

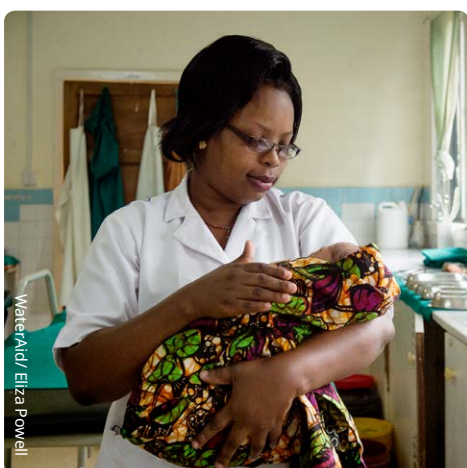


WaterAid/James Kyimba



Appointment of Chair

WaterAid UK



WaterAid/Eliza Powell



Macaulay
search.

WaterAid

Dear Candidate,

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

We are determined to make clean water, decent toilets and good hygiene normal for everyone, everywhere within a generation. Only by tackling these three essentials in ways that last can people change their lives for good.

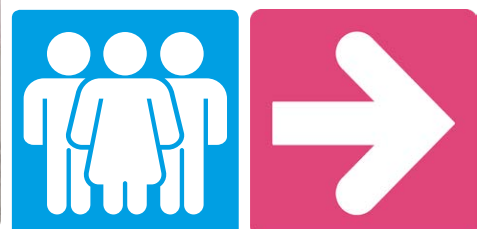
Right now, 785 million people in the world don't have clean water close to home and 2 billion people don't have a decent toilet of their own. Diarrhoea caused by dirty water and poor toilets kills a child under five every two minutes.

Together with our partners and supporters around the world, we will change that. The UN has agreed to adopt the goal of getting water, sanitation and hygiene to everyone, everywhere within a generation. And we are determined to make that happen.

The world is making progress. 1.8 billion people have gained access to clean water close to home and 2.1 billion have gained access to decent toilets of their own since 2000. But, while this represents considerable success, there is still an enormous amount to do, and the pace of change is too slow.

Last year WaterAid UK reached:

- 321,000 people with clean water and 442,000 with decent toilets in or near their homes and 320,000 with good hygiene in communities
- 156,000 children and staff with clean water and decent toilets and 230,000 with good hygiene in schools
- 1,194,000 patients and staff with clean water and 1,048,000 with decent toilets and 780,000 with good hygiene in healthcare facilities.



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 700,000 individual supporters. This continued support means that our annual income was over £91 million for 2018-19.

The next ten years will have many challenges, in the UK and internationally. Our 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. The new Chair of the Board will work closely with Chief Executive Tim Wainwright and the other members of the WaterAid federation to lead WaterAid in this critical new strategic phase of development.

WaterAid lives its values and is seeking a Chair who exemplifies, guards, champions and inspires these values in others. Tim Clark is an excellent Chair and his leadership style of partnership and collaboration reflects the culture and practice of the Board and WaterAid's work as a whole.

If you share our passion, live our values and have the skills and experience to help change the story of the 785 million people without clean water close to home and the 2 billion people without a decent toilet of their own, we would welcome your application.

Professor Mala Rao OBE
Vice Chair, WaterAid UK





A note from the current Chair of WaterAid UK

I joined WaterAid as Chair in 2013. 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 country programme work, as well as our ability to draw on this experience to influence policy at national and international level, is at the core of WaterAid. During my time as Chair, I have been fortunate to visit our work in Tanzania, India, Bangladesh, Uganda, Mozambique and Rwanda. To witness lives being transformed by clean water, adequate sanitation and improved hygiene has been an incredible experience and a tremendous inspiration.

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 brings a wide range of expertise and experience, embracing the ambition and culture of WaterAid in everything it does. It is a great privilege to facilitate the contributions of a talented Board of Trustees in support of a wonderful staff team so that, together with our partners and supporters, we can make a major contribution to the realisation of the 2030 goal that everyone, everywhere has clean water, decent toilets and good hygiene.

Everyone at WaterAid prides themselves on always learning and this is certainly a feature of being the Chair. Although I was, of course, aware at the outset of some of the obvious consequences of a lack of clean water and decent sanitation, I have learned over the past six years the full extent of the incredible and profound change these essential human rights bring to the poorest and most marginalised people in the world.

The role brings its challenges. In the last few years we have seen significant changes (including the effects of climate change and great insecurity) in many of the countries in which we operate and changes to the environment in the UK with greater regulation across a range of areas. We have, I believe, addressed these challenges successfully but many of them will continue and others will undoubtedly come – and will continue to make the role of the Chair interesting, stretching and ultimately a great pleasure.

Tim Clark
Chair of Trustees, WaterAid UK



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.

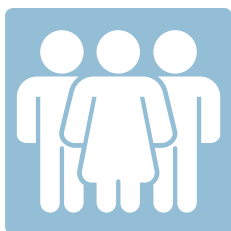
Integrity. We act with honesty and conviction and our actions are consistent with openness, equality and human rights.



WaterAid/ Ernest Randriamalala

Global Strategy

Everyone, Everywhere 2030



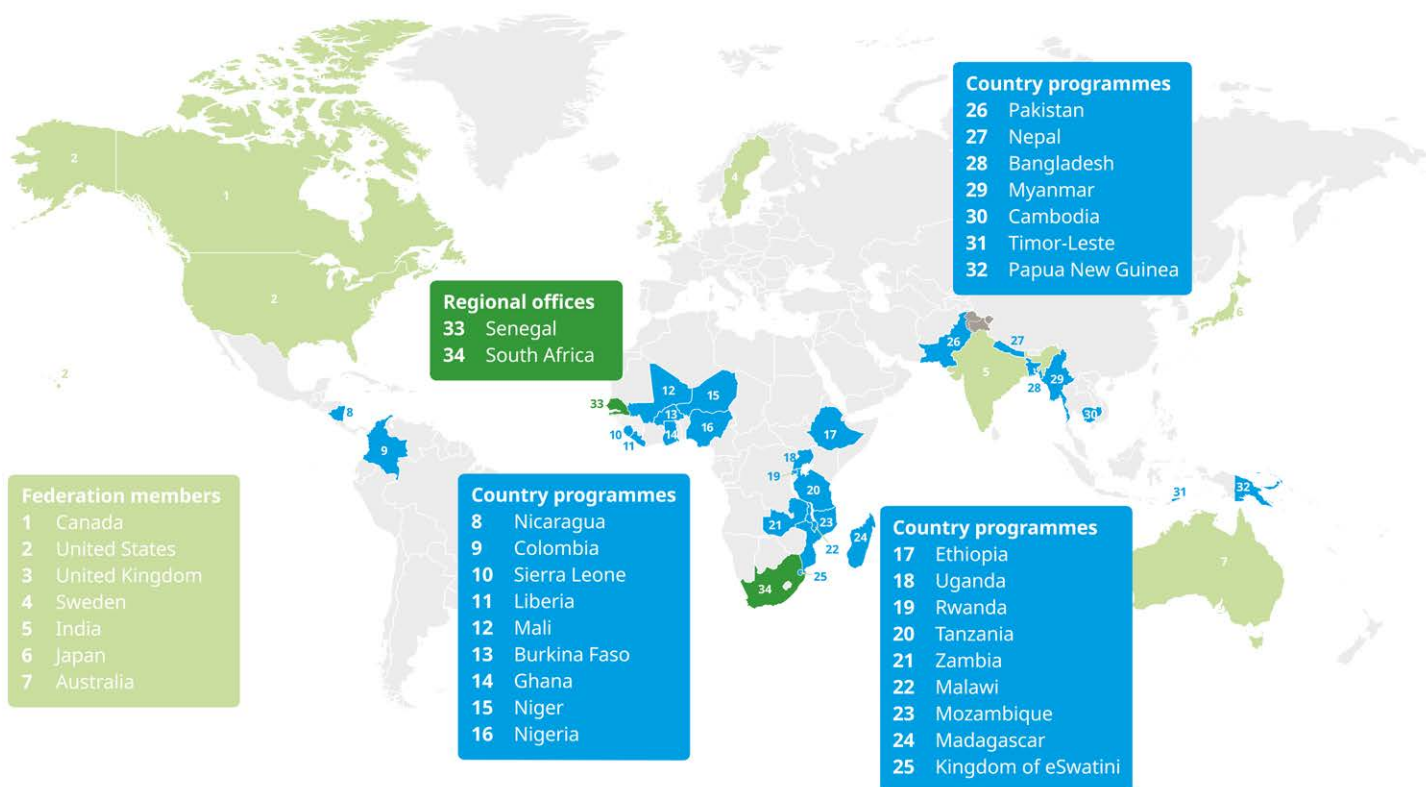
We are an international not-for-profit organisation, determined to make clean water, decent toilets and good hygiene normal for everyone, everywhere within a generation.

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 and implement change; 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 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.



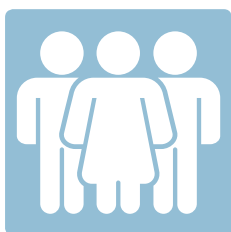
After years of campaigning and championing the cause, we are now closer than ever to making our vision a reality. The UN has committed to the global goal of getting water, sanitation and hygiene to everyone, everywhere by 2030. And we are determined to see that happen.

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.

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](#).





WaterAid/ Basile Ouedraogo

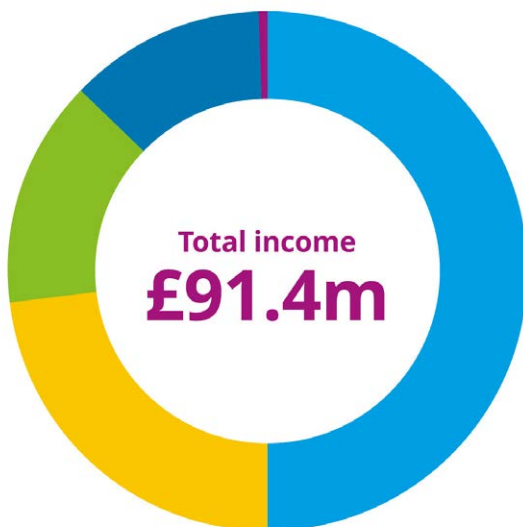
Facts and figures



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 2018-19, total income for WaterAid UK grew by 10% from the previous financial year, with particular successes in grant funding from large institutions and corporates. We generated restricted income in excess of £34m, the highest level reported to date. We grew income from the UK public by over 2% and are particularly grateful for the continued support of 354,000 regular givers, of which 37,800 were newly recruited.



WaterAid/ Sibtain Haider

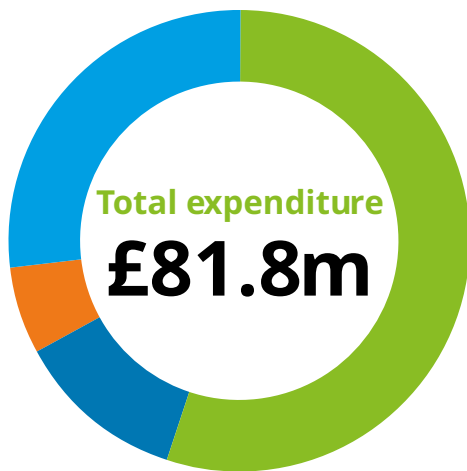
- Individual supporters **£45.9m**
- Corporate and trust supporters **£21.1m**
- Other WaterAid member countries **£12.8m**
- Governments and other institutions **£11.1m**
- Other income **£0.5m**



In every **£1** we spent, **74p** went on delivering services and making change happen, **26p** went on fundraising.



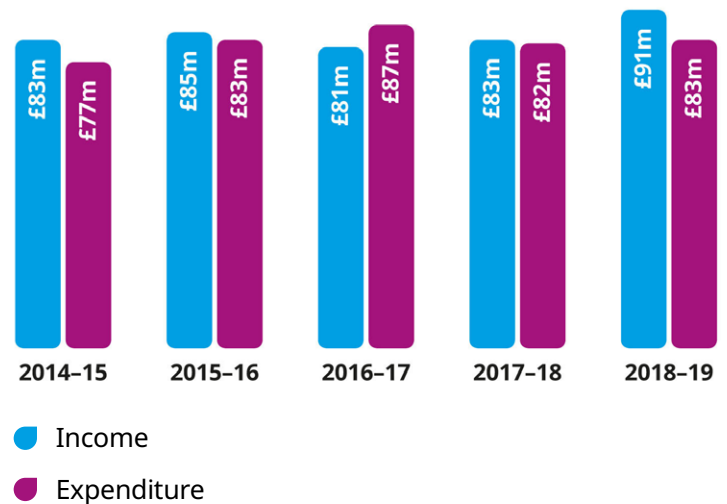
WaterAid / Mani Karmacharya



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

Total expenditure grew by 1% from the previous financial year. This limited growth is due to a time lag between successful restricted income generation and spend on new activities, and a decision to increase our operational reserves following our assessment of increased operational and economic risks in the countries in which we operate. We managed to grow our operational reserves by £1.5m, putting us in a robust position to absorb shocks from potential future economic downturns.

Income and expenditure 2014-2019



WaterAid international



In 2010 WaterAid became a global federation of self-governing national member organisations. To date, we have seven members: Australia, Canada, India, Japan, Sweden, the UK and the US. 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, UK and US also manage country programmes on behalf of our global network.

The work of the federation is supported by a small WaterAid international secretariat, who help the members of the WaterAid family work together effectively and efficiently. The international board and secretariat are collectively responsible for coordinating the delivery of our Global Strategy; facilitating decision-making and coordination across WaterAid; supporting planned growth of member countries and the federation; and licensing, accrediting and supporting the member countries.

The WaterAid federation follows four principles:

Global interest

Achieving WaterAid's mission as effectively as possible is fundamental to all we do and global interest is paramount.

One country, one WaterAid

WaterAid will only have one delivery organisation in each of the regions or countries where services are provided.

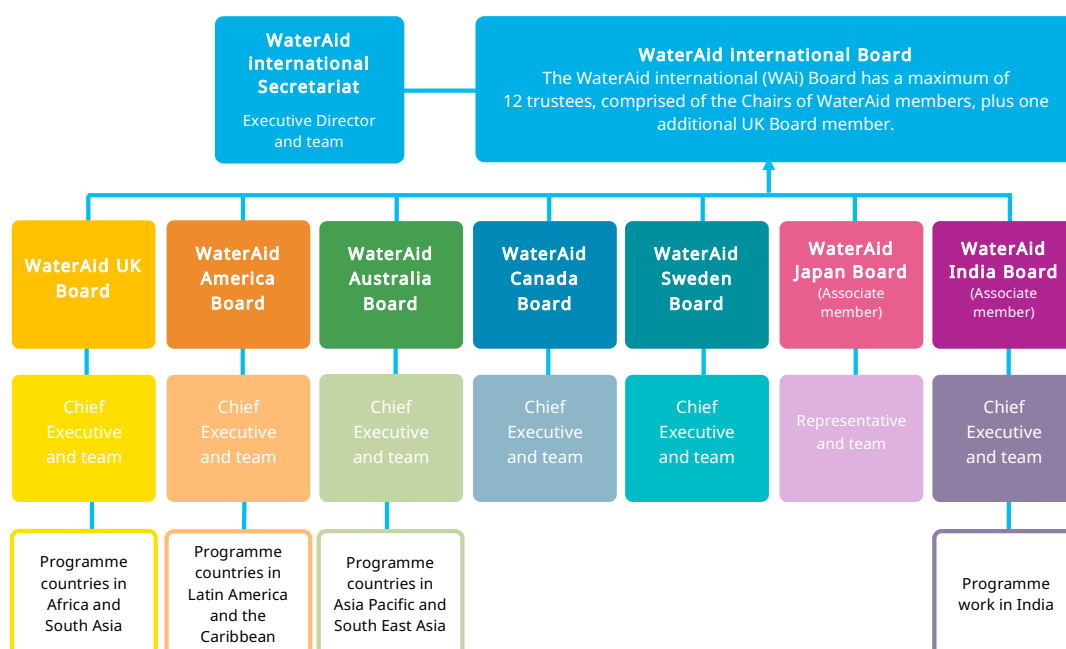
Sustainability

The members of the WaterAid federation will be organisations that are, or are expected to become within a reasonable time-frame, self-sustaining and able to contribute significant resources to the delivery of WaterAid's strategy.

Subsidiarity

WaterAid international will only undertake activities that it can and will deliver more effectively than WaterAid member countries.

The WaterAid international Board of Trustees are the chairs of each WaterAid member organisation, plus an additional trustee from WaterAid UK as the largest WaterAid member. As Chair of WaterAid UK you would also be a member of the WaterAid international Board. WaterAid member countries are accountable to their Boards but all are expected to work in the best interests of WaterAid globally.





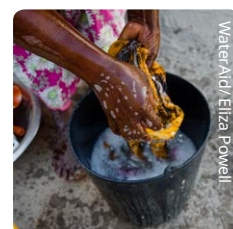
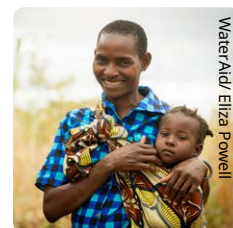
WaterAid's Board of Trustees

Trustees serve the WaterAid mission with their personal conviction and relevant career experience to achieve a world where everyone, everywhere has clean water, decent toilets and good 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.

There are four WaterAid UK Board meetings each year. Each meeting is preceded by a morning seminar, often connecting with a country programme team, 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 UK Executive team.

The WaterAid international Board currently meets twice a year face to face, and once by videoconference. The face to face meetings usually take place over 2-3 days in London, and typically include the half day Board meeting, two half day seminars, a dinner and other meetings as needed. International Board members are expected to be willing to participate in Board working groups between Board meetings as needed – these usually meet virtually.



Role description

Chair of the Board



To provide strategic leadership to WaterAid in collaboration with the Chief Executive and the Board of Trustees.

To inspire the Board, Chief Executive and those within and outside of WaterAid through the promotion of the organisation's vision, mission and values. To oversee development and delivery of the charitable aims through the strategic plan, as agreed by the Board.

To ensure that the Board makes clear decisions on strategy, policy, financial stewardship and risk exposure. To monitor the implementation of the Board's decisions and to oversee the performance of the Board, its members and the Chief Executive.

To develop the Board and to ensure that members are properly inducted and supported.

The Chair of the Board of Trustees represents WaterAid UK on the Board of WaterAid international.

The Chair leads the People Committee of the Board which meets twice a year to discuss WaterAid's people strategy and approaches, with a focus on remuneration. The Chair also leads the Nominations Committee which meets as and when required. He/she is also invited to attend the Audit Committee.

For more detail on the responsibilities of Board members and the Chair of the Board [see our governance manual](#).

Term of office

The term of appointment is four years with the possibility of renewal for a period of up to four years. A maximum of two terms can be served although in occasional circumstances this may be extended to ensure continuity. This is a voluntary role and the Chair is asked to give 50-60 days a year to WaterAid (including attendance in person at Board and committee meetings). International travel to WaterAid's programmes is encouraged for all board members, normally once per year for the Chair, for one week.

The appointed Chair Designate will be invited to attend the WaterAid UK Board meetings from March 2020 and will succeed Tim Clark as Chair at the October 2020 Annual General Meeting. A full list of Board meetings is included.

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





The role requires

- 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 proven track record of leading a large organisation in the public, voluntary or commercial sectors such as Chair, Chief Executive or Director
- A good understanding of the social, economic and political context in which WaterAid works and a willingness to further develop this understanding. Experience of the country contexts in which WaterAid works is desirable
- Able to effectively Chair a diverse Board of Trustees in governing a complex international organisation and commitment to the importance of diversity as part of good governance
- Understanding and ability to promote effective governance practices in the context of a registered UK charity
- Excellent networking with a record of achievement and willingness to engage with contacts for the benefit of WaterAid
- Highly credible, a natural communicator and 'people person'. Able to inspire audiences (staff, supporters etc) with clear and compelling messages about WaterAid
- Ability and willingness to represent the charity and to play an ambassadorial role with policy makers, supporters and others
- Confidence and ability to provide support to trustees and to evaluate the performance of the Board
- Ability to provide support and guidance to the Chief Executive and to work collaboratively in developing and implementing the strategy and monitoring performance of the organisation
- Independence of thought and judgement with a willingness to accept and promote democratically made decisions of the Board irrespective of personal opinion
- Experience of working with the countries WaterAid operates in is desirable as is financial experience and experience of safeguarding
- Time and enthusiasm to dedicate to the role of Chair. The commitment to prepare for and attend four full Board meetings each year plus the Annual Supporters Meeting and Board committee meetings; to prepare for and attend two WaterAid international Board meetings a year (plus one video conference); to represent the organisation regularly; and to interact with the Chief Executive for one-to-one meetings on a regular two-weekly basis and in between as required, and to conduct the annual performance review of the Board and the Chief Executive
- Willingness to travel outside the UK to visit WaterAid programmes
- Ability to comply with [WaterAid's Global Code of Conduct](#) as well as the specific [Trustee Code of Conduct](#) found in our [governance manual](#).



How to apply



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

The application deadline is Wednesday 16 October 2019.

Your application should comprise:

- a 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 a chance for shortlisted candidates to speak informally to current Chair Tim Clark and Chief Executive Tim Wainwright.

Formal interviews with the Nominations Committee of the WaterAid UK Board will take place on 26 November 2019.

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 with Ewen McAlpine if you have any questions regarding this appointment process.

WaterAid UK trustee board and committee meetings 2019-2021

All meetings take place at 47-49 Durham Street London SE11 5JD

Date	Time	Meeting
Tues 3 Dec 2019	1730-1900	Informal session
	1900	Dinner
Weds 4 Dec 2019	0930-1630	Seminar followed by Board meeting
Jan 2020 DATE TBA		Audit Committee meeting
Feb 2020 DATE TBA		People Committee meeting
Tues 3 March 2020	1730-1900	Informal session
	1900	Dinner
Weds 4 March 2020	0930-1630	Seminar followed by Board meeting
Tues 2 June 2020	1730-1900	Informal session
	1900	Dinner
Weds 3 June 2020	0930-1630	Seminar followed by Board meeting
Summer DATE TBA		People Committee meeting
Summer DATE TBA		Audit Committee meeting
Tues 8 Sept 2020	1730-1900	Informal session
	1900	Dinner
Weds 9 Sept 2020	0930-1630	Seminar followed by Board meeting
Friday 9 Oct 2020	1300-1800	AGM & WaterAid Supporters Day
Tues 1 Dec 2020	1730-1900	Informal session
	1900	Dinner
Weds 2 Dec 2020	0930-1630	Seminar followed by Board meeting
Jan 2021 DATE TBA		Audit Committee meeting
Feb 2021 DATE TBA		People Committee meeting
Tues 2 March 2021	1730-1900	Informal session
	1900	Dinner
Weds 3 March 2021	0930-1630	Seminar followed by Board meeting
Tues 1 June 2021	1730-1900	Informal session
	1900	Dinner
Weds 2 June 2021	1000-1700	Seminar followed by Board meeting
Summer DATE TBA		People Committee meeting
Summer DATE TBA		Audit Committee meeting
Tues 7 Sept 2021	1730-1900	Informal session
	1900	Dinner
Weds 8 Sept 2021	0930-1600	Seminar followed by Board meeting
Friday 8 Oct 2021	1300-1800	AGM & WaterAid Supporters Day
Tues 7 Dec 2021	1730-1900	Informal session
	1900	Dinner
Weds 8 Dec 2021	0930-1630	Seminar followed by Board meeting



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**Clean water.
Decent toilets.
Good hygiene.**

Great
Place
To
Work[®]

Best Workplaces[™]
Medium Category
UK 2018



WaterAid, 47-49 Durham Street, London SE11 5JD

Registered charity numbers 288701 (England and Wales) and SC039479 (Scotland) Company number: 1787329

