

# Migrants' Rights Network



# Trustee Recruitment Pack



**Migrants'  
Rights  
Network**

we stand up for all migrants

# Introduction

**The Migrants' Rights Network has evolved since 2006 from a research and policy-focused organisation to one that campaigns and stands in solidarity with all migrants in their fights for rights and justice. We co-curate campaigns using anti-oppression practices to create transformational change, extending beyond the individual impact on migrants' lives, to tackle oppression at its source. We believe it is not enough to reform structures and systems which are foundationally discriminatory. We are calling for a complete overhaul, and for migrants, including refugees to lead that change.**

**We are now slowly but surely embedding a transformational change approach into our work and practices, and we are excited to continue this in the coming years. This means we need leadership from trustees who are going to keep this front and centre of our strategy and objectives.**

**We are looking for trustees who want to contribute to the governance of an organisation that is in pursuit of systemic change, whilst centring migrant voices and experiences, and embedding our campaigning and policy work within a migrant-led agenda to help make a just society for migrants a reality.**

## Who we are

The Migrants' Rights Network is a UK charity that stands in solidarity with all migrants in their fights for rights and justice.

**We believe everyone has the right to live a dignified life in a society free from all forms of oppression and discrimination.**

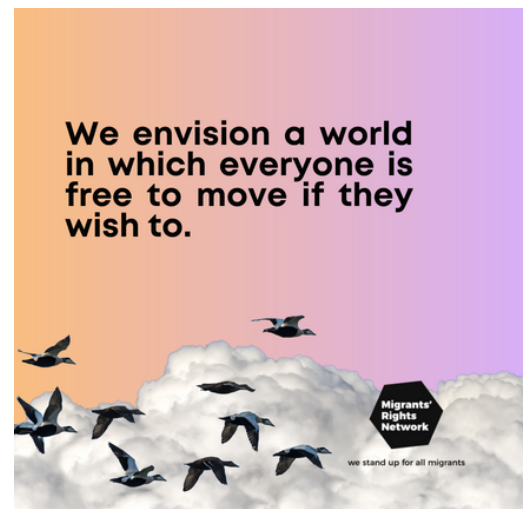
MRN's **vision** is a society in which:

- People should be free to move because migration is and has always been an integral part of the human experience.
- Everyone, including all migrants, should live in a society which is free from all forms of oppression and discrimination.
- Nobody's access to safety, rights and security should be determined by their immigration status.

We particularly focus on issues that are less notable or publicly palatable, and can be overlooked. We do this to ensure that ALL migrant groups and communities that are seldom heard have access to platforms, support and resources to advocate for themselves and achieve change.

We are taking a proactive anti-oppression approach in how we work alongside migrants, including refugees, and other organisations. We do not want to replicate the harms that our systems inflict on our communities.

This approach is strengthened by our core value to be intersectional. It is only through understanding the nature of compounded and interlocking harms that we can recognise the intrinsic link between different struggles, and this enables us to strive for solidarity across and beyond borders.



## **Our work takes many forms, but includes:**

- Using our platform to **raise awareness** of pressing issues amongst politicians and policy makers, and in the media.
- Working with individuals and/or organisations to **build campaigns** and links with legal experts in order to pursue **strategic litigation**.
- Building an evidence-base for change by co-curating with affected migrants to inform our work and the work of others, to better understand the issues.
- Promoting **partnership and collaboration** between different causes and campaigns, to enable information and resource sharing.
- Informing migrant communities on their rights through our **tailored resources and training**.
- Developing **alternative narratives** to counter harmful rhetoric and narratives around migration through informative and creative campaigns.

# Values



## **Migrant-centred**

We place at the heart of our work the experiences and perspectives of migrants to ensure we are accountable to those impacted by immigration and wider policies and practices.



## **Equity for all migrants**

We work for the rights and justice of **all** migrants, and focus on issues that are side-lined or underrepresented.



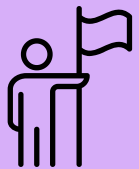
## **Collaboration**

We team up with migrants, grassroots organisations, activists, lawyers and academics to oppose hostile and unfair policies, tackle negative media narratives and campaign for transformational change.



## **Intersectional**

We approach and inform our work with the understanding that people will experience multiple interconnected forms of oppression, where immigration status/migration experience is but one factor.



## **Leadership**

We strive to be daring, determined and speak ‘truth to power’ to obtain justice and equality for migrants. We also recognise that where we hold power, we must be held to account by those affected by immigration systems.



## **Solidarity**

We build the power of those affected by the immigration system and work in alliances to create movements which strengthen efforts to further the rights of **all** migrants.

## **How will we achieve this?**

**MRN will maintain its core principles to:**

- **Take a flexible, agile and adaptive approach to every issue**
- **Redistribute resources, access, information, knowledge and space to migrants and grassroots organisations.**
- **Embed and practise our values and work in an inclusive and accessible way.**
- **Be led by the opinions, views and experiences of migrants and grassroots organisations, and be willing to be challenged ourselves.**
- **Put ourselves on the frontline for migrants and grassroots groups, including intervening in legal challenges on behalf of affected communities.**
- **Challenge the status quo so that MRN can always think from a radical perspective.**
- **Recognise the power and privilege that MRN holds and aim to redistribute that where possible, acknowledging and respecting the expertise and lived experience of others.**
- **Recognise that charities and NGOs can easily become ‘part of the problem’ when they fall into the trap of competing for resources, platforms and funding. MRN believes that we are stronger together and strives to cultivate partnerships based on trust, solidarity and transparency.**
- **Tackle oppression at its source through transformational change, to achieve justice for all migrants.**

## **The Network**

**We bring people together in order to share our collective resources and expertise, and to build solidarity between movements, campaigns and communities.**

**While we are not a formal network, we work to establish and strengthen connections. Whether that is making links between the race equality sector and the migrants' rights sector, or between an individual and a legal expert who may be able to take on their case. We believe it is through building bonds between people that we have the greatest opportunity to achieve transformational change.**

## **Our team**

**The work is led by a diverse team majority led by migratised people and People of Colour, essentially first and second generation migrants but there are also numerous other intersecting identities in our team including religion, nationality, age, gender, sexuality and those with disabilities. They include:**

- Fizza Qureshi- CEO**
- Julia Tinsley-Kent- Head of Policy and Communications**
- Eliyes Omar- Finance Administrator**
- Ana Gavalas- Communications Officer**
- Toby Nicholas- Community and Capacity Building Manager**
- Lauren Fernandes- Policy and Campaigns Officer**
- Aya Khedairi- Community Engagement Manager**

## **Our migrant ambassadors & advisors**

They are an advisory board of lived experience of migration that offer guidance, expertise, and hold the organisation accountable to its values of being 'migrant-centred'. They do not have formal decision-making authority, but their input is vital in ensuring the organisation is living its values and its vision. The current ambassadors and advisors include:

- Angelo Boccato
- Simon Cheng
- Xin Yè
- Katia Widlak
- Ernest Ulaya
- Oyella Odong
- Bashir Fatehi
- Mardin Mahmoudpour
- Dr Javier Mármol Queraltó
- Yijing Xiao

## **Our board**

MRN is a registered charity and a company limited by guarantee. We have a Memorandum and Articles of Association as our governing document, and are currently governed by:

- Sainga Tony- Chair (stepping down to board member)
- Edith Yembra- Treasurer
- Eduardo Lopes- Secretary to the board
- Nick Sigler
- Ekaterina Sjostrand
- Joanna Knight



## Our priorities

Immigration remains a contentious issue, and is the easy scapegoat for politicians and the media alike. Conversations about immigration, migrants and refugees have intensified for several reasons, enabling politicians to be seen to be 'tougher' on immigration. This 'toughness' has led to an acceleration of policies and legislation to make the lives of some migrants and refugees more complicated and to make it more difficult for them to make the UK their home.

Migration is not a crime, and we will continue our fight for the rights and justice for all migrants. We will particularly work on issues and affected communities that are overlooked and to shift the narratives around migration. We are focusing on the objectives in our new strategy 2022-2025 to:

- **Change-** We will focus on the systemic 'change' needed for migrants to thrive in our society. We will remain reactive but we must start to become proactive and pre-emptive to imagine our vision in practice.
- **Strengthen-** For change to take place, we must ensure that migrants are their own 'change-makers'. This means ensuring that those with lived experience of migration and being a migrant in the UK are front and centre of MRN's campaigns and activities.
- **Defy-** We are moving past the point of challenging narratives, and want to delve deeper into creating new and inclusive narratives that are then reflected and boosted by others.



# **The role of an MRN trustee**

**As with any small charitable organisation, we are reliant on the skills and dedication of the trustees to support the organisation. We pride ourselves on a diverse board which primarily consists of those with the lived migrant, including refugee experiences.**

**As a trustee, you are instrumental in ensuring that MRN is achieving its objectives and purpose, and it is complying with its governing document and other legal requirements. Trustees are key to developing and delivering the strategy that will help drive the organisation forward.**

**With our Chair stepping down due to capacity reasons, we are seeking a Chair to lead the board and organisation. Alongside this, through a skills audit and analysis of our gaps, we have identified the following areas of expertise to have a full complement of skills and knowledge on the board: HR, fundraising and income generation for small/medium UK charities or businesses.**

**We want to reflect the communities we engage with, and therefore want to continue to attract those with the lived experience of migrating or the refugee system, who are from racialised or migratised backgrounds. We are also keen for those under 25 and those living outside of London to apply.**

**As a trustee you will be able to apply your significant skills and abilities, while working alongside devoted and enthusiastic trustees and staff who are committed to working and campaigning for the rights of all migrants.**

# **Trustees duties & responsibilities**

- **Ensuring that MRN pursues its stated objects (purposes), as defined in its governing document, by developing and agreeing a long-term strategy**
- **To ensure MRN follows effective governance to meet regulatory and statutory requirements and complies with its governing document (i.e., memorandum and articles of association), charity law, company law and any other relevant legislation or regulations**
- **To make balanced and informed decisions in the best interests of the charity to achieve its purposes, and avoid personal conflicts of interest when making decisions**
- **Ensuring that MRN applies its resources exclusively in pursuance of its charitable objects (i.e., the charity must not spend money on activities that are not included in its own objects, however worthwhile or charitable those activities might be) for the benefit of the public**
- **Ensuring that MRN defines its goals and evaluates performance against agreed targets**
- **To act responsibly, reasonably, and honestly, and safeguard the good name and values of MRN**
- **Ensuring the effective and efficient administration of MRN, including having appropriate policies and procedures in place**
- **Ensuring the financial stability and probity of MRN**
- **Protecting and managing the property of the charity and ensuring the proper investment of the charity's funds**
- **Following proper and formal arrangements for the appointment, supervision, support, appraisal, and remuneration of the CEO**

- **To assist the Board to support MRN in delivering its overall strategy**
- **To support the organisation in implementing its fundraising strategy and revising as this required to meet MRN's ambitions and objectives**
- **Be an active champion of Migrants' Rights Network**

**In addition to the above statutory duties, each trustee should use any specific skills, knowledge or experience they have to help the board of trustees reach sound decisions. This may involve scrutinising board papers, leading discussions, focusing on key. issues, providing advice and guidance on new initiatives, or other issues in which the trustee has special expertise.**

# **Role description for Chair of trustees**

In addition to the general responsibilities of a trustee, duties of the Chair include the following:

- **Providing leadership to the organisation and the board by ensuring that everyone remains focused on the delivery of the organisation's charitable purposes in order to provide greater public benefit**
- **Chairing and facilitating board meetings**
- **Giving direction to board policy-making**
- **Checking that decisions taken at meetings are implemented**
- **Representing the organisation at functions and meetings, and acting as a spokesperson as appropriate**
- **Bringing impartiality and objectivity to decision-making**
- **With the CEO:**
  - **Planning the annual cycle of board meetings and other general meetings where required, for example the AGM**
  - **Setting agendas for board and other general meetings**
  - **Developing the board of trustees including induction, training, appraisal and succession planning**
  - **Addressing conflict within the board and within the organisation, and liaising with the CEO to achieve this**
- **Where staff are employed:**
  - **Liaising with the CEO to keep an overview of the organisation's affairs and to provide support as appropriate**
  - **Leading the process of supporting and appraising the performance of the CEO**

- **Sitting on appointment and disciplinary panels**
- **The Vice-Chair acts for the Chair when the Chair is not available and undertakes assignments at the request of the Chair**

### **Person specification**

**In addition to the person specification for a trustee, the Chair should have the following qualities:**

- **Leadership skills**
- **Experience of committee work**
- **Tact and diplomacy**
- **Good communication and interpersonal skills**
- **Impartiality, fairness and the ability to respect confidences.**

**In most circumstances, it would also be desirable for the Chair to have knowledge of the type of work undertaken by the organisation and a wider involvement with the voluntary sector and other networks.**

## **Role description for fundraising & income generation trustee**

In addition to the general qualities of a trustee, we are specifically looking for the following experience:

- An understanding of the challenges facing small to medium charities in maximising and diversifying income streams
- Able to demonstrate knowledge, skills, and experience of fundraising, particularly corporate partnerships and major donors.

## **Role description for trustee with HR expertise**

In addition to the general qualities of a trustee, we are specifically looking for the following experience:

- A significant understanding of UK HR policies and procedures to ensure compliance with legal and regulatory requirements.
- To provide oversight and strategic guidance on HR matters, advocate for best practices in employee management

We would expect the trustee with HR expertise to sit on the staff committee which is due to be formed.



# What do we need?

We need trustees who will:

- **Commit to the organisation, to the aims and objectives of MRN, and its vision**
- **Want to ensure MRN is inclusive and takes an intersectional approach**
- **Devote the necessary time and effort required**
- **Offer strategic vision and insight**
- **Demonstrate good and independent judgement**
- **Think creatively to further the organisations causes**
- **Be an active participant and will speak their mind**
- **Have understanding and acceptance of the legal duties, responsibilities, and liabilities of a trusteeship**
- **Work effectively as a member of a team**
- **Use their skills and experience in setting targets, monitoring, and evaluating performance and projects**
- **Use their excellent networking skills, influencing and communication skills to further the organisations agenda**
- **Desirably have some understanding of financial management**
- **A commitment to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty, and leadership.**



## **Your commitment**

**This role requires at least 10 days commitment a year, and this would include attending bimonthly board meetings, and potentially subgroups when they are set up, strategy and away days and reading through board reports prior to meetings.**

**Board meetings are currently being held in a hybrid format on a bi-monthly basis. Meetings in person would take place in our office in East London.**

**The role is unpaid, but we will reimburse reasonable expenses e.g. childcare, travel and accommodation, if required.**

## **An inclusive board & organisation**

**All new trustees will receive induction and support from existing trustees and the staff, and ongoing access to training and refresher courses, where required.**

**You will be contributing to making a real difference to the lives of migrants, including refugees. We strive to have a board that is representative of the racialised communities we work alongside, and ensure we have good representation from those with lived experience of the migration/refugee system.**

**We are committed to being a truly inclusive organisation, and want to actively encourage those who identify with a disability, as LGBTQIA, or those under 25 to apply.**

**If you have access requirements or need any adjustments to the recruitment process, please do let us know.**

## Interested in applying

If you are interested in applying please send a CV and a covering letter (max one page) explaining why you are interested in joining the organisation as a governance trustee, and how you meet the skills, experience and background we currently seek.

You can also send a short 3-5min video on why you would like to join the board addressing the points above along with your CV.

Please send your application to [trustees@migrantsrights.org.uk](mailto:trustees@migrantsrights.org.uk) by **9am, 5 March 2025**. Interviews will likely take in March or early April 2025.

## Recruitment process

Once we have received your application, we will review all applications and shortlist applicants that meet the skills and criteria we seek, and contact you for a brief interview with two board members, and the CEO.



## Further information

If you would like more information or have an informal chat, please contact either:

- Sainga Tony, Chair of MRN- [s.tony@migrantsrights.org.uk](mailto:s.tony@migrantsrights.org.uk)
- Fizza Qureshi, CEO- [f.qureshi@migrantsrights.org.uk](mailto:f.qureshi@migrantsrights.org.uk)

For information on our current activities and impact, please visit [www.migrantsrights.org.uk](http://www.migrantsrights.org.uk)



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**Migrants' Rights Network**  
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06024396  
Registered charity number: 1125746  
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