



Free Tibet – Board member information

Summary

One day Tibet will be free. It must be free. Free Tibet is here to bring that day closer. But to do that, we need to persuade and inspire people to make our cause their own. Free Tibet is looking for Board members who can bring key skills in campaigning or fundraising to our Board. If you have expertise in these areas, and you want to work for the liberation of what Freedom House has called “the least free country on Earth”, then we want to hear from you.

We are Free Tibet, and we stand with Tibetans around the world. For their homeland, for their future, and against China’s brutal occupation.

We keep the eyes of the world on the atrocities being committed in Tibet. We share evidence that makes them impossible to deny. We lead campaigns that make them impossible to ignore. And together, we will build a global movement that’s impossible to resist.

We welcome applications from everyone irrespective of age, gender, disability, marriage or civil partnership, pregnancy or maternity, religion or belief, race or ethnic origin, sexual orientation, transgender status or socio-economic background. We welcome applications from those who wish to return to the workplace after a period of absence. As women are currently underrepresented on the Board, we particularly encourage applications from them.

Suitably qualified Tibetan candidates are strongly encouraged to apply. We are open to applications who are not UK based, see below for more details.

The duties of a Board member of Free Tibet are as follows:

- Ensuring that Free Tibet pursues its stated objective to support the Tibetan people in their desire for freedom and the exercise of their right to determine their own future and to educate the public of such matters.
- Ensuring that Free Tibet complies with its memorandum and articles of association, company law, and any other relevant legislation or regulations.
- Ensuring that Free Tibet develops and agrees a long-term strategy, defines its goals and evaluates performance against agreed targets.
- Safeguarding the good name and values of the organisation.



- Ensuring the effective and efficient administration of Free Tibet, including having appropriate policies and procedures in place.
- Ensuring the financial stability of Free Tibet, protecting and managing the property of Free Tibet, and ensuring the proper investment of Free Tibet's funds.
- Following proper and formal arrangements for the appointment, supervision, support, appraisal, and remuneration of the Chief Executive Officer.

In addition to the above statutory duties, each Board member should use any specific skills, knowledge or experience they have to help the Board 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 Board member has special expertise.

Time commitment

The amount of time required to meet the requirements of Board members varies according to issues that arise and any responsibilities that individual Board members take on. As a guide, incoming Board members should expect and commit to spend between 3 and 8 hours a quarter on Free Tibet business.

More specifically:

- Board members are expected to attend – virtually or physically – four Board meetings per year. Meetings usually last between 2-3 hours, and members should spend additional time reviewing papers that are sent out in advance.
- Between meetings Board members may be asked to comment or advise on any matters that arise that relate to their particular area of expertise or knowledge or Free Tibet as a whole.
- Emergency issues rarely arise, but if they do, there may be a need for an emergency Board meeting in between regular Board meetings.
- As Board members become more familiar with the operation and needs of Free Tibet they are encouraged to take on additional roles and responsibilities, such as reviewing campaign strategy or participating in fundraising, recruitment, and capacity building.

General person specification

- A commitment to a Free Tibet.
- A willingness to devote the necessary time and effort.
- Strategic vision.
- Good, independent judgement.



- An ability to think creatively.
- A willingness to speak their mind.
- An understanding and acceptance of the legal duties, responsibilities and liabilities of Board membership.
- An ability to work effectively as a member of a team.
- Not disqualified to be a Company Director in the UK.

We are open to Board members not being based in the UK. Our Head Office is in London, UK. This position can be done remotely, though board members are expected to attend one meeting in the office a year, and be able to work with the majority of the board operating on UK time.

Specific skills we are looking for

We are currently seeking to bring two Board members onto the Free Tibet Board with the following skills:

1. Digital Campaigning

Free Tibet is at its core a campaign group. We are seeking to boost the amount of expertise in this area on the Board. We are looking for an effective campaigner that can make sure that our communications and campaigns, our primary product, are hard hitting, make a difference and engage supporters. This person would probably have:

- Experience of campaigning in a campaigning NGO.
- Experience of coming up with campaign strategies.
- The ability to offer support to our digital campaigns, lifting them to the next level.

2. Direct Marketing and/or Individual Giving

The vast majority of our income is from our supporters, and we are seeking a specialist in supporter giving to support the team to be even better in this area, ideally with UK experience of this.

- Hands-on experience of creating, or overseeing, the production of marketing material for fundraising purposes.
- An understanding of our audience and the channels for reaching them.
- Professional experience of supporter fundraising.



How to apply

Please send a copy of a CV and a short (300 word max) statement on why you wish to join the Board to kelsi@freetibet.org.

These must be received by 10:00 am on Monday 23 April 2022. Interviews will take place on Monday 2 May and Tuesday 3 May via video call.