Chance for Childhood

Trustee Recruitment Pack

Chance for Childhood

Welcome

Nicoletta Piccolrovazzi

Chair of Trustees

I have followed the work of Chance for Childhood since 2010 and joined the board in 2022. Throughout this time I have continually been impressed by the organisation's ability to manage risks, navigate change and deepen its impact, even in challenging circumstances. What has always stood out is the unwavering commitment to ensuring that children facing some of the most difficult barriers can thrive and realise their full potential. This focus is at the heart of everything we do.

Serving as Chair has been both inspiring and rewarding. Working alongside a highly committed Board of Trustees has broadened my own perspectives and provided valuable opportunities for professional growth after a career in the private sector.

As Trustees we support the organisation in strengthening its governance, resilience and achieve the ambition of delivering sustainable change.

To ensure strong governance, continuity and a diversity of perspectives, we are now seeking new trustees to join our Board. You will work alongside an experienced and culturally diverse group of trustees, half of whom are African, bringing rich skills and lived experiences to discussions and decision-making.

Trusteeship is both a privilege and a responsibility.

Beyond contributing to an important cause, trustees play a vital role in safeguarding the charity's future, providing strategic oversight, acting as ambassadors for our work and helping us navigate a changing sector. We are particularly interested in hearing from individuals with experience in international NGOs, impact measurement and learning, safeguarding, and who can strengthen regional representation on the Board. New trustees will receive a warm welcome, training, peer support and the opportunity to contribute through one of our Board sub-committees.

If you are motivated by social purpose, energised by challenge and eager to help shape the future of Chance for Childhood, we would be delighted to hear from you.

About Chance for Childhood

Who we are

Chance for Childhood is an international development organisation that has spent over three decades working alongside children across Africa, particularly children living with disabilities, and the families and communities around them. We believe every child should be able to thrive from their early years through to adulthood, and our vision is a world where every childhood is filled with safety, belonging and play. Our 2030 Strategy turns that vision into a concrete commitment to reach 200,000 people in vulnerable situations through community-driven action in education, health and economic resilience.

How we work

We choose depth of impact over reach, investing in the conditions that allow children, families and communities to thrive long after our programmes end. We train teachers, health workers, community leaders and families so they can support every child with confidence. We co-create solutions with the people closest to each challenge, and we work with governments to embed inclusion within national systems.

Our year in Numbers

Reach

In 2025/2026 we directly reached 27,993 children and young people and supported more than 16,000 adults.

Innovation

In 2025/2026 our Disability Detect App was used in screening over 60,000 children and we received the Theirworld Award for Education Innovation.

Spending

87p of every £1 spent goes directly to support children

The role of a Trustee

Trustees are responsible for the overall governance and strategic direction of Chance for Childhood. Trustees ensure the charity is well governed, financially sustainable, legally compliant, and operating in accordance with its charitable objectives.

The Board is currently seeking individuals who can contribute expertise in one or more of the following areas:

- International development and INGO leadership
- Safeguarding and child protection
- Monitoring, Evaluation, Accountability and Learning (MEAL)
- Impact measurement and research
- Fundraising and philanthropy
- Finance and audit
- Legal and governance
- Communications and digital engagement

These priorities reflect the Board's current skills requirements and succession planning objectives.
This role is voluntary and unpaid.

Key Responsibilities

Governance and Oversight

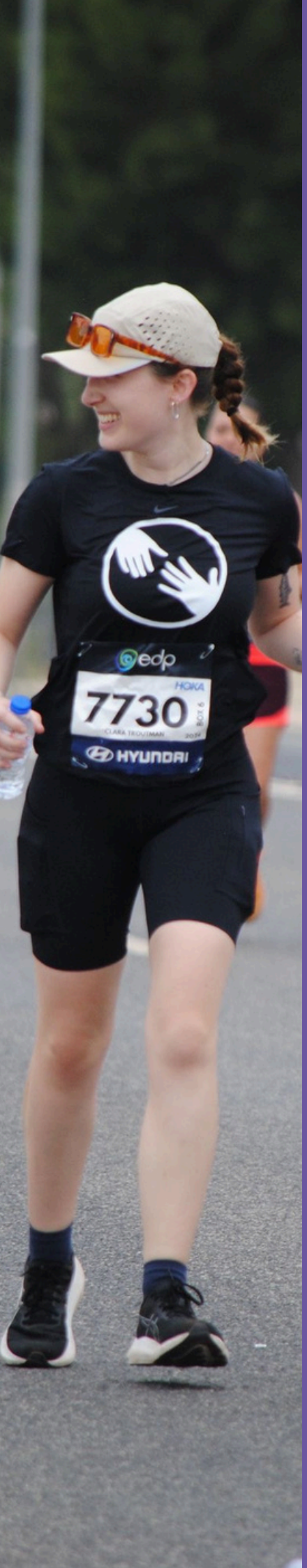
- Ensure the charity complies with its governing documents, charity law, company law and relevant regulatory requirements.
- Promote high standards of governance and ethical decision-making.
- Safeguard the charity's reputation and values.
- Monitor organisational performance against strategic objectives.

Strategic Leadership

- Contribute to the development and review of organisational strategy.
- Support long-term sustainability and impact.
- Act as a critical friend to the Chief Executive and leadership team.
- Participate constructively in Board discussions and decision-making.

Financial Stewardship

- Ensure the charity's finances are responsibly managed.
- Review budgets, financial reports and key risks.
- Support sound financial planning and resource allocation.



Key Responsibilities

Risk Management and Safeguarding

- Ensure appropriate systems are in place to manage organisational risk.
- Champion safeguarding and accountability across all areas of the charity's work.
- Ensure the welfare and protection of children remains a central consideration in governance decisions.

Board Participation

- Attend and actively participate in Board meetings.
- Serve on Board committees where appropriate.
- Contribute specialist expertise to Board discussions and decision-making.

Ambassadorship

- Act as an ambassador for Chance for Childhood.
- Promote the organisation through personal and professional networks.
- Support trustee recruitment, fundraising and relationship-building activities where appropriate.

Person Specification

Essential

- Commitment to the mission and values of Chance for Childhood.
- Understanding of trustee responsibilities and good governance principles, or willingness to undertake trustee training.
- Ability to think strategically and contribute to organisational oversight.
- Sound judgement and independent decision-making skills.
- Strong communication and collaboration skills.
- Commitment to equality, diversity and inclusion.

Desirable

Experience in one or more of the following areas:

- International development and INGO leadership
- Safeguarding and child protection
- Monitoring, Evaluation, Accountability and Learning (MEAL)
- Impact measurement and research
- Fundraising and philanthropy
- Finance and audit
- Legal and governance
- Communications and digital engagement

Time commitment and practicalities

- Approximately 6-10 Board and committee meetings per year.
- Preparation time for meetings and review of Board papers.
- Occasional participation in strategic workshops, induction activities and fundraising or ambassadorial events.

What we offer

- The chance to contribute your expertise to an ambitious global charity.
- A collaborative and values-driven Board environment.
- A structured trustee induction programme covering governance, safeguarding and programme context.

Diversity statement

We welcome applications from people of all backgrounds and particularly encourage applications from individuals from underrepresented groups, including people with disabilities, people from Black, Asian and other ethnically diverse communities, people with lived experience of the issues affecting children and young people, and candidates based in or with strong connections to Africa. We are committed to creating an inclusive and supportive recruitment process and will make reasonable adjustments where required

How to apply

To apply, please send your CV and a supporting statement of no more than two pages to Jo Griffin at Jo.Griffin@chanceforchildhood.org. Please use “Trustee application” followed by your name as the email subject.

All shortlisted applicants will be asked for professional references, and any appointment will be subject to a DBS check, or an overseas equivalent, in line with our safer recruitment policy.

This pack is available in other formats on request, and we will make reasonable adjustments at any stage of the process.