



Information Pack:

**One Dutch board member to take on the role of:
Chair of the Supervisory Board for VSO
Netherlands and
Member of the VSO Foundation Board**

Role Title:

Chair of the Supervisory Board for VSO Netherlands and a Trustee/Director of the VSO Foundation

Salary:

A volunteer role, unremunerated, reasonable receipted expenses reimbursed.

Term:

A fixed term of four years with the VSO Netherlands Supervisory Board, with an option to renew for a further term. A fixed three-year term with the VSO Foundation, with an option to renew for a further term.

About VSO

VSO is the world's leading international non-governmental organisation that works through volunteers to create a fair world for everyone. Our work centres on those who are left out by society – those living in extreme poverty, or with disability and illness. Those who face discrimination and violence because of their gender, sexuality, or social status. Those who are at risk from disaster, disease, and conflict. VSO works to understand the complexities of the problems in their communities, from their perspective, we define the issues, opportunities, and solutions that drive sustainable, locally led change. These "primary actors express their knowledge of how to address the problems, take action and stand against injustice, acting as local driving forces that make the world fairer, step by step, village by village. These individuals are the key agents of their own transformation. They ensure that once a project is completed, the change endures. In this way, we aim for lasting change.

Our Volunteering for Development (VfD) method supports primary actors to achieve their rights and bring about lasting change, to create a fair world for everyone. Rooted in addressing the fundamental causes of marginalisation and vulnerability, our three core approaches – social inclusion and gender, social accountability, and resilience – guide our work in education, health, and livelihoods. With most of our volunteers being national, we build blended teams of community, national, and international volunteers, uniting diverse perspectives and experiences to generate insight, innovation and action.



About VSO, the Foundation

KVK Registration 91288495 (Identification Number – 865606092)

Stichting VSO International, the Foundation, was established in September 2023 to bring together one global operating model of VSO under a European registration.

The Board is Chaired by Julia Lalla-Maharajh OBE, and currently comprises four other board members. The Board operates through a schedule of delegation to the Chief Executive Officers, and the two standing Board Committees: Audit and Risk and Governance.

The Foundation has responsibility for appointing and replacing directors of the subsidiaries.

About the Supervisory Board – VSO Netherlands

VSO Netherlands is licensed to use the VSO trademark for limited purposes in support of the VSO mission.

VSO Netherlands and VSO are two separate legal entities with consolidated accounts. The Board of Directors consists of two co-directors whose work is overseen by a Supervisory Board which consists of five members (two-tier board). VSO is managed by an Executive Board and governed by an International Board, which consists of ten members (one-tier board).

The Supervisory Board (SB) of VSO Netherlands plays a supervisory role in the development of policies, functioning, and general affairs of the organisation, and acts as a sparring partner for the Co-Directors. The Supervisory Board can provide both solicited and unsolicited advice on all matters concerning VSO Netherlands and serves as the employer for the two Co-Directors. The Co-Directors have been in position since September 2022, and together they lead all the VSO Netherlands activity.

The Supervisory Board organises themselves, with a chair of the board, a deputy chair, a chair of the audit committee and two other members. Under the byelaws, VSO has the right to nominate three members of the board, if they can demonstrate independent expertise and commitment to the aims of VSO and have a firm understanding of the principles of avoidance of conflicts of interest.

The chair is the primary contact for the Co-Directors. They chair the meetings aiming for a collaborative approach in our decision-making. The Supervisory Board also holds consultations with the staff representatives (PVT) at least two times in a year.

VSO Netherlands has been successfully operating in the International Development environment in the last 20 years and is currently a partner of the Dutch Ministry of Foreign Affairs and several foundations.

VSO Netherlands is currently undergoing changes and has three main priorities. These include further developing private fundraising initiatives and partnerships, maintaining cost efficiency, and achieving sharper positioning and greater visibility in the Netherlands to support the VSO profile across the European Union.

About the Position

The membership of the Supervisory Board of VSO Netherlands and the VSO International Board is unpaid in accordance with the standards of charitable organisations, with travel expenses reimbursed.

The Supervisory Board of VSO Netherlands operate a hybrid approach with four in person and three virtual meetings in a year.

The International Board follows a digital-first approach, with most of the international board meetings held virtually and up to one in person meeting in the year.

All Trustees will be offered an opportunity to meet with a buddy from within the board and engage with the VSO Executive team members for induction upon appointment and ongoing training to remain alert to, and aware of, their duties and responsibilities, and of the environment in which they operate.

Who are we looking for?

VSO Netherlands' Supervisory Board and the VSO Board are diverse, with members reflecting various backgrounds across the organisation. Difference in expertise, gender, race, and experience. All board members are committed to practising inclusion to fulfil VSO's mission of bringing people together to address marginalisation and poverty.

Our board members contribute alongside our primary actors, our project delivery teams, (employees, volunteers both at the local and global level), and our partner organisations to generate a fair world for everyone. The trustee role in this is one of governance and leadership.

We are seeking a committed professional to serve as the Chair of the VSO Netherlands Supervisory Board and also as a trustee of the VSO Foundation Board.

We are looking for someone who is resident in the Netherlands, who is fluent in Dutch and English, and is familiar with the Dutch development and non-profit landscape, as well as charity regulations in the Netherlands.

The board members of VSO can be found [here](#).

This vacancy has arisen for two reasons: the current chair of VSO Netherlands is stepping down after eight years of service, and the Supervisory Board aims to have the new chair start by November 2024. VSO, the Foundation is established since September 2023, and we are looking to add a Dutch board member. In order to foster close collaboration between the two entities, we want to combine these roles. This person will serve as a linking pin between both boards.

We are seeking a candidate who has:

- Experience of board or committee, non-executive membership, preferably as chair or vice chair in the not-for-profit sector.
- Fluency in both Dutch and English and a resident of the Netherlands.
- Experience in working and influencing internationally.
- Social entrepreneurship and strategic thinking capabilities.
- Independence, critical thinking, positivity, and integrity.
- A track record of commitment to promoting inclusion, equality, and diversity.
- Willingness to invest time, energy, and personal network to contribute to the ambitions of VSO and VSO Netherlands
- Demonstrable experience of building and sustaining relationships with key stakeholders and colleagues to achieve organisational objectives.
- A commitment to VSO's [mission, values and objectives](#). Cultural affinity for the diverse people, places, and communities we serve, aiming to drive lasting change through the transformational power of volunteering for development.
- Digital proficiency: Our VSO Global Operating Model is "digital first," requiring all applicants to be comfortable operating effectively in the digital space to build relationships, access information, and communicate with others.

What are the responsibilities?

Main Responsibilities of a Trustee /Supervisory Board member

With other trustees /board members, to hold VSO the Foundation, VSO Netherlands and the wider VSO 'in trust' for current and future beneficiaries by:

- Ensuring that across the one VSO global operating model, the distinct entities are aligning all of their resources towards achieving VSO's vision, purpose, strategy, and operating plan.
- Ensuring that VSO follows appropriate practice and professional standards in its external positioning, income generation, fundraising and programme delivery, and compliance with Dutch law and (charity) regulations.
- Supervising the direction and work of the VSO Netherlands Statutory Directors
- Being responsible for the performance of VSO the Foundation and for its corporate practice.
- Acting as guardians of VSO's assets, both tangible and intangible, taking all due care over their security, deployment, and proper application.
- Ensuring that VSO's governance is of the highest possible standard.
- Working in partnership with other board members of VSO Netherlands, VSO the Foundation, the VSO Executive and the trustees and directors of VSO subsidiaries.

Main Tasks of a Trustee to enable effective fulfilment of the role.

- To work as a team member and support the work of the VSO Board(s) and VSO overall.
- To build relations with other board members that make for trusted conversations about governance, direction and decision making.
- To attend board meetings, having read relevant papers, and be prepared to contribute.
- To respond promptly to email, telephone, and other digital communication from the Chair, executive or other trustees.
- To support the executive when requested, sharing expertise, as appropriate.
- To be prepared to act as an external spokesperson or attend events for VSO when asked by the Chair or executive.
- To avoid conflicts of interest and to raise and deal with any conflicts or differences of opinion in a cooperative and constructive manner.

Trustee Accountability

As a VSO Board member, you become responsible and liable for the governance and functioning of the organisation(s). As not for profit, Stichtings, the organisations are accountable in varying degrees to a variety of stakeholders, including primary actors, implementing partners, donors, employees and volunteers.

There is a growing demand within the development sector and the wider public for organisations to be open and accountable for their actions and inactions, to consider the power dynamics at play in their operations and to consider the wider implications of the decisions they make.

All Trustees should be aware of and understand their individual and collective responsibilities. For example, a Trustee is expected to be able to read the financial accounts to a level that they can ask questions and comprehend answers of a general nature and to ask if they need support in this area.



How can I express my interest and apply?

Please email your application letter with CV and any references to trustee.recruitment@vsoint.org with the title VSO Dutch trustee role by 19th September 2024.

All applicants will undergo two Interviews with the selection committee which will take place in September and early October. Please note that all applicants will need to complete a criminal background check and VSO will conduct an open media sweep prior to the interviews.

VSO's Zero Tolerance Statement

VSO has zero tolerance of abuse and exploitation of vulnerable people. We expect all our employees/volunteers to ensure we are protecting children, young people and vulnerable adults from harm and abide by our safeguarding policy committing to VSO's vision and values.



**Lasting change
through volunteering**