

A woman in a teal top and a child in a plaid shirt are walking on a dirt path in a rural, hilly area. The woman is smiling and holding the child's hand. The child is looking towards the camera. In the background, there is a stone house with a corrugated metal roof and a large tree. The foreground is filled with green corn plants and grass. A large yellow graphic with a white outline is in the bottom left corner.

tearfund

Appointment of
Digital Trustee

**Trustees
Unlimited**

Dear Prospective Candidates,

Thank you for considering the Digital Trustee role at Tearfund.

Tearfund is a Christ-centred INGO, founded in 1968. We have a huge vision: to see all people freed from poverty, living transformed lives and reaching their God-given potential. Tearfund's role is to be a highly effective, servant-hearted partner of local churches. We currently support 31,000 churches in more than 50 of the world's poorest countries, and our aspiration is to equip 250,000 churches to be transformation centres for their communities and countries. As we do this, we are seeing extraordinary and sustained change at both individual and community level, across a wide range of countries and contexts. The church is the largest civil society organisation on the planet, and we believe the church is the most powerful agent of holistic, transformational change in the world.

As you can read in our [Annual Report](#), we have the following four core priorities:

- 1) Unlocking the potential of local churches and communities through Church and Community Transformation to catalyse change in a cost-effective, holistic and sustainable way,
- 2) Supporting local churches, faith groups and communities to address the causes and effects of conflict and pursue peace, including in places of protracted crisis and conflict
- 3) Working through local churches to tackle environmental and climate issues, while creating green and sustainable jobs, and
- 4) Building resilience in communities facing repeated shocks and dislocation.

You find Tearfund at a moment of significant change. Our income last year was £82.6m. We are one of the UK's largest humanitarian and development INGOs. And we are working in very volatile times, with shifting patterns in our funding, leading us to reshape our structures and systems, and introduce change programmes to enable us to be more agile and fit for purpose as we launch into a key strategic period of development.

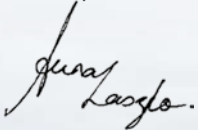
Tearfund's vision and ambitious strategy requires an exciting transformation journey ahead, full of opportunity to seize and challenge to overcome. These are volatile and demanding times, and a moment of great opportunity for the global church. We see our role in this next season as increasingly catalytic: training, connecting, resourcing, learning from and serving the local church. Tearfund needs to be highly agile and excellent at execution during times of change like this.

Nigel Harris, Tearfund's CEO, will step down in June after nearly a decade of impactful leadership. The search for his successor begins around Easter. While the incoming CEO will undoubtedly bring their own vision to the role, Tearfund's overarching focus and goals will remain consistent. New Trustees will join during this leadership transition and I would be happy to discuss any questions you may have.

Tearfund is governed by a Board of Trustees. Our role is to provide strategic leadership and oversight to the organisation, bringing in external perspectives and experience; to pray for those who work within Tearfund and for those with whom we work; and to encourage, support and provide healthy challenge to the executive leadership. The Board is supported by a Committee structure that includes non-Trustee members with a valuable breadth of experience and expertise.

If you feel that God may be calling you to serve with us, and if you meet the criteria outlined below, I very much hope that you will get in touch. We look forward to hearing from you.

Warmly,



Anna Laszlo



Tearfund's Calling

Our vision is to see people freed from poverty, living transformed lives and reaching their God-given potential.

Our mission is to follow Jesus where the need is greatest, responding to crisis and partnering with local churches to bring restoration to those living in poverty.

Our values are to be courageous, truthful, compassionate, servant-hearted and Christ-centred. Guiding scriptures include: 2 Cor. 5:8-11, James 3:18, Romans 8:18-25, Philippians 4:7, John 10:10, Luke 4:16-21 and Micah 6:8.

Everything we do is grounded in our theory of poverty, that sees broken relationships with God, self, others and the environment as the root of poverty, injustice and exclusion.

Our calling is to envision and equip local churches to be the agents of change, and to see them mobilised and embracing integral mission. The impact we want to see is communities transformed, society changed, and emergency needs met.

Our characteristics describe the behaviours and culture where we want to be at our best more of the time. If we want to see restored relationships, with people freed from poverty, living transformed lives and reaching their God-given potential then we, both individually and corporately, need to be people being transformed, renewed and empowered by God and dependent on prayer.

- Creating space for God and ourselves
- Working together
- Communicating bravely
- Learning and growing
- Including and valuing each other
- Acting with integrity





Digital Trustee Role Profile

In addition to the specific requirements for the Digital Trustee set out below, the successful candidate will be able to demonstrate that they:

- Are a committed Christian, actively involved in their local church and willing to affirm Tearfund's statement of faith, with some understanding of the evangelical constituency of the church in the country and region in which they live;
- Have an understanding of good governance and some governance experience, and are able to contribute on the wide range of governance issues that the Board may address;
- Have a reasonable understanding of the developmental and theological issues relating to Tearfund and a strong commitment to justice for people living in poverty.

Overall Purpose of Digital Trustee Role

Enable Tearfund to harness the benefits of digital technology in pursuit of its goal of seeing 250,000 communities transformed - increasing agility, effectiveness and impact both in the countries where we work and also in our relationships with supporters, churches and donor organisations. We are looking for someone with expertise and passion to:

Trustee Role Description

- Guide Tearfund in integrating digital across fundraising, communications, service delivery, and operations, aligning with its mission and values.
- Identify opportunities and risks in digital technologies, ensuring alignment with Tearfund's strategy.
- Help trustees understand and engage with digital opportunities and challenges for informed decision-making.
- Review and advise on strategic digital projects, ensuring they support organisational goals.
- Promote data-driven decision-making to enhance impact and operational effectiveness.
- Support partnerships and innovation, leveraging your networks and emerging technologies like AI to boost impact and efficiency.
- Foster a digital culture and agile practices across Tearfund's work.
- Help trustees understand and engage with digital opportunities and challenges for informed decision-making, and contribute to governance by integrating digital considerations into board and sub-committee discussions

Trustee Person Specification

- Proven experience in digital strategy and transformation, including areas such as digital innovation in fundraising and development work, agile transformation, service design, data transformation, and horizon scanning future trends.
- Ability to communicate complex digital concepts in an accessible way, fostering a culture of shared digital responsibility across the board.
- A strong understanding of the ethical and social implications of digital innovations, ensuring that Tearfund's digital strategies remain consistent with our Christian values and commitment to justice.
- The ability to communicate complex digital concepts effectively to non-specialists, fostering a collaborative and inclusive governance environment.

Desirable

- Strong knowledge of risk management, cybersecurity, and disaster recovery planning, with a track record of implementing effective strategies in these areas.

Term of Office

The expectation is that Trustees will serve for two terms of three years each, with the possibility of a further term of up to three years depending on the needs of the Board. Trustees commit to four Board meetings each year (two of these meetings are full-day meetings, one is a full day Board meeting with half a day of Board only time, and once a year the Board meets for a full two days to allow for horizon scanning and longer-term strategic discussions, relational time and prayer). The time commitment for this role is 15 days per year. This is a volunteer role and reasonable expenses will be met.

Photo: Hannah Maule-ffinch/Tearfund



How to Apply

If you are passionate about joining Tearfund and believe you have the skills and experience we are looking for, please apply with the following:

- An up-to-date CV
- A supporting statement of no more than 2 sides of A4, detailing why you would like to be considered, your relevant experience and expertise and what you think you can bring to the role, and confirmation that you can affirm Tearfund's statement of faith.

All applications are being handled by our recruitment partner, Trustees Unlimited (part of the Russam group). This is a global search.

All applications should be sent to applications@trustees-unlimited.co.uk with your full name and Tearfund Trustee in the subject heading

For an informal discussion about the role, please contact Melissa Baxter, Managing Partner - Charities on: melissa.baxter@trustees-unlimited.co.uk / 07789 985229.

Closing date for applications: Friday 21st March 2025
Interviews with Tearfund: w/c 7th April 2025 (TBC)

tearfund.org

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Registered office: Tearfund, 100 Church Road, Teddington, TW11 8QE. Registered in England: 994339. A company limited by guarantee. Registered Charity No. 265464 (England & Wales) Registered Charity No. SC037624 (Scotland)
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