



**WE  
DON'T  
SETTLE**

**WE CULTIVATE  
CREATIVITY,  
EMBRACE CULTURES,  
AND WE LIVE AND BREATHE  
HERITAGE**

# WE DON'T SETTLE

Don't Settle works with young people who are minoritised by society, systems, and structures to empower and to encourage them not to settle.

Read more about our story and our work [here](#).

# BOARD CULTURE & **HISTORY**

We're an informal, passionate, and inclusive board which is small but mighty, and seeks new voices to influence and shape the next era of the organisation.

Anisa Morridadi, the founder, has been on the board since its inception in 2013. The organisation now seeks new leadership at a Chair level to take the organisation forward.

We Don't Settle also seeks additional board members to broaden the skills and experience of the board to meet future challenges. We seek complimentary skills and more energy to bolster the governance of the organisation at a seminal time in its history and development.

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# ABOUT THE **ROLE**

We're seeking new volunteers to join our board of directors, including the role of the Chair, at a pivotal time following the successful launch as an independent organisation from it's heritage as Beatfrees Arts.

You will have demonstrable experience in one or more of the following: Heritage, Arts, Community Engagement, HR, Organisational Development, Legal, Fundraising, and Tech & Innovation.

In this key board-level position you must be utterly committed to young people's self expression, and be open to generously sharing your experience, networks, ideas to help progress, challenge and champion our organisation.

[www.wedontsettle.com](http://www.wedontsettle.com)

# KEY RESPONSIBILITIES

## Overview

Notwithstanding the general provisions of the articles of association the Board of Directors has specific responsibilities in the following areas:

- Effective functioning of the Board
- Strategic planning
- Policy
- Monitoring and evaluation
- External relationships
- Finance
- Health and safety
- Risk management
- Management accounts
- Human Resources
- Reporting procedures

# AIMS OF THE BOARD

## Overview

Key aims essential to the board include, but are not limited to the following:

- Ensure that We Don't Settle continues to fulfil its not-for-profit objectives
- Act as an advocate and ambassador for the organisation
- Steer and guide the strategic direction of the organisation
- Approve We Don't Settle's three/four-year plan, and monitor the progress of the three/four-year plan against milestones and objectives.
- Receive quarterly financial reports and approve annual budgets
- Determine policies subject to approval by the Board
- Oversee statutory requirements including Health & Safety
- Agree Board position and representation on issues requiring external lobbying
- Deliver the annual appraisal of the Executive Director and appoint key changes to senior staff



# REQUIRED SKILLS AND EXPERIENCE

## Required:

- Have demonstrable experience in one or more of the following: Heritage, Arts, Community Engagement, HR, Organisational Development, Legal, Fundraising, and Tech & Innovation
- Be utterly committed to young people's self expression
- Be open to generously sharing your experience, networks and ideas to help We Don't Settle thrive.
- Be understanding of the legal duties, responsibilities, and liabilities of Directors
- Have the ability to make balanced and adequately informed decisions, thinking about the short term as well as the long term

## Desired but not compulsory:

- Previous board experience
- Participation in our work or regular audience/participant in arts and heritage

We especially welcome people who are often minoritised by systems because of their age, ethnicity, sexuality, religion, and/or other protected characteristics to apply.

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## **CONTRACT**

All board members are anticipated to do an initial term of two years. If you fail to attend three consecutive board meetings, you will be asked to leave.

Directors can complete up to three terms (so six years is the maximum amount of time you will be on the board).

## **LOCATION**

We run a hybrid approach to quarterly board meetings.

However, we do ask that all board members are able to attend at least two meetings face-to-face in Birmingham.

## **SALARY & TIMELINE**

This is a voluntary role however we offer reasonable expenses for attending meetings.

2 intake dates are expected:  
September 2022 and December 2022.

## **HOW TO APPLY**

To apply please send a CV and covering note (up to 2 pages) outlining why you care about the mission of We Don't Settle, the skills you can offer to us, and what you might need as forms of support in the role to [info@wedontsettle.com](mailto:info@wedontsettle.com)

The deadline to apply is **Fri 1st July 5pm.**

If you have any questions or would like to request the Board Terms of Reference, please don't hesitate to contact the We Don't Settle team by emailing [info@wedontsettle.com](mailto:info@wedontsettle.com).

[www.wedontsettle.com](http://www.wedontsettle.com)