

Board of Trustees and Nominations and Governance Committee Members

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AMERICAS ASIA PACIFIC EMEA

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Who we are

The International Planned Parenthood Federation (IPPF) is a global service provider and leading advocate of sexual and reproductive health and rights for all. We are a worldwide movement of national organisations working with, and for, communities and individuals.

In the early 1950s, a group of women and men started to campaign vociferously and visibly for women's rights to control their own fertility. Family planning as a human right challenged many social conventions. Campaigners faced great hostility to gain acceptance for things that we take for granted today. Some were imprisoned, but they emerged determined to work with different cultures, traditions, laws and religious attitudes to improve the lives of women around the world. And so, in 1952, eight national family planning associations founded the Federation.

65 years later, the UK registered charity is a Federation of 165 Member Associations and collaborative partners in six regions.

As a condition of membership, all Member Associations are required to meet ten fundamental principles and 49 separate standards through an accreditation process repeated every five years. The principles require that an organisation is:

1. Open and democratic
2. Well-governed
3. Strategic and progressive
4. Transparent and accountable
5. Well-managed
6. Financially healthy
7. A good employer
8. Committed to results
9. Committed to quality
10. A leading non-governmental organisation in its country.

Our Vision

All people are free to make choices about their sexuality and well-being, in a world without discrimination.

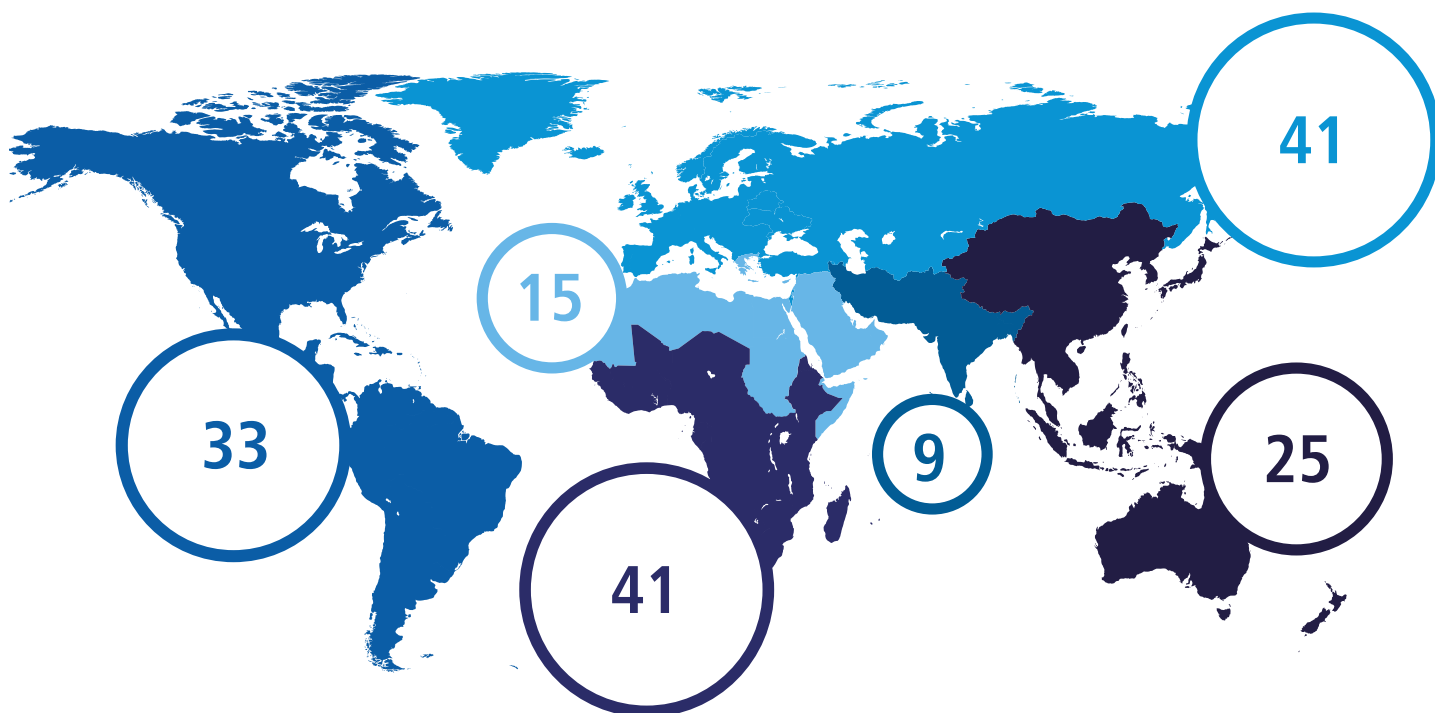
Our Mission

Building on a proud history of more than 60 years of achievement, we commit: to lead a locally owned, globally connected civil society movement that provides and enables services and champions sexual and reproductive health and rights for all, especially the under-served.



Who we are continued

164 Member Associations and collaborative partners in six regions



251m

condoms distributed



59.6m

people received services from IPPF



8 in 10

were poor and under-served



5.8m

unintended pregnancies averted*



28.1m

young people completed a quality-assured CSE Programme



3.2m

people received SRH services in humanitarian settings



1.5m

unsafe abortions averted*



41%

of our services were delivered to young people under 25 years old



112.4m

people reached with positive SRHR messages



*The numbers of unintended pregnancies and unsafe abortions averted are estimated using Marie Stopes International's Impact 2 (version 4) model.

Strategy

IPPF's Strategic Framework (2016-2022) is a bold and aspirational vision of what we plan to achieve, and how we will achieve it, over the next seven years. With a dashboard of results to monitor performance, we intend to be accountable for those strategic commitments.

Following extensive and engaging consultation, our diversity of Member Associations have aligned their own national strategic plans to the new Strategic Framework. The Secretariat have put in place a four-year Implementation Plan (2016-2019) as to how they can contribute towards the strategy as well as support the Member Associations so that we are a high-performing and accountable Federation.

Key to our future success will be the ability to raise resources and secure financial sustainability.

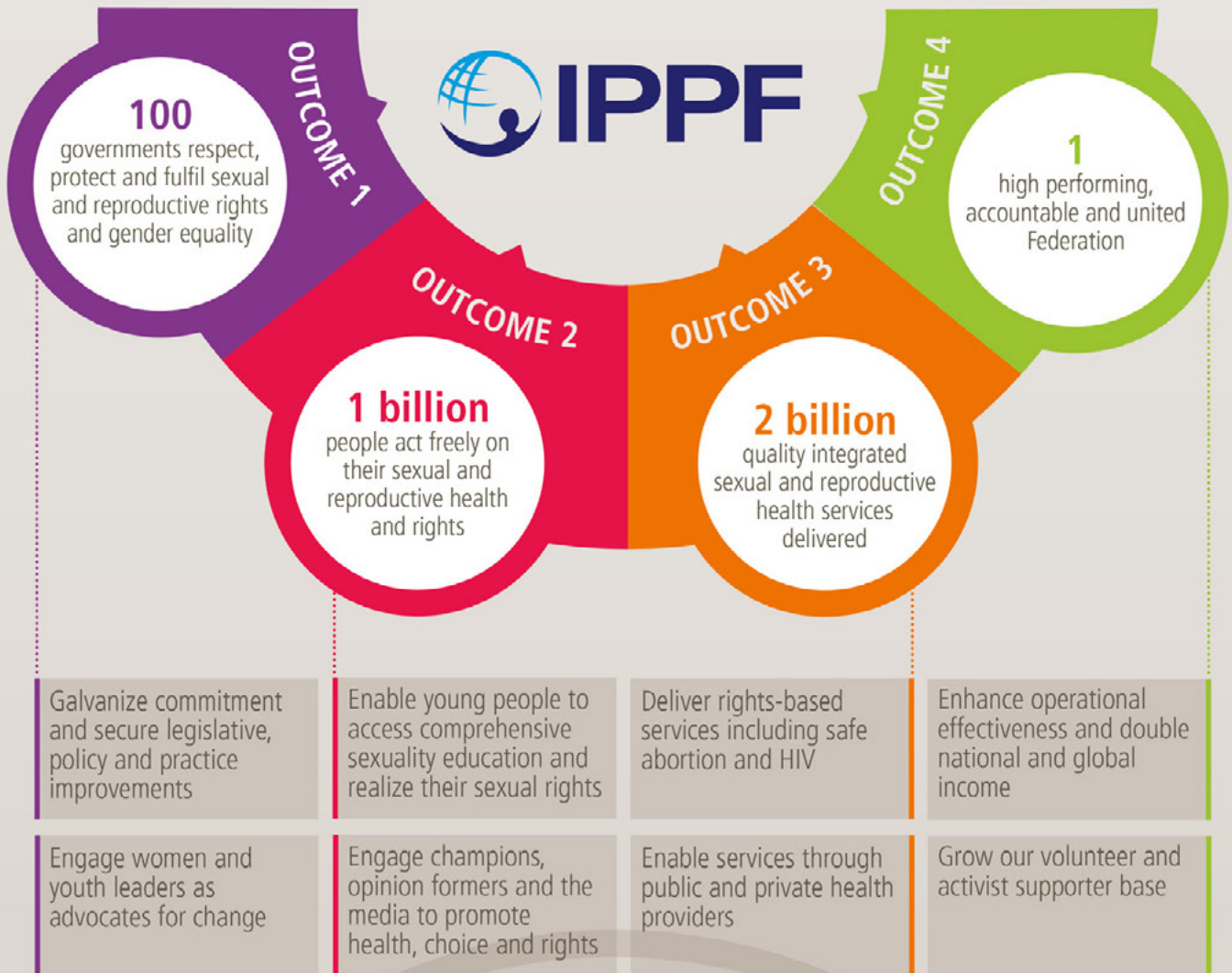
Our core values guide the way we undertake our work. We believe:

- in **social inclusion** with a demonstrated commitment to enable the rights of the most underserved to be realised;
- in **diversity**, respecting all regardless of their age, gender, status, identity, sexual orientation or expression;
- our **passion** and determination inspires others to have the courage to challenge and seek social justice for all;
- in the significant contribution our **volunteerism** delivers across a range of roles and as activists inspiring the Federation to advance its mission;
- in **accountability** as a cornerstone of trust which is demonstrated through high performance, ethical standards and transparency.



OUR VISION

ALL PEOPLE ARE FREE TO MAKE CHOICES ABOUT THEIR SEXUALITY AND WELL-BEING, IN A WORLD WITHOUT DISCRIMINATION



IPPF'S MISSION

TO LEAD A LOCALLY OWNED GLOBALLY CONNECTED CIVIL SOCIETY MOVEMENT THAT PROVIDES AND ENABLES SERVICES AND CHAMPIONS SEXUAL AND REPRODUCTIVE HEALTH AND RIGHTS FOR ALL, ESPECIALLY THE UNDER-SERVED

OUR VALUES



Structure, governance & partnerships

Board

In 2019, IPPF members met at an historic general assembly and agreed unanimously on a far-reaching series of reforms that aim to make decision-making quicker, guarantee the quality of board members and gain the best possible mix of expertise to support IPPF's work.

The highest authority of the new governance structure is a General Assembly of IPPF Member Associations, convened once every three years. A Board of Trustees governs the IPPF Secretariat and provides leadership for the Federation. The Board is supported by a committee system, some committees having delegated authority and others providing advice to the Board. A Nominations and Governance Committee reports directly to the General Assembly.

The new Board is comprised of 15 Trustees from diverse backgrounds: nine drawn from IPPF Member Associations and six recruited externally. The composition of the Board includes at least 20 per cent under 25-year-olds and at least 50 per cent women, ensuring gender equality and the participation and leadership of young people. These changes, together with annual performance reviews, will help ensure IPPF displays global best practice in areas of governance.

Secretariat

With six Regional Offices and a Central Office based in London, U.K. the Secretariat has employees located in 12 locations across the world. The role of the Secretariat continues to evolve but key aspects include policy design and implementation, global programme delivery, advocacy, resource mobilisation and business development, organisational capacity building, learning and evaluation, communications, governance and accreditation. This role reports to the Director-General, Dr Alvaro Bermejo, who is the Chief Executive of the Secretariat.

Volunteers

IPPF has the largest global reach of any sexual and reproductive health organisation due to its dedicated volunteers. Hundreds of thousands of people work with the organisation at the grassroots level. They come from all kinds of backgrounds. Most have been directly affected by sexual and reproductive health and rights issues. Many are part of the most marginalised communities we seek to reach.

Partnerships

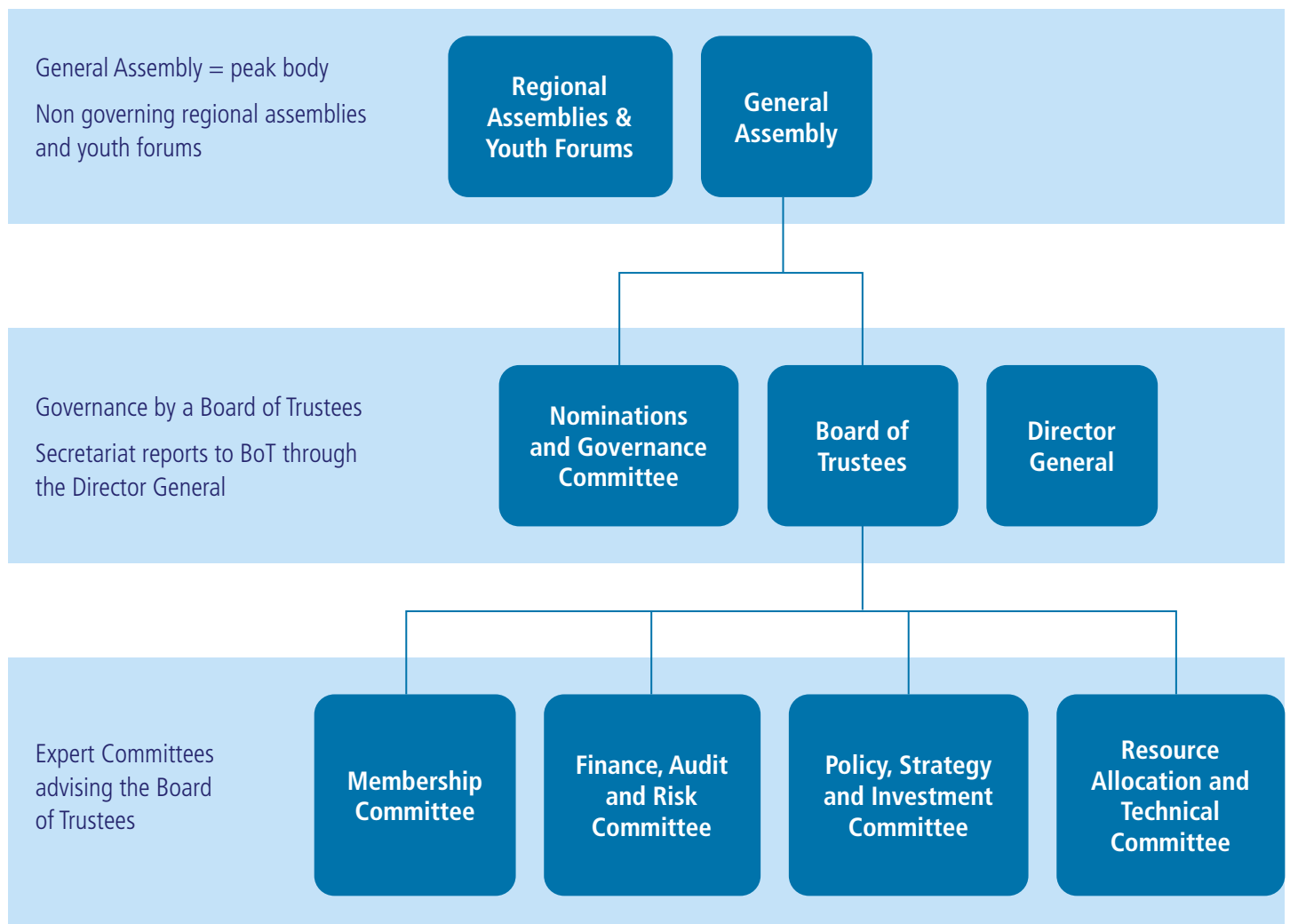
IPPF engages with a wide range of partners and supporters seeking to build effective linkages between national, regional and global fora. A wide range of governments support the work of the Federation, including; Australia, China, Denmark, Finland, Germany, Ireland, Japan, Malaysia, The Netherlands, New Zealand, Norway, The Republic of Korea, Sweden, Switzerland and the United Kingdom. In addition, a range of multilaterals and foundations have partnered with, or supported, IPPF, including; UNFPA, UNAIDS, UNDP, WHO, European Commission, Global Fund, Bill & Melinda Gates Foundation, Ford Foundation, William and Flora Hewlett Foundation, John D and Catherine T MacArthur Foundation, David & Lucille Packard Foundation, along with a range of others, including private individuals. Private sector partnerships include Bayer Health Care, Durex and the Reproductive Health Supplies Coalition.



Structure, governance & partnerships continued



Adopted governance model



Finances

We are committed to growing revenue to deliver our strategic ambitions. Member Associations continue to diversify their funding streams with less dependence upon funds channelled directly through IPPF. In 2018, the income raised by the Secretariat has risen by eight per cent to US\$133 million; and the total income generated by Member Associations, who receive unrestricted grants from IPPF, was US\$264.2 million.

IPPF is funded through a mix of institutional and individual donations. Institutions include governments, non-governmental organisations, multilateral agencies, corporations, trusts and foundations. The Federation also benefits enormously from funds donated by individuals via bequests, trusts, annuities and regular giving.

In 2018, IPPF's main source of funding was government grants, which accounted for 81 per cent of total income. As we continue to diversify funding across governments, trusts and foundations, we are also seeking public-private partnerships.

Social enterprise initiatives are also being spearheaded and as a Secretariat, we are facilitating learning and experience sharing to best support such funding channels. In 2018, grants to Member Associations and partner organisations rose by 31 per cent to US\$67.2 million.



Role description



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Board

IPPF is seeking candidates to form a new Board of Trustees to govern IPPF and members of a Nominations and Governance Committee. The Board of Trustees comprised of 15 trustees, with nine trustees coming from IPPF membership, drawn from applications submitted by volunteers, and six external trustees, has ultimate responsibility for the activities of the IPPF secretariat, in line with the requirements of the Charities Acts and as prescribed by the Bylaws and Regulations. The purpose of the Board of Trustees is to govern the organisation, approve IPPF's broad policies, uphold membership values, appoint and evaluate the performance of the Director General, and to ensure the financial viability of the Secretariat and sustainability of IPPF.

The four standing committees of the Board are: Finance, Audit and Risk; Membership; Policy, Strategy and Investment; and Resource Allocation Technical Committee. Trustees are encouraged to serve on at least one Committee.

All trustees must meet minimum standards of expertise, skills and experience according to established criteria. At least 20 per cent of trustees shall be under 25-years-old at the time of appointment and at least 50 per cent shall be women. The overall make-up of the Board and committees will also take account of geographical diversity and representation of "at risk" and marginalised populations.

Trustees may serve for three-year terms, with the possibility of re-election once, i.e., a maximum of two terms, or six years, before a member must rotate off the Board. With this in mind, we will seek to ensure that the trustees terms are staggered in order to maintain continuity of organisational knowledge and expertise within the Board.

Time commitment

Trustees are expected to commit a minimum of 10-12 days a year.

The Chair will be expected to commit a minimum of 20-25 days a year.

As unremunerated and voluntary roles they will require time, commitment and effort throughout the year.

Nominations and Governance Committee

The Nominations and Governance Committee (NGC) reports directly to the General Assembly and is separate from the Board. The NGC recruits members of the Board of Trustees, once formed including succession planning; oversee a regular process for evaluating the effectiveness of the Board and its members; recruits the members of the standing committees of the Board in liaison with the Board Chair, review periodically the bylaws and ensure that the Federation adheres to and operates in accordance with best governance practices.

The NGC will be comprised of seven members of which at least 50 per cent shall be women. At least one of the members will be under 25-years-old at the time of appointment.

As with the Board of Trustees, NGC members will serve for three-year terms, with the possibility of re-election once, i.e., a maximum of two terms before a member must rotate off the Board. It is foreseen that every three years at least two members of this NGC will rotate off. With this in mind, we will seek to ensure that the members' terms are staggered in order to maintain continuity of organisational knowledge and expertise within the Board.

Time commitment

Members of the NGC are expected to commit a minimum of five to eight days a year.

As unremunerated and voluntary roles they will require time, commitment and effort throughout the year.

Person specification



The new Chair, Trustees and NGC members will be individuals of exceptional calibre across a range of diverse backgrounds and will bring a track record of leadership in one or more of the areas listed below, plus a commitment to sexual and reproductive health and rights and the mission and values of IPPF.

Each trustee and committee member must have:

- a commitment to the mission of IPPF;
- a willingness to devote the necessary time and effort;
- integrity;
- strategic vision;
- good, independent judgement;
- an ability to think creatively;
- a willingness to speak their mind;
- strong communication skills;
- an understanding of the impact of diversity and inclusion on organisational performance;
- an understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship;
- an ability to work effectively as a member of a team and to take decisions for the good of IPPF.

For Chair: experience as Chair in a not-for-profit organisation is desirable.

The Board of Trustees collectively needs skills and demonstrate experience in the following key areas:

- Leadership in SRHR
- Governance at the international or national level
- Senior executive experience
- Program delivery experience
- Financial control and oversight
- Risk management
- Legal expertise
- Marketing
- Fundraising and resource mobilization
- Experience of advocacy and working with government
- Youth networking/youth action
- Peer-to-peer service delivery
- Other skills, experience and attributes relevant to global governance.

Representation

IPPF is seeking to appoint a skills-based board, with diversity in all its forms, particularly in terms of gender identity, sexual orientation, age, geography and background. We wish to appoint individuals who understand the experience of youth, of grassroots action, of marginalised and discriminated communities and of global institutions, emphasising both local and global experience.

We are also seeking representation from across the globe, reflecting countries of different sizes and at different stages of development.



How to apply

Perrett Laver is an international executive search firm supporting IPPF on these appointments. For further information or an informal and confidential conversation, please contact them at: ippfboard@perrettlaver.com.

To apply, please upload the following documents to <https://candidates.perrettlaver.com/vacancies/> quoting reference **4577**:

- A comprehensive, chronological CV (two pages maximum)

- A letter of motivation (one page maximum)
- A completed skills matrix (this can be downloaded from <https://candidates.perrettlaver.com/vacancies/> quoting reference **4577**)
- Names and contact details of two references (Perrett Laver will contact these references if you are shortlisted)

The deadline for applications is **12:00 PM GMT on Friday, 27th March 2020**.

The IPPF Transition Committee will together review all candidates' applications and agree on a shortlist of the top thirty candidates for these roles. Shortlisted candidates will be invited to formal interview via videoconference. The formal interviews will take place from **18th to 22nd April inclusive**. Candidates must be available to interview via videoconference on at least one of these dates.

Protecting your personal data is of the utmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerized database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

As defined under the General Data Protection Regulation (GDPR) Perrett Laver is a Data Controller and a Data Processor, and our legal basis for processing your personal data is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website www.perrettlaver.com/information/privacy/



