

TRUSTEE RECRUITMENT

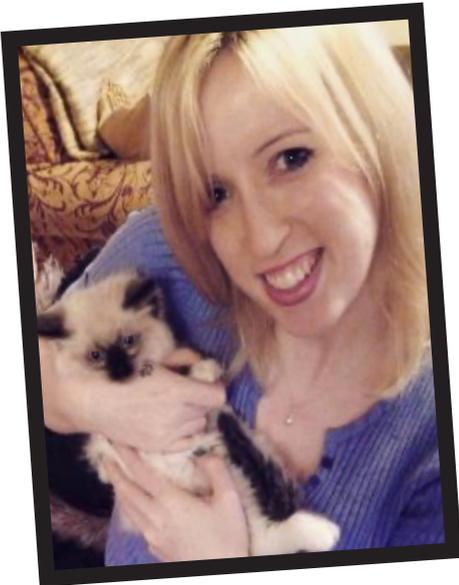
Legal Trustee Application pack



JOIN A FORWARD THINKING, AMBITIOUS
MEDICAL RESEARCH CHARITY

**ANIMAL
FREE**

RESEARCH UK



WELCOME FROM THE CHAIR

50 years ago, a small group of thoughtful, committed citizens decided to change the world. Dedicated to doing all they could to end experiments on animals, they knew the best way to achieve their vision was to advance scientific research methods to match their progressive values.

Fast-forward five decades, and I'm proud that our charity has played a foundational role in creating cutting-edge humane and human-relevant methods of research.

The next phase of our journey starts now with an ambitious new strategy. To help us achieve this, we are looking to recruit a legal professional to our Board, who excels in providing legal advice and support and who can support the Board, and senior management team, with all elements of legal governance. If this sounds like you, and you have a passion for supporting animals and people through better science, we'd love to hear

from you
Laura-Jane Sheridan
Chair

A Word from Natalie Barbosa (Vice Chair)

Since 2014, I - along with my rescue dogs Rosie and Dante - have provided the Board with legal expertise and advice on all elements on Charity Governance, law and legal policy. My term will end next year, so I am keen to hear from dedicated, skilled Legal Professionals who want to make a difference to animals and people and who are passionate about committing their time and energy to helping our small but ambitious charity to thrive.



In the past two years we have undergone significant positive changes and as our team grows and our remit expands, comprehensive and robust legal expertise on the Board is essential. Our next Legal Trustee will have a wealth of experience in legal matters and ideally with some focus on the third sector. If this sounds like you, we'd love to hear from you.

Working with Animal Free Research UK has been one of the most satisfying periods of my career. It is a wonderfully supportive Board and I leave every meeting feeling proud to work with such a great charity, with such a dedicated group of professionals. My skills and experience as a Lawyer are highly cherished by the Board and it is wonderful to see first-hand the difference my skills can bring.

Natalie Barbosa
Vice Chair and Legal Trustee

OPPORTUNITY

We are seeking a new Trustee with a legal background and who is deeply passionate about our mission and values, to support the Animal Free Research UK board and team in achieving our charitable aims.

The Board of Trustees plays a key role in setting the overall strategic direction and providing scrutiny to our processes and decisions, as well as ensuring standards of governance are upheld. As a Legal Trustee, you will help drive forward the charity's vision, mission and values, and ensure compliance and accountability for legal, governance and regulatory obligations. You will offer well-informed views, constructive challenge and a commitment to best practice in relation to legal matters and their application in the charity sector, such as providing guidance on contracts, assessing legal risk, and reviewing compliance.

We welcome applications from those with legal qualifications (solicitor, barrister, advocate, ILEX, for instance) and preferably either from an employment, commercial or charity law background.

The Board ordinarily meets four times per year in London on Saturdays, in January, April, July and October, as well as holding an annual strategy day. Meetings are currently being held remotely, due to national and local restrictions. In addition, Trustees are encouraged to join a sub-committee relevant to their area of expertise, which meets at least once per quarter via video call. An appropriate time commitment will be required over the course of the year for preparative work between meetings. Trustees are also invited to attend charity events and recruitment panels on an ad hoc basis.

Trustees serve a three-year term, with the option to renew for a further three years. Our current legal trustee will support your induction, with a six to nine month handover before stepping down, to ensure you feel fully confident in the role.

Trusteeship is an unremunerated position, though reasonable out-of-pocket expenses will be paid.

If this opportunity to join a small but ambitious charity appeals to you, and you have legal expertise, enthusiasm and a commitment to a vision of a world where human diseases are cured faster without animal suffering then we would like to hear from you.

OUR BOARD OF TRUSTEES

The Animal Free Research UK Board of Trustees is composed of professional, knowledgeable and passionate individuals motivated to help deliver our aims. We recruit highly talented people who align to our vision and values, and are willing to go that extra mile. Our team shares a number of attributes irrespective of role, which include great team working ability, self-motivation, target and delivery focus, pride in delivering high quality work and of course respect and consideration to both humans and animals alike.

Meet our current Trustees at www.animalfreeresearchuk.org/our-trustees

WHO WE ARE

Animal Free Research UK is the country's leading non-animal medical research charity. We are working to create a world where human diseases are cured faster without animal suffering by pioneering excellence, inspiring and supporting scientists and influencing change.

Our vision

To create a world where human diseases are cured faster without animal suffering.

Our mission

By pioneering excellence, inspiring and supporting scientists and influencing change, we will end the use of animals and improve medical research.

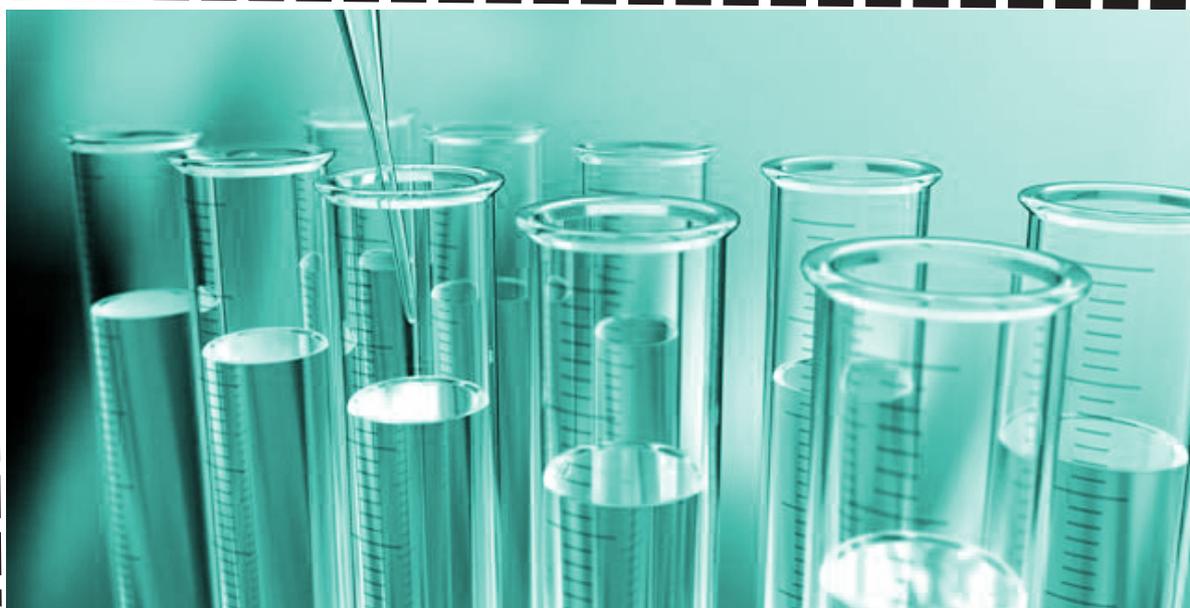
Our values

- Rigorous and evidential – we present factual, reliable information. Our work is evidenced-based, thoughtful and respected by our peers.
- Pioneering – we place ethics at the heart of science through innovative, solutions-focused research. Our determination drives scientific discovery forward.
- Compassionate – we care deeply about people and animals. Our ambition to end suffering is heartfelt and unswerving.

What We Do

Our key strategic goal is to transform medical research and regulation in the UK so that by 2040 the development of treatments for human diseases can be entirely animal free and breakthroughs are achieved faster. To achieve our ambitious strategy, we work to:

- Fund excellent high impact animal free research
- Create an animal free research career path
- Build a respected network of animal free researchers
- Overcome the barriers to animal free research in academia and industry
- Influence robust legislation
- Inspire public support of animal free research





OUR HISTORY AND ACHIEVEMENTS

Animal Free Research UK was founded in 1970 as Dr Hadwen Trust for Humane Research. The charity was the brainchild of Sidney Hicks, then General Secretary of Cruelty Free International, whose former President was Dr Walter Hadwen (1854-1932). Dr Hadwen was a man ahead of his time who was both a respected physician and committed champion for research without the use of animals.

The founding trustees had two enduring goals: to play a leading role in funding non-animal replacement research, and to advance and develop widespread support for this endeavour.

Today, Animal Free Research UK is still centred on these founding principles. We continue to demonstrate that cutting-edge human-relevant research is the best way of developing innovative treatments for human diseases without animal suffering.

In 2017 we changed our name from Dr Hadwen Trust to Animal Free Research UK so that our message can be understood more quickly. We wanted our name to reflect the charity's leading position at the forefront of pioneering humane medical research.

In the past 50 years, we have awarded £10 million in grants to over 260 novel research projects. Our researchers have driven forward understanding of debilitating diseases including cancer, dementia and Parkinson's as they affect humans, bringing us closer to effective treatments without harming animals.

We continue to be the UK's leading charity dedicated to funding research which replaces the use of animals in medical research.

WHAT WE LOOK FOR IN OUR TRUSTEES

Ethos

As well as sharing our vision and living our values, Trustees of Animal Free Research UK are aligned with our underlying assumptions that:

- Experiments on animals are ethically unjustified
- Pioneering animal free research provides the best chance of finding treatments for human diseases
- Educating people how to think, not what to think, is the best way to create long lasting change for animals and improve scientific research

Our Trustees all share in the charity's determination to transform medical research and regulation in the UK by 2040 so that the development of treatments for human diseases can be entirely animal free and breakthroughs achieved faster.

Competencies

1. Commitment to the charity and ability to put time and effort into the Trustee role
2. Open, honest, collaborative communicator
3. Values-driven with a clear and dynamic vision
4. Able to make sound decisions and take positive risks
5. Inspiring and influencing
6. Empowering of others and dedicated to self-growth
7. Caring, compassionate and self-aware

Skills and experience

All Trustees must be able to demonstrate their ability to fulfil the six key responsibilities of Trustees outlined below, and to understand the legal duties, responsibilities and liabilities of trusteeship.

Previous experience of being a Trustee or working on a committee is useful but not essential.

A recognised legal degree (or equivalent qualification) and professional qualifications within the legal sector. It is required that the successful candidate will be a qualified lawyer with experience in practice of charity law or legal practice.

Eligibility

Trustees must be at least 18 years of age and should not have previously been disqualified under the Charities Act.

Role description

The six key responsibilities of trustees:

The role of a trustee encompasses six key responsibilities (in partnership with other trustees) to:

1) Ensure your charity is carrying out its purposes for the public benefit

You and your co-trustees must make sure that the charity is carrying out the purposes for which it is set up, and no other purpose. This means you should:

- ensure you understand the charity's purposes as set out in its governing document
- plan what your charity will do, and what you want it to achieve
- be able to explain how all of the charity's activities are intended to further or support its purposes
- understand how the charity benefits the public by carrying out its purposes

Spending charity funds on the wrong purposes is a very serious matter; in some cases trustees may have to reimburse the charity personally.

2) Comply with your charity's governing document and the law

You and your co-trustees must:

- make sure that the charity complies with its governing document
- comply with charity law requirements and other laws that apply to your charity
- You should take reasonable steps to find out about legal requirements, for example, by reading relevant guidance or taking appropriate advice when you need to

3) Act in your charity's best interests

You must:

- do what you and your co-trustees (and no one else) decide will best enable the charity to carry out its purposes
- with your co-trustees, make balanced and adequately informed decisions, thinking about the long term as well as the short term
- avoid putting yourself in a position where your duty to your charity conflicts with your personal interests or loyalty to any other person or body
- not receive any benefit from the charity unless it is properly authorised and is clearly in the charity's interests; this also includes anyone who is financially connected to you, such as a partner, dependent child or business partner

4) Manage your charity's resources responsibly

You must act responsibly, reasonably and honestly. This is sometimes called the duty of prudence. Prudence is about exercising sound judgement. You and your co-trustees must:

- make sure the charity's assets are only used to support or carry out its purposes
- avoid exposing the charity's assets, beneficiaries or reputation to undue risk
- not over-commit the charity
- take special care when investing or borrowing
- comply with any restrictions on spending funds or selling land

You and your co-trustees should put appropriate procedures and safeguards in place and take reasonable steps to ensure that these are followed. Otherwise you risk making the charity vulnerable to fraud or theft, or other kinds of abuse, and being in breach of your duty.

5) Act with reasonable care and skill

As someone responsible for governing a charity, you must:

- use reasonable care and skill, making use of your skills and experience and taking appropriate advice when necessary
- give enough time, thought and energy to your role, for example by preparing for, attending and actively participating in all trustees' meetings

6) Ensure your charity is accountable

You and your co-trustees must comply with statutory accounting and reporting requirements. You should also:

- be able to demonstrate that your charity is complying with the law, well run and effective
- ensure appropriate accountability to members, if your charity has a membership separate from the trustees
- ensure accountability within the charity, particularly where you delegate responsibility for particular tasks or decisions to staff or volunteers

In addition to the six key responsibilities, a trustee should be willing to:

- Represent the organisation as required
- Promote the organisation to a wide range of stakeholders

How to apply

Please forward your current CV & covering letter addressed to Laura-Jane Sheridan (Chair of Trustees) to recruitment@animalfreeresearchuk.org for consideration in the first instance.

An application form will then be sent to you. This must be completed; we do not accept CVs for interviews.

Within your covering letter, please include details relating to the following areas:

- Please explain why you would like to become a Legal Trustee of Animal Free Research UK.
- Outline any relevant skills and expertise you would bring to the Board.
- Details of recent relevant experience including employment, voluntary work and community activities
- Explain how your own personal ethos is aligned to Animal Free Research UK.
- Specify any personal or professional links with the charity.

Closing date: 9AM Monday 30th November 2020

Interviews: W/C Monday 14th December 2020 (to take place remotely)

For an informal discussion, please contact Natalie Barbosa (Vice Chair) or Laura-Jane Sheridan (Chair) via recruitment@animalfreeresearchuk.org

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