

WaterAid/ Kate Holt



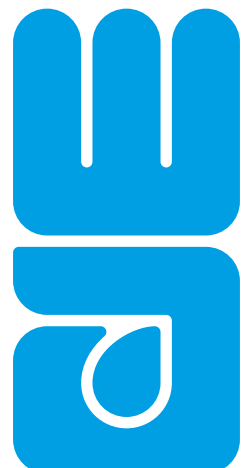
Appointment of Trustees

WaterAid UK



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WaterAid

Dear Candidate,

Thank you for your interest in joining the Board of Trustees of WaterAid UK. It is a wonderful opportunity and I hope you will find the information in this pack useful and inspiring.

At WaterAid, we are determined to see the achievement of Sustainable Development Goal 6 - to get water, sanitation and hygiene to everyone, everywhere by 2030.

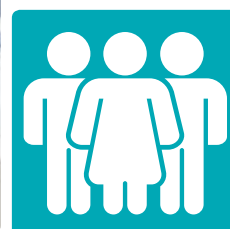
Right now, 844 million people in the world don't have clean water close to home and 2.3 billion people don't have a decent toilet of their own. Diarrhoea caused by dirty water and poor toilets kills a child under five every two minutes.

Together, with our partners and supporters around the world, we will change that. Clean water, decent toilets and good hygiene are essential human rights and must be a normal part of everyone's daily lives.

The world is making progress. 1.4 billion people have gained access to clean water and 1.1 billion have gained access to decent toilets in the past twenty or so years. But while this represents considerable success, there is still an enormous amount to be done and the pace of change is too slow.

Last year, WaterAid UK reached 1.4 million people with clean water, 1.4 million with decent toilets and 2.1 million with good hygiene in households, schools and healthcare centres.

We achieved this thanks to the generosity and commitment of our partners and supporters – including the UK water companies, our corporate partners, the UK Department for International Development and more than 650,000 individual supporters. This continued support means we anticipate our annual income will reach over £90 million for 2018-19.



People are at the heart of everything we do. We aim to inspire people, bringing them together to ignite action. We spark chain reactions that lead to lasting change in what's normal. Lasting change in people's habits and expectations. Lasting change in how countries work, as well as how villages and communities work. Lasting change in people's lives.

Working with the outstanding WaterAid team led by Chief Executive Tim Wainwright, the Board of WaterAid UK make a significant contribution to the achievement of our ambitions, through focusing on strategy and governance and providing constructive support and challenge. The Board does this by bringing a wide range of expertise and experience and embracing the ambition and culture of WaterAid in everything it does.

I have now been the Chair of WaterAid UK for more than five years. It is hard to describe the role and experience as anything other than the most enormous privilege. The pleasure of working with an organisation dedicated to addressing some of the most basic and critical challenges in the world, which truly lives its values of respect, accountability, courage, collaboration, innovation and integrity, and has the most inspiring and committed staff and supporters, is not something that is granted to many people.

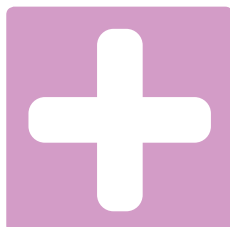
The next ten years will have many challenges, in the UK and internationally. WaterAid's current strategy runs to 2022, and in the next couple of years we will start a review to ensure we are making the greatest possible contribution to advancing access to water, toilets and hygiene for the most marginalised people in the poorest parts of the world.

If you share our passion for the cause, live our values and have the skills and experience to help us realise our ambitions, I welcome your application to become a trustee.

Tim Clark
Chair of WaterAid UK



WaterAid/ Guilhem Alandry



WaterAid/ Behailu Shiferaw

We are WaterAid

Vision, mission, values

Our vision is a world where everyone everywhere has access to safe water, sanitation and hygiene.

Our mission is to transform the lives of the poorest and most marginalised people by improving access to safe water, sanitation and hygiene.

Our values define our culture and unite us across the many countries in which we work. They are at the very heart of WaterAid – who we are, what we do and how we do it.

Respect. We treat everyone with dignity and respect and champion the rights and contribution of all to achieve a fairer world.

Accountability. We are accountable to those whose lives we hope to see transformed, to those we work with and to those who support us.

Courage. We are bold and inspiring in our actions and words, and uncompromising in our determination to pursue our mission.

Collaboration. We work with others to maximise our impact, respecting diversity and difference in the pursuit of common goals.

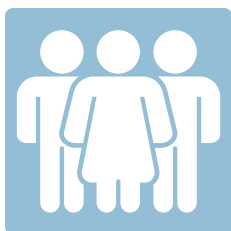
Innovation. We are creative and agile, always learning, and prepared to take risks to accelerate change.

Integrity. We act with honesty and conviction and our actions are consistent with openness, equality and human rights.



Global Strategy

Everyone, Everywhere 2030



WaterAid is an international not-for-profit organisation, determined to make clean water, decent toilets and good hygiene normal for everyone, everywhere within a generation.

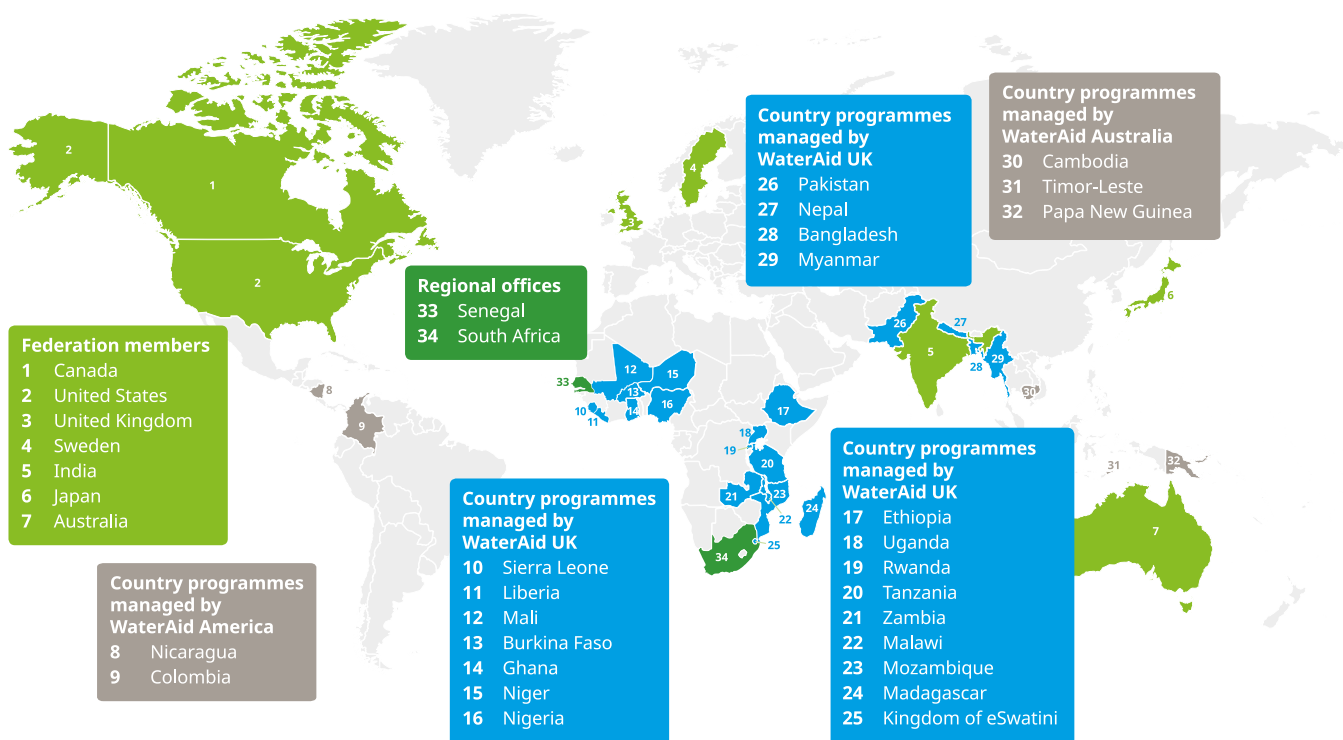
We started out in 1981, when several UK water companies came together to create a single international organisation dedicated to addressing the water crisis – because an organisation of this kind didn't exist.

Since then, we've remained resolutely focused on tackling clean water, decent toilets and good hygiene because these three essentials transform people's lives. Without all three, people can't live dignified, healthy lives. With all three, they can unlock their potential, break free from poverty and change their lives for good. Children grow up healthy and strong, women and men get to earn a living, whole communities start to thrive. It sounds normal and it should be.

We work with local partners to deliver taps, toilets, boreholes and wells – the essentials that allow families and communities to unlock their potential and build brighter futures. And to make lasting change happen on a massive scale, we convince governments to change laws; link policy makers with people on the ground; change attitudes and behaviours; pool knowledge and resources; and rally support from people and organisations around the world.

By inspiring people and sparking chain reactions, we help deliver lasting change in what's normal. By working closely with partners internationally and on the ground in some of the toughest places in the world, we have helped millions of people take control of their lives and build better futures.

After years of campaigning and championing the cause, we are now closer than ever to making our vision a reality. The UN has committed to the global goal of getting water, sanitation and hygiene to everyone, everywhere by 2030. And we are determined to see that happen.

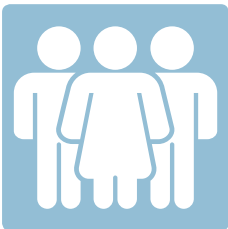




WaterAid UK currently has teams in the UK and 22 countries in Africa and South Asia. We are part of a global federation of national member organisations based in America, Australia, Canada, India, Japan and Sweden. Each member organisation mobilises support in its home country, engaging individuals, companies and institutions to raise funds and influence policies to support our mission. Australia, India, the UK and US also manage and fund country programmes on behalf of our global network.

Together we share the same values, ambition, passion, culture and standards. To have the greatest impact, we share the same global strategy.

Together we focus on



Equality

We will tackle and challenge the inequalities that prevent the poorest and most marginalised people from realising their right to safe water, sanitation and hygiene.



Sustainable services

We will support governments and service providers to strengthen the systems and capabilities required to deliver sustainable water, sanitation and hygiene services.



Integration

We will work with others to develop plans and activities that accelerate change by integrating water, sanitation and hygiene into sustainable development.



Hygiene

We will positively influence hygiene behaviour to maximise the benefits of access to safe water and sanitation.

Together we will change millions of lives for the better – and change normal for everyone, everywhere within a generation.

Read our global strategy [here](#).



Facts and figures

Clean water, decent toilets and good hygiene are vital for living a dignified, healthy life.

Thanks to our incredible supporters, we've already reached millions of people in some of the toughest places in the world. We have many success stories to share. From individuals, through small communities, towns and cities, to entire countries taking huge leaps forward.

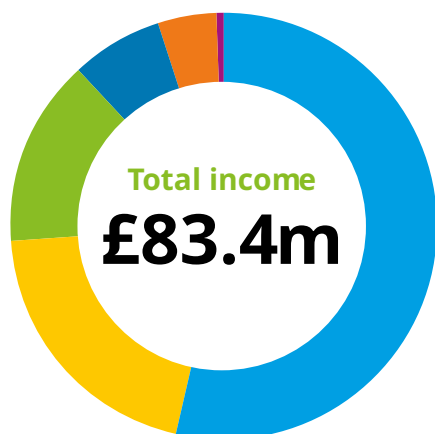
In 2017-18 WaterAid UK reached:

1.4 million with clean water

1.4 million with decent toilets

2.1 million with good hygiene

in households, schools and healthcare centres.



| | |
|------------------------------------|--------|
| Individual supporters | £44.7m |
| Corporate and trust supporters | £16.9m |
| Other WaterAid member countries | £11.9m |
| Governments and other institutions | £5.8m |
| Fundraising in other countries | £3.7m |
| Other income | £0.4m |



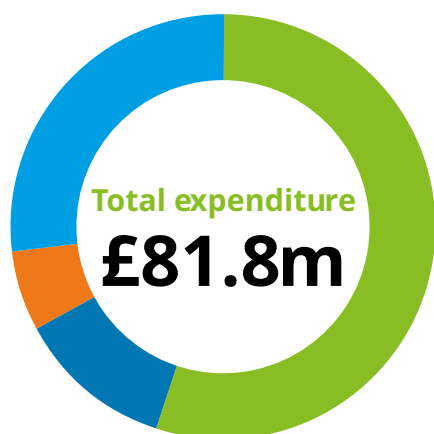
72p

27p
1p

In every **£1** we spent, **72p** went on delivering services and making change happen, **27p** went on fundraising and **1p** on governance.



WaterAid/ Mani Karmacharya

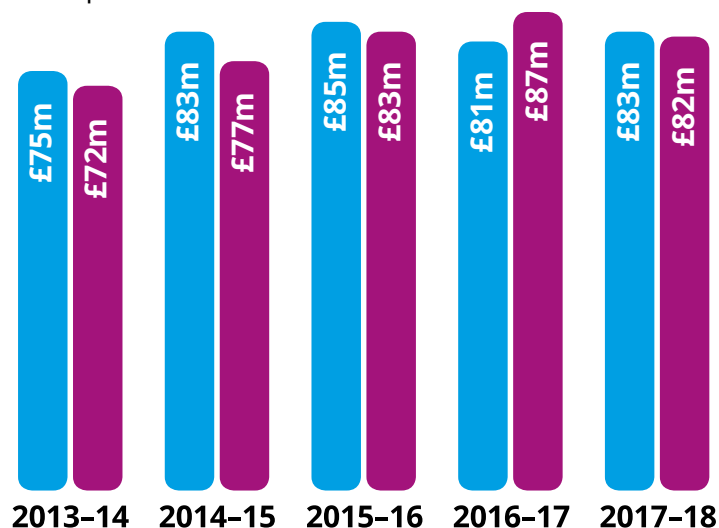


- Supporting partners to deliver water, sanitation and hygiene **55%**
- Influencing policy in water, sanitation and hygiene **12%**
- Supporting WaterAid globally **6%**
- Fundraising **27%**

Total income for 2017-18 grew by 3% from the previous financial year. Most of our sources of income have grown year on year, with well over 60% of our income unrestricted. Expenditure was lower than planned predominantly due to a shortfall in institutional income, which reduces the amount we have to spend.

Five-year snapshot

- Income
- Expenditure



WaterAid's Board of Trustees

Trustees serve the WaterAid mission with their personal conviction and relevant career experience to achieve a world where everyone, everywhere has safe water, sanitation and hygiene.

To be a Trustee for WaterAid requires a genuine passion for our work, an empathy with the organisation's values, and a truly international perspective. The Board oversees the work of WaterAid UK and contributes to the advancement of WaterAid international (two members of the WaterAid UK Board sit on the international Board).

Vice Chair, Dr Mala Rao MBE recently commented: "The Board's driving conviction is to finish a Board meeting and know that together we advanced the water, sanitation and hygiene agenda further that day."

There are four Board meetings each year. Each meeting is preceded by a morning seminar, often with a link up to a country programme, discussing an area of WaterAid's global work and its impact, challenges and opportunities. The Board meets at 5.30pm the day before the Board meeting for an informal session, followed by dinner where they are joined by the Executive team.

Following a recent skills audit and with terms of office coming to an end, WaterAid UK is now seeking to appoint three new trustees. We are particularly looking to appoint an individual with a legal background; an individual with experience in international advocacy and campaigning; and a qualified accountant as Chair of our Audit Committee.

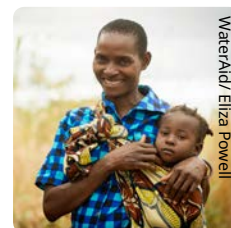
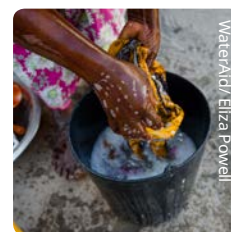
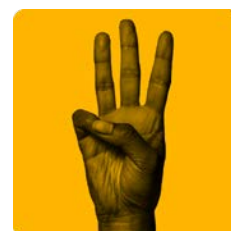
Legal expertise

As well as fulfilling the usual responsibilities of a trustee, this individual will contribute particularly to matters such as risk assessment and compliance assurance and will offer strategic counsel on managing complex international operations and forming new partnerships. Experience of charity law is not essential.

Experience of international advocacy and campaigning

WaterAid is looking for a trustee with experience of international advocacy and campaigning including a good understanding of influencing at national, regional and global level with governments, multinational institutions and the private sector. The experience required would ideally include exposure to national government and international bodies' policy-making decision processes and work within INGO, government departments, and multinationals (such as the UN/WHO).

WaterAid/ Sam James



Chair of Audit Committee

WaterAid is also seeking to appoint a qualified accountant who will additionally fulfill the role of Chair of the Audit Committee. The Audit Committee meets twice a year for half a day. Its terms of reference are on page 23 of the [UK Governance Manual](#).

As well as qualification as an accountant, the experience needed to fulfil this role includes oversight of audit and risk management in international settings.

As well as these areas of experience, new trustees will bring the following:

- Commitment to WaterAid's vision, mission and values and a way of working that demonstrates this, with the ability to communicate this enthusiasm to others.
- A good understanding and acceptance of the legal duties, liabilities and responsibilities of trustees and clarity on the difference between governance and management functions. Previous board experience is desirable but not essential.
- Experience of high-level strategy development and effective implementation.
- Strong ability as a communicator, with excellent leadership and interpersonal skills, able to empower and challenge supportively.
- Relevant networks, with the ability to engage with contacts and/or fulfil an ambassadorial role for the benefit of WaterAid.
- The ability to work well as part of a diverse team of trustees.
- An understanding of the context in which WaterAid works, and a willingness to learn more, with an interest in international affairs.
- The ability and willingness to devote the necessary time to the role and a willingness to travel outside the UK to visit WaterAid programmes.

Terms of office

The term of appointment for trustees is four years with the possibility of renewal for a period of up to four years. Trustees work on a pro-bono basis, and are asked to give around 10-15 days a year to WaterAid (including attendance in person at board meetings). International travel to WaterAid programmes is encouraged for all board members, normally at least once per four-year term, for one week.

The WaterAid UK Governance Manual can be found [here](#).





How to apply

WaterAid UK is working with Macaulay Search and Nurole on this appointment process.

The application deadline is Monday 29 April 2019.

Your application should comprise:

- a mandatory covering letter of not more than two pages outlining your motivation and relevant experience
- a full CV showing the more significant positions, responsibilities held and relevant achievements

Please send your application to ewen.mcalpine@macaulaysearch.com. Ewen McAlpine can also be contacted if you have specific questions about the opportunity.

The applications will be reviewed by the WaterAid UK Nominations Committee. Following a shortlisting process, there will be chance for finalist candidates to speak informally to a current trustee before a final interview on 29 May, 3 or 4 June 2019.

The candidates invited to join the WaterAid UK Board will be invited to attend and observe the 4 September 2019 Board meeting if available. A full list of Board meetings and other important dates is included.

At WaterAid, we have the commitment, experience, resourcefulness and connections to change millions of lives – until everyone, everywhere has what so many of us take for granted. It's a massive goal and an incredible organisation to be part of.

Please do not hesitate to get in touch if you have any questions regarding this appointment process.

NR
NUROLE

WaterAid UK's current Board



Tim Clark - Chair

Before joining WaterAid, Tim Clark was a Senior Partner of leading international law firm Slaughter and May. He is a member of the boards of various charitable organisations including Paul's Cancer Support Centre and the Geoffrey de Havilland Flying Foundation. Tim is also a member of the Development Committee of the National Gallery.



Myriam Sidibe

Myriam joined the board in 2015. Originally from Mali, she has a background in public health and behaviour change and is now Hygiene and Nutrition Social Mission Director, Africa at Unilever, where her focus has been on 'creating a movement to change the handwashing behaviours of a billion people'.



Heather Skilling

Heather joined the Board in 2017 and has 20 years' experience working in international development as a Water, sanitation and hygiene expert. She has previously worked for the World Bank and USAID and is now Principal Specialist in WASH at DAI Consulting – based in Washington.



Anna Segall

Anna was elected to the Board in 2013. A human rights lawyer with 25 years' experience with international organisations, the United Nations, government and the private sector, Anna is Director of International Standards and Legal Affairs at UNESCO, Paris. Her previous roles include Director of Legal Affairs at the UN Relief and Works Agency for Palestine Refugees in the Near East (UNRWA) and acting Director of UNRWA Operations, Jordan.



Peter Newman

Peter was elected to the Board as Honorary Treasurer in 2013. He has significant financial reporting experience, having worked for Deloitte and Arthur Andersen over many years. Since retiring from Deloitte in 2009, Peter has held several non-executive roles in the corporate and charity sectors. He served as Treasurer of the Energy Institute until 2008 and is currently a member of the Finance Committee for the Royal Geographic Society.



Professor Mala Rao OBE

Mala joined the Board in 2017. She is Senior Clinical Fellow at the Dept of Primary Care and Public Health, Imperial College London and has extensive experience in strengthening health systems and workforce development for public health in the UK, India and SE Asia. She is a campaigner on the health aspects of climate change and is passionate about the integration of WASH and health policy and delivery, which are key elements of WaterAid's Global Strategy.



Heidi Mottram OBE

Heidi joined the Board in 2017. She has been Chief Executive Officer of the Northumbrian Water Group since 2010. The Group delivers water and waste water services serving a population of 4.2m. Prior to that she was Managing Director of Northern Rail, the UK's largest train operation company. Heidi has considerable experience at Chief Executive level of strategy development and is a great advocate for and supporter of WaterAid.



Manuel Alvarinho

Manuel joined the Board in 2017. Until recently he was President of the Water and Sanitation Regulatory Council of Mozambique. The majority of his career was spent working for the Mozambican Government in water supply and sanitation. Manuel has vast international experience through his work with the World Bank, WHO and UNICEF and through his presidency of Aquashare – a network of water professionals from across Portuguese-speaking countries.



Matthew Tweedie

Matthew Tweedie is the Group Finance Director of Arup, an employee owned firm of consulting engineers, designers, planners and business consultants with a global reputation for innovative and sustainable design. The business currently has a turnover of over £1.6bn and in excess of 15,000 employees across the globe. Matthew trained as a Planner before qualifying as a Chartered Accountant. He's worked within Arup since 1998 and held the role of FD since 2007. Matthew was elected to the Board of WaterAid in October 2018.



Zaid Al-Qassab

Zaid Al-Qassab is Chief Brand & Marketing Officer of BT plc, which operates the BT, EE, Plusnet & Openreach telecommunications businesses. He is a Non-Executive Director and Council member of the Advertising Standards Authority. Previously, Zaid was Managing Director of Procter & Gamble UK & Ireland (Health & Beauty Care). He has an MA in Philosophy, Politics & Economics from Oxford University. Zaid joined the Board in October 2018.



Peter Simpson

Peter worked for Anglian Water for many years before taking the helm as CEO in 2013. His previous roles include Managing Director and Chief Operating Officer, responsible for the day-to-day functioning of Anglian Water, with a scope covering operations, asset management and customer services. Prior to that, he held positions within the international division, including Regional Director for Europe and South America and Senior Vice President of Operations. Peter is a past Chair of both Water UK and the Institute of Water. Peter is a very committed supporter of WaterAid and, under his leadership, Anglian has been a major contributor. Peter joined the Board in October 2018.

Board dates

Meetings of the WaterAid UK Board of Trustees in 2019 are planned for:

Wed 4 Sep 10:00-17:00

Board and staff seminar (am) and UK Board meeting (pm) to observe

Fri 11 Oct 13:00-18:00

UK AGM and WaterAid Supporters Day

Tues 3 Dec 17:30-21:30

Trustee informal session (followed by dinner)

Wed 4 Dec 10:00-17:00

Board and staff seminar (am) and UK Board meeting (pm)