Appointment of Chair of the Board of Trustees

Our current Chair is coming to the end of ten years with the Foundation, and we are seeking a new Chair to provide leadership to the organisation, be a partner to the Chief Executive Officer and other board members, and help take our ambitious work forward.

About the Foundation

The Cherie Blair Foundation for Women supports women entrepreneurs in low and middle income countries to access the skills, technology, networks and financial services they need to become successful small and growing business owners. We are driven by our vision of a world where women have equal opportunities and the capability, confidence and capital necessary to create thriving enterprises and have a stronger voice in their societies.

Since our launch in 2008, the Foundation has directly reached over 143,500 women across 105 countries in our Mentoring Women in Business and Entrepreneurship Programmes. Through the ripple effect of our work, thousands more benefit. The women we support go on to become role models, create new job opportunities and invest income back into their families and communities.

Ways to get in touch

Cherie Blair Foundation for Women, PO Box 60519, London, W2 7JU
+44 (0)20 7724 3109
recruitment@cherieblairfoundation.org
www.cherieblairfoundation.org

Registered Charity No. 1125751
Dear candidate,

Thank you for your interest in joining the Cherie Blair Foundation for Women. I’m incredibly excited to share with you our hopes and goals for the organisation.

I believe the Cherie Blair Foundation for Women is an extraordinary organisation. Over the last ten years we have developed a unique approach to international development and women’s rights which brings together participatory approaches, technology and an influential network of partners to empower women entrepreneurs in low and middle income countries to fulfil their potential. We are not a traditional charity. We are consistently exploring new ways to bring development to the people we serve.

Since I joined the Foundation in July 2017, I’ve led the team through a deep review of our strategy and structure. We are now ready to embark on an exciting period of growth in the scale and impact of our programmes, our income and the capacity of our team. We have ambitious goals. Since we were established in 2008, we have impacted the lives of over 141,000 women. We are now aiming to reach more than 250,000 women by 2022.

Women’s economic empowerment is one of the biggest challenges – and opportunities - of our time. Whilst many aspects of gender inequality are improving, progress on economic equality is painfully slow. At the Foundation we focus on bridging this gap in a specific way: by empowering women entrepreneurs. Our strength is that we recognise women’s entrepreneurship in all its diverse forms. Our programmes support own account workers in rural drought-affected villages, refugees caught in complex situations, and women owners of small and growing enterprises in thriving urban centres. We recognise that entrepreneurship is an increasingly important route to financial security and self-fulfilment for women across the globe, and that women entrepreneurs generate a massive ripple effect for their families, communities and economies.

Working with our global network of partners, we create a blend of services that enable women to build the crucial elements they need to be successful. These elements include confidence, knowledge and skills, as well as access to markets, financial services and networks. Our support is delivered in a range of ways, from traditional face-to-face teaching to online platforms and mobile apps. Our new strategy will develop and diversify these approaches, creating opportunities to increase our impact and improve our sustainability so we can reach many more women and girls around the world.

We’d love you to join us on this journey. I can’t wait to meet you.

Best wishes,

Helen McEachern
Chief Executive Officer
Background and context

The need

Women's economic empowerment is fundamental to women's ability to move out and stay out of poverty. It is crucial to achieving the Sustainable Development Goals by 2030. Yet women still face a host of chronic gender-based challenges to growing strong, sustainable businesses.

What we do


That’s why we exist. We empower women entrepreneurs in low and middle income countries to build successful businesses. Working in collaboration with our global network of partners, we build women’s capabilities, confidence, networks and access to financial services and markets.

The women entrepreneurs we support are role models and change-makers, investing in their families and creating jobs for others.

Where we do it
A snapshot of our impact

Throughout 2016-17 we worked in collaboration with our partners across the world to support almost 2,000 women entrepreneurs to build financial independence and transform their lives.

We also called on policy makers and leaders to spur greater progress on women’s economic empowerment at a series of high-level events.

750 mentees

We welcomed 750 new mentees to our Mentoring Programme, in total supporting 2,900 mentees and mentors during the year.

695 women upskilled

695 women entrepreneurs gained vital new skills to boost their business capabilities and confidence.

576 new jobs

The women entrepreneurs we worked with created 576 jobs in their communities.

89% ripple effect

89% of mentees committed to mentoring others. Women entrepreneurs reported mentoring 378 other women even before completing their one-year mentoring relationships.

81% accessed new markets

We empowered over 81% of mentees to access new markets.

39 influencing opportunities

We championed women’s economic empowerment through a range of advocacy and public engagement opportunities to the private sector, policy makers and thought leaders across the globe.
Our strategy 2019 – 2022

Women entrepreneurs. Redefining the future

The Cherie Blair Foundation for Women has achieved a huge amount over the past decade, but we have no intention of stopping now. As economic inequality between men and women widens, the need for our work grows. The scale of this crisis means that our response must be bold and ambitious.

Our new strategy provides a framework for growth over the period 2019-22. This growth will be focused on three specific goals – impact, influence, and income – and will be underpinned by our vision and mission.

Our vision

Our vision is a world where women and girls enjoy equal economic opportunities and are able to live up to their full potential, resulting in a brighter future for themselves, their families, and communities.

Our mission

We empower women to start, grow and sustain successful businesses, increasing their agency and autonomy, reducing poverty and increasing inclusive economic growth.

Our values

People matter.
We recognise and defend each person’s innate worth. We listen. We hold ourselves accountable to our partners, staff, and most importantly, to the women we work with.

Partnerships are powerful.
We embrace partnership and collaboration. Working with our partners makes us stronger. We stand in solidarity with women’s networks and organisations around the world.

Empowerment is sustainable.
We are committed to creating positive, long term and cost-effective transformation in the lives of women and girls.

The future is entrepreneurial.
Our approach is bold and curious. We are open, agile and eager to embrace new challenges, tools and technologies.

Our senior leadership team
Our goals

IMPACT: EMPOWER 100,000 WOMEN AND GIRLS TO INCREASE THEIR ENTREPRENEURSHIP POTENTIAL AND AGENCY

We will support women and girls to build their capability (business, financial and leadership skills), access (to markets and finance), networks (business and support), confidence and self-belief. Recognising that we will work with women and girls in different regions experiencing differing levels of economic security, our interventions will be built from our approach and models of experience, but also carefully adapted to local needs and contexts.

INFLUENCE: STRENGTHEN THE ECOSYSTEM FOR WOMEN TO START, SUSTAIN AND GROW ENTERPRISES

We will influence key stakeholders to create a more effective entrepreneurial ecosystem for women and girls – one in which they can start, sustain and grow successful enterprises on an equal footing with their male counterparts. We will achieve this by exposing barriers to women’s entrepreneurship and identifying transformative solutions to increase the opportunities for women to thrive.

INCOME AND EFFECTIVENESS: BUILD A STRONG, GROWING AND SUSTAINABLE ORGANISATION

We will invest in our financial sustainability, our people, our systems and processes, and governance. To deliver our mission and goals one and two it is essential that our growing organisation is sustained by strategic funding and partnerships. Our target operating model also needs to be fit for purpose to deliver our mission – this includes our organisational systems and processes, staff capacity and capabilities, culture and organisational systems, processes and people strategies.

What is new about the strategy?

Our new strategy builds on our learnings and expertise to introduce some new areas of work for the Foundation.

We will continue to empower women owners of micro, small and medium enterprises. Through a growing network of global and local partners, we will also expand our work with vulnerable women entrepreneurs facing poverty; and we will explore increasing the livelihood choices of young women by increasing their access to entrepreneurship, skills and opportunities.

During this period we will also increase our reach, bringing our approach to many more women and girls by developing and evolving our existing successful programmes into products or services which can be used by partners and or directly by women entrepreneurs.

We will also introduce new work to target the institutional barriers, both formal and informal, which limit women’s entrepreneurial potential. Through a strategic programme of research, advocacy and networks, we will break down barriers and open up opportunities, ultimately creating a stronger ecosystem for women entrepreneurs.
**Job description**

To become a Chair you will have previously been a trustee of a charity and/or on the board of a for-profit organisation, preferably as a Chair. You will have organisational leadership experience, be strategic, have knowledge of charity governance, be committed to the Foundation’s objectives and mission and be prepared to represent the Foundation to our diverse stakeholders.

We have a Founder in Cherie Blair who is passionate about our mission, two Vice Chairs specialised in Corporate Services and International Development who will support the Chair and four other trustees with relevant skills and experience to provide support as required. We are particularly seeking skills in the following areas at this time:

- Governance, leadership and strategic fundraising support
- A trusted advisor to the Chief Executive Officer as she implements the Foundation’s recently revised strategic plan
- Experience in growing a strong and sustainable organisation - ideally with some experience of doing this in the non-profit or social enterprise arenas
- Planning, presiding over, and facilitating board and committee meetings; partnering with the Chief Executive Officer to ensure that board resolutions are carried out
- Acting as an ambassador for the organisation
- In collaboration with the Chief Executive Officer, growing annual revenue and fostering the Foundation’s overall financial health

This is an extraordinary opportunity for an individual who is passionate about the success of women entrepreneurs and who has a track record of senior leadership, ideally at board level. The selected Chair will have achieved leadership stature in business, government, philanthropy, or the non-profit sector.

**Salary:** Voluntary - unpaid. Reasonable travel and other expenses will be reimbursed.

**Commitment:** Equivalent to approximately one to three days per month, for an initial term of three years.

**Location:** Trustees meet four to five times a year in Central London. However, applications are welcome from candidates outside the UK.

**Person specification**

Ideal candidates will have the following qualifications:

- Extensive professional experience with significant executive leadership accomplishments in business, government, philanthropy, or the non-profit sector
- Demonstrated success as a non-profit board member or board chair
- A commitment to and understanding of the Foundation’s mission and the women it supports, preferably based on their own experience
- Track record of building credibility in the funding community that has resulted in income to a non-profit
- Savvy diplomatic skills and a natural affinity for cultivating relationships and persuading, convening, facilitating, and building consensus among diverse individuals
- Experience of working as a team with board members
- Excellent written and oral communication skills coupled with natural affinity for public speaking
- Personal qualities of integrity, credibility, and a passion for improving the lives of women entrepreneurs in low and middle income countries.

**To apply**

Please send your CV with a covering letter (maximum two sides of A4) explaining what you think you would bring to the role to recruitment@cherieblairfoundation.org by 17:00 GMT on 10 November, 2019.

We value diversity and welcome applications from people from all sections of the community, regardless of age, race, gender, colour, sexual orientation, disability, religion or belief.
Job applicant privacy notice

Data controller: The Cherie Blair Foundation for Women, PO Box 60519, London W2 7JU

As part of any recruitment process, the Cherie Blair Foundation for Women (the Foundation) collects and processes personal data relating to job applicants. The Foundation is committed to being transparent about how it collects and uses that data and to meeting its data protection obligations.

What information does the Foundation collect?
The Foundation collects a range of information about you. This includes:

- your name, address and contact details, including email address and telephone number;
- details of your qualifications, skills, experience and employment history;
- information about your current level of remuneration, including benefit entitlements;
- whether or not you have a disability for which the Foundation needs to make reasonable adjustments during the recruitment process;
- information about your entitlement to work in the UK; and
- equal opportunities monitoring information, including information about your ethnic origin, sexual orientation, health and religion or belief.

The Foundation collects this information in a variety of ways. For example, data might be contained in application forms, CVs or resumes, obtained from your passport or other identity documents, or collected through interviews or other forms of assessment.

The Foundation will also collect personal data about you from third parties, such as references supplied by former employers, information from employment background check providers and information from criminal records checks. The Foundation will seek information from third parties only once a job offer to you has been made and will inform you that it is doing so.

Data will be stored in a range of different places, including on your application record, in HR management systems and on other IT systems (including email).

Why does the Foundation process personal data?
The Foundation needs to process data to assess your application during the recruitment process and prior to entering into a contract with you. It also needs to process your data to enter into a contract with you.

In some cases, the Foundation needs to process data to ensure that it is complying with its legal obligations. For example, it is a legal requirement to check a successful applicant’s eligibility to work in the UK before employment starts.

The Foundation has a legitimate interest in processing personal data during the recruitment process and for keeping records of the process. Processing data from job applicants allows the Foundation to manage the recruitment process, assess and confirm a candidate’s suitability for employment and decide to whom to offer a job. The Foundation may also need to process data from job applicants to respond to and defend against legal claims.

Where the Foundation relies on legitimate interests as a reason for processing data, it has considered whether or not those interests are overridden by the rights and freedoms of employees or workers and has concluded that they are not.

The Foundation processes health information if it needs to make reasonable adjustments to the recruitment process for candidates who have a disability. This is to carry out its obligations and exercise specific rights in relation to employment.

Where the Foundation processes other special categories of data, such as information about ethnic origin, sexual orientation, health or religion or belief, this is for equal opportunities monitoring purposes.

For some roles, the Foundation is obliged to seek information about criminal convictions and offences. Where the Foundation seeks this information, it does so because it is necessary for it to carry out its obligations and exercise specific rights in relation to employment.

The Foundation will not use your data for any purpose other than for recruitment of the job for which you have applied.

How does the Foundation protect data?
The Foundation takes the security of your data seriously. It has internal policies and controls in place to ensure that your data is not lost, accidentally destroyed, misused or disclosed, and is not accessed except by our employees in the proper performance of their duties.
Who has access to data?
Your information will be shared internally for the purposes of the recruitment exercise. This includes members of the HR and recruitment team, interviewers involved in the recruitment process and IT staff if access to the data is necessary for the performance of their roles.

The Foundation will not share your data with third parties, unless your application for employment is successful and it makes you an offer of employment. The Foundation will then share your data with former employers to obtain references for you, employment background check providers to obtain necessary background checks and, if a requirement of the role, with the Disclosure and Barring Service to obtain necessary criminal records checks. The Foundation will not transfer your data outside the European Economic Area.

For how long does the Foundation keep data?
If your application for employment is unsuccessful, the Foundation will hold your data on file for six months after the end of the relevant recruitment process. At the end of that period electronic data is deleted and paper copies destroyed by secure shredding.

If your application for employment is successful, personal data gathered during the recruitment process will be transferred to your personnel file and retained during your employment. The periods for which your data will be held will be provided to you in a new privacy notice.

Your rights
As a data subject, you have a number of rights. You can:
- access and obtain a copy of your data on request;
- require the Foundation to change incorrect or incomplete data;
- require the Foundation to delete or stop processing your data, for example where the data is no longer necessary for the purposes of processing or you withdraw your application for employment;
- object to the processing of your data where the Foundation is relying on its legitimate interests as the legal ground for processing; and
- ask the Foundation to stop processing data for a period if data is inaccurate or there is a dispute about whether or not your interests override the Foundation's legitimate grounds for processing data.

If you would like to exercise any of these rights, please contact enquiries@cherieblairfoundation.org stating ‘SUBJECT ACCESS REQUEST’ or telephone the PA to the CEO on 0207 724 3109.

If you believe that the Foundation has not complied with your data protection rights, you can complain to the Information Commissioner.

What if you do not provide personal data?
You are under no statutory or contractual obligation to provide data to the Foundation during the recruitment process. However, if you do not provide the information, the Foundation may not be able to process your application properly or at all.

Automated decision-making
Recruitment processes are not based on automated decision-making.