

Board Director sought with Human Resources (HR) Expertise

What we need

ActionAid Ireland is supported by an external company who advises and supports the CEO on issues of human resources. In order to further support our human resources oversight, *we are now looking for an experienced and senior human resources professional to join our board.*

You will have substantial experience as a human resource professional, including with people development, organisational development, employment legislation, performance management and learning & development. You must be passionate about women's rights and have a strong commitment to international development and solidarity.

It is expected that the human resources expert will join the board and the Governance and Board Development Committee.

Who we are

ActionAid Ireland is an international women's rights organisation, standing with women as they build a fairer world for everyone. Even though women are denied their human rights around the world, they are leading and demonstrating real strength. Fighting for what's right and transforming their communities.

Our role is to stand alongside that. To give them resources they need to lead recovery and fight for change on their own terms. Everything we do is locally led. Powered by women and girls who shape solutions based on their lived experience. It's the most effective proven method for addressing patriarchal inequality and poverty whilst creating a fairer world for everyone.

ActionAid Ireland is a member of the ActionAid International federation. The ActionAid federation works globally for a world free from poverty and injustice. We want to see a just, fair and sustainable world, in which everybody enjoys the right to a life of dignity, and freedom from poverty and oppression. We work to achieve social justice and gender equality, and to eradicate poverty.

ActionAid Ireland has an ambitious [strategy](#) that shapes our work in Ireland and globally, and prioritises women's leadership, agency and rights. Our latest Annual Report is available [here](#). ActionAid Ireland has secured the Triple Lock of good governance and reporting, read more [here](#).

What's involved in the role:

In addition to the general duties and responsibilities of a Board member outlined below, the specific responsibilities of the human resources Board Director will entail the following:

- As the Board Director with expertise in human resources, you will provide strategic advice, guidance and support on staffing related matters, ensuring that ActionAid Ireland is in the best possible position to deliver its strategy and objectives and support its team.

- To play an oversight role on our organisational development and leadership capacity, with a view to ensuring that our approaches are effective, efficient and well executed.
- Support oversight of compliance with employment legislation and good governance in human resources.

Expectation of all Board Directors

A Director must be someone who:

- is able to commit the time to the role of Director;
- shares ActionAid Ireland's values and passionately supports its mission and strategy;
- is able to work at a strategic governance level;
- can function effectively within a diverse group;
- is able to ask probing questions and hold management to account; and
- brings diversity to the Board in terms of gender, ethnicity, sexuality, background, or age;
- contribute actively to the Board of Directors' role in working on the strategic direction to the charity with the senior management team, setting overall strategy and policy, setting targets and evaluating performance against agreed targets;
- ensure the financial stability of the organisation and the proper investment of the Charity's funds as relevant.

The time involved:

- The board meets six times a year in February, May, June, July, September and November. This includes quarterly meetings, along with one meeting to prepare for ActionAid International's General Assembly and a strategy session. The meetings are held from 4pm to 6pm with a mix of in-person and online.
- The Governance and Board and Development Committee meets quarterly in February, May, July and November;
- Limited participation in email discussions with Directors and staff between meetings.

Board recruitment and development is managed by ActionAid Ireland's Governance Board and Development Committee. Interested parties should send a CV and Expression of Interest to Karol Balfe, CEO, ActionAid Ireland, karol.balfe@actionaid.org