risks, it needs to be involved at an early stage in drawing up or changing the strategy and the way in which the risks are being monitored. The sounding board role of the Supervisory Board also includes 'reflecting' on various (policy) issues. The Supervisory Board can look at these questions with a fresh perspective and based on this provide advice, suggestions and comments.

As an employer and sounding board for the Executive Director, the Supervisory Board should be well informed. The Supervisory Board periodically monitors the efforts and intended results from the Annual Plan and financial realisation. The assessment framework and information protocol are drawn up in consultation between the Supervisory Board and the Executive Director. The Supervisory Board also considers it important to gain insight into the functioning of the organisation, including through targeted discussions with senior leaders (also without the presence of the Executive Director when requested) and strategy meetings with the Senior Management Team and staff members on certain occasions.

The Supervisory Board always takes an independent position, adopts a positive-critical attitude (as a 'critical friend') and ensures a constructive tone.

A Supervisory Board and its individual members can be held to account by third parties in a legal procedure for damage caused by the organisation. ECPAT International has a liability insurance for the Supervisory Board for such claims. In the Netherlands, this is a matter of professionalism for Supervisory Board members.

The composition of the Supervisory Board

In 2022-2023, ECPAT International reviewed and updated its governance and transformed its Board of Trustees (one-tier-model) to a Supervisory Board (two-tier-model), with new Statutes and Regulations. A first, transitional Supervisory Board consisting of five members selected from and voted by the earlier Board of Trustees, commenced in January 2024. By the end of 2024, governance structure will be fully in place, with a Supervisory Board appointed for the following year. Details of terms of office are spelled out in a transition scheme. The Supervisory Board will build on the solid basis that has been laid down by the Board of Trustees first, followed by a transitional Supervisory Board.

The Supervisory Board consists ideally of five members. A maximum of two out of five members in the Supervisory Board are proposed by the Assembly of ECPAT Organisations through its Membership Representative Committee.

Individual profiles

The following profiles have been defined by the Supervisory Board in May 2024 for the future needs of the organisation and its governance:

1. Chair

Provides guidance, leadership, and support to the Supervisory Board, ensuring collaboration and engagement for the Supervisory Board members to fulfil their responsibilities for the overall governance of ECPAT International. Ensuring that all skills necessary are on board and utilised, and that all are aligned with the mission, vision and strategy and contribute towards the long-term continuity of the organisation.

2. Financial expert

Provides guidance on financial reporting and risks, financial processes, compliance, budget allocation and investments, to the Executive Director and the Supervisory Board. As such, contributing towards the financial health, performance, sustainability and therewith the long-term continuity of the organisation.

3. Advocacy, Engagement and Campaigning Expert

Provides strategic oversight to ensure alignment between the strategic objectives and strategies of the organisation with its reputation, communication, advocacy, engagement and campaigning, contributing as such to the long-term continuity of the organisation.

4. Legal & Governance Expert

Ensures legal compliance and good governance, conducive to the fulfilment of the mission, vision and strategy of the organisation and that these are carried out with high standards of ethics and integrity. Ensures that the Supervisory Board operates within legal and regulatory frameworks.

5. Fundraising & Private Sector Engagement Expert

Ensures a strong link with private sector actors, conducive to the fulfilment of the mission, vision and strategy of the organisation, therewith contributing to the long-term continuity of the organisation.

What's involved in being Chair of the Supervisory Board.

Time commitment

Minimum four Statutory Board Meetings per year Article 14(1), minimum 1 meeting per year with the Members Representative Committee Article 13(3) and minimum 1 meeting once every 2 years with the Assembly of ECPAT organisations Article 15(4).

The expected time dedication is a minimum of approximately 6 hours per month. The working language is English.

Location

At the moment, most of our work as a Board is virtual but we do physically meet in a city of our choosing annually for 2 days. All expenses paid for by ECPAT.

Term of office

Trustees are appointed for a minimum of 4 years and can continue with 1 further 4 year extension.

Remuneration

This is a voluntary position that does not receive any remuneration, whether directly or indirectly. Board members may be entitled to reimbursement of reasonable costs incurred by them when carrying out their duties Article 13(6).

Leading the team

The Supervisory Board intends to be more than the sum of individual experts; it is a team. The role is intended to provide the strong leadership to bind all board members together as a performing collective unit.

Our commitments

As ECPAT International we recognise that our strength lies in the diversity of the people who make up our global network. We are committed to being an inclusive network where people of all backgrounds and cultures can thrive and be themselves. This means we will challenge ourselves to do better and to continue learning, to create and maintain a collaborative environment steeped in respect, tolerance, safety, and where all parties are valued equally.

As a child-focused organisation, ECPAT has a strong commitment to child safeguarding and rigorous procedures. The successful candidate will be required to provide two referees (one from your last employer) and a criminal record from the country of residence or origin (as applicable).

How to Apply

For this position, please send your CV and cover letter to marthal@ecpat.org mentioning **your name and Chair in the subject header** and the country you are based to consider time differences.

Deadline: 25 June 2024