



THIRST

THIRST Trustee Recruitment – Terms of Reference: Trustee with expertise in African tea sector

Background

THIRST – The International Roundtable for Sustainable Tea – is a Charitable Incorporated Organisation registered with the Charity Commission of the United Kingdom.

Our vision is of a fair and sustainable tea industry where workers and farmers are empowered and their rights are protected, within a system that is shaped by 21st century values and systems rather than 19th century ones.

Our mission is to provide a platform for civil society actors and tea workers and farmers to come together to challenge the tea industry and governments to reform the system, and support them in doing this.

The current board of Trustees offers skills in gender, law, labour rights, corporate engagement, international development and more. Current trustees also offer extensive knowledge of South Asian, East Asian and Southeast Asian countries. We are currently seeking to expand our board of Trustees to include better representation of African tea origins.

NB This is a voluntary, unpaid role.

How we work

We seek to achieve our vision through the following activities:

Convening stakeholders

THIRST is the first civil society driven organisation dedicated to bringing together key actors in the tea sector to discuss problems and explore solutions. We convene stakeholders through:

- Open international roundtables
- Working international roundtables
- Making introductions

Sharing our resources and expertise

THIRST disseminates knowledge about human rights in the tea sector to help ensure that tea workers' and farmers' representatives, civil society and the industry have access to the most up-to-date insights and information. We do this through:

- Our Monthly News Roundup (distributed via email and on social media)
- Our Knowledge Hub
- Producing original resources
- Consulting and advising

Catalysing change

Where appropriate, in alliance with other civil society organisations and in response to evidence gathered, THIRST advocates for changes in the tea industry and by relevant governments to protect tea workers' and farmers' rights. This includes:

- Advocacy
- Raising awareness
- Human Rights Impact Assessment

Our Governance

THIRST is governed by a Board of Trustees which currently has six members providing their services on a voluntary, unpaid basis. Between them they bring a wide range of valuable expertise, knowledge and connections to the organisation.

However, the Board feels that it lacks representation from the African continent, a significant region for the production and export of tea on which many thousands of people rely for their livelihoods and wellbeing. THIRST's Board of Trustees is therefore recruiting a new Trustee who can provide the organisation with expertise, knowledge and connections relating to the African tea sector.

The Role

The role of Trustee to a Charitable Incorporated Organisation is voluntary and unpaid.

As stated on the UK Government website, the six main duties of a charity trustee are as follows:

1. Ensure your charity is carrying out its purposes for the public benefit.
2. Comply with your charity's governing document and the law.
3. Act in your charity's best interests.
4. Manage your charity's resources responsibly.
5. Act with reasonable care and skill.
6. Ensure your charity is accountable.

In addition to the above, we are currently seeking a Trustee with **knowledge of and expertise in human rights for agricultural workers and/or farmers in the African continent** – preferably in the context of the tea industry in one or more African country. This could be knowledge and expertise gained through working in the tea (or other agricultural) industry, or through an academic, government, trade union or NGO role with relevant connections.

Trustee meetings

THIRST Trustees meet – usually remotely – for around 90 minutes once every quarter. Meetings usually consist of a presentation of the latest Quarterly Report from the CEO, which gives an update on the organisation's progress and developments in the foregoing quarter.

The CEO will occasionally reach out to individual Trustees for advice or guidance on issues in which they have particular expertise.

Trustees are also invited to take part in THIRST's ad hoc roundtable meetings – which attract a wide range of stakeholders of the tea sector from around the world – and other initiatives.

Eligibility

You must be at least 16 years old to be a trustee of a charity that is a company or a charitable incorporated organisation (CIO), or at least 18 to be a trustee of any other sort of charity.

You must be properly appointed following the procedures and any restrictions in the charity's governing document.

You must not act as a trustee if you are disqualified unless authorised to do so by a waiver from the Commission. The reasons for disqualification include:

- being bankrupt or having an individual voluntary arrangement (IVA)
- having an unspent conviction for certain offences (including any that involve dishonesty or deception)
- being on the sex offenders' register
- In addition: you must have knowledge of and expertise in human rights for agricultural workers and/or farmers in Africa

For more information on the role of Trustees, ground for disqualification and more, visit <https://www.gov.uk/guidance/charity-trustee-whats-involved>

Application process

Please send the following documents to trustee-recruitment@thirst.international:

- Your Curriculum Vitae
- A covering letter stating why you are interested in this role and what you feel you will bring to it.

The deadline for applications is 28th February 2023

We will notify you if you have been shortlisted for the role. Interviews will take place remotely in early March – dates to be confirmed.