

Chair of Trustees

Application Pack

Glitch is at a crucial time of growth, so this is an exciting time to join as our Chair of Trustees. We are looking for someone who can commit to spending two years in this voluntary role.

Applications will be reviewed on a rolling basis.

Closing Date: Sunday 3rd Oct, 11.59pm (BST)

Dear applicant,

Thank you for your interest in applying to Glitch as Chair of our Board of Trustees!

I started Glitch in 2017 after facing horrendous online abuse when a locally elected politician. [I was only 25](#) when I began campaigning for a safer online space, which led to great opportunities to make an impact across the UK and Europe. I slowly realised that this issue and growing movement was bigger than me and in 2018 started looking at ways to operationalise.

After 12 months of exploring opportunities with interim Board members we decided becoming a registered charity was the best next step. Glitch was borne out of frustration and lived experience, but with the knowledge and ambition that both tech companies and we as citizens can and should do better online.

In 2019 we recruited key Board members, including a Chair, who helped us become a registered charity in February 2020. With the added pressure of the pandemic, the last 18 months have been a whirlwind, setting up a new organisation and leading a growing team - whilst also, as a young Black British and Nigerian woman, living through the global reaction to George Floyd's murder and Black Lives Matter.

Over the last four and a half years Glitch has firmly placed the online safety of women and marginalised genders on the map, and popularised the idea of digital citizenship, bringing greater awareness not only to the problems but also to the solutions. More is being done to help centre the online experiences of women and those with multi-intersecting identities and we can boldly say we contributed to this.



Now, after working with a Chair during our setting-up phase, I'm looking for a Chair with experience in running mature and sustainable charities to help me ensure Glitch's long term success and impact.

I want to work with someone who uniquely understands sound governance, the issues Glitch works on and who has the time and patience to mentor me through Glitch's growth and while I navigate this senior leadership position as a young Black woman. I'd like to work with someone who is up for maturing and sustaining organisations creatively, so that we're viewed as leaders not only for our expertise but also for our methodology and how we truly live our feminist and social justice values.

We're a Black-founded, tiny start-up charity, expanding as both the subject matter and our methodology gains recognition and support around the world. With our ambitious plans taking shape, this is a very exciting time to join our passionate Glitch Board members.

This application pack has all the information you need to consider if this role and organisation is the right fit for you, and to put in a strong application.

I look forward to learning more about you during the recruitment process, and send you very best wishes!

Seyi Akiwowo

Founder and CEO

Dear applicant,

Thank you for your interest in applying to Glitch as Chair of our Trustees!

I joined Glitch more than two years ago and have been immensely proud of the things we have achieved as a tiny start-up organisation during that time. Under Seyi's impressive leadership, Glitch has grown from a volunteer effort to a sustainable registered charity, with solid financial support and a growing supporter base. In 2021, the organisation will grow from four to seven staff, and further expand its funding base including both fee-for-service clients and philanthropic grants.

Major partnerships such as Glitch's work with BT Sport are increasing the name recognition and saliency of this organisation, while Glitch's ability to leverage current policy debates to advance its cause ensure the organisation is growing in policy influence. Glitch is at a crucial moment of growth while also under immense demand to provide its thought leadership across sports, tech, democracy and gender equity issues. It needs a Chair who is experienced in charity governance and has the time to invest in working closely with Seyi as she grows and transitions some of her responsibilities to a new COO and other senior staff members.

Glitch is no ordinary organisation; Seyi and her team have a radical and feminist approach to organisational management and strive to be values-led in everything they do. Glitch's new Chair will be a dynamic, open, experienced trustee who can work with Seyi to steer the Glitch ship as it gathers steam.

I'd be happy to make time for an informational call with any prospective applicants seriously considering applying.

Best regards,

Carly Kind

Acting Chair of Trustees

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Details of how to apply for this role are at the end of the document.

About Glitch

Glitch is a UK based charity committed to ending the abuse of women and marginalised people online. Through workshops, training, reports and programmes, we equip our intersectional community to become the digital citizens we need in the world today. From grassroots to systemic change, we advocate for an online world that is a safe space for all. Glitch was founded in 2017 by Seyi Akiwowo, a former politician and Digital Leader of The Year 2019. We focus our effort on three key areas: Awareness, Advocacy and Action. In four years, Glitch has:

- Delivered bespoke **workshops** on digital citizenship, self care, safety and self defence to over 4000 people
- Launched our first [Glitch Digital Citizenship Toolkit](#) - a free downloadable resource outlining how everyone can play their part in ending online gender based violence which has been downloaded by over 1000 people across the world. Also, launched [Glitch Toolkit 2.0](#) - a free e-resource for Black women, non-binary people and allies
- Presented at **38th United Nations Human Rights Council** on Online Violence Against Women
- Developed partnerships with leading organisations, such as **Amnesty International, Digital Action, European Women's Lobby, Change.org, The End Violence Against Women Coalition** and the **Anti-Semitism Trust**
- Launched a [Black Lives Matter Online Too](#) campaign and petition which has led to working with Twitter to support its users on digital self-care
- Invited to join both **Twitter** and **TikTok's Trust and Safety Council** and to give evidence at the House of Lords Digital Committee on Freedom of Expression
- Played a key role in the launch of BT's major 'Draw the Line' campaign

Role Description

Role: Chair of Trustees

Responsible for: Leading the Board and supporting the CEO

Remuneration: Voluntary. Some agreed expenses, e.g. travel, will be reimbursed.

Time commitment: Varies between 8 and 16 hours a month. This will decrease once key processes have been established and additional Trustees with specific and required skill sets have been recruited.

Duration: Voluntary commitment for 2 years

Role Overview

To help us achieve our ambitious vision, we are seeking a new Chair to lead our committed and diverse Board of Trustees. Our Board comprises individuals from a range of sectors including corporate, education, and advocacy. We are looking for a dynamic and experienced professional to support our growing and exciting new organisation for a minimum of two years. The successful candidate will be a passionate and goal-driven leader who values self-care and has a growth mindset.

The Chair will be required to lead and direct our close team whilst retaining its heart. This person will oversee and support all aspects of excellent financial and operational management, shaping the cycle of strategic planning, development and delivery, whilst ensuring that we deliver an effective fundraising programme. We are looking for someone with the understanding and experience of the important work which a Board delivers. The individual will also have the gravitas and confidence to help us build our Board and expand the organisation efficiently.

The Chair's commitment will vary between 8 and 16 hours a month. This will decrease once key processes have been established and additional Trustees with specific and required skill sets have been recruited.

The Role

- Work closely with the CEO, acting as a sounding board on all financial and operational functions of Glitch, providing ad hoc support and holding weekly one-hour meetings.
- Organise and chair Board of Trustee meetings each quarter, either virtually or in person. Each Board meeting tends to run for two hours.
- Oversee the development of the agenda and presentation of select items at the Board meeting.
- Manage the delegation of tasks and delivery of functions across the Board.
- Work closely with the CEO to devise and implement a Fundraising Plan, including managing major donor grant development and reporting; develop vital relationships with high-net worth individuals and potential donors.
- Manage the Board's charitable responsibilities and obligations to the Charities Commission.
- Represent Glitch and our key messages during media interviews and important networking events.
- Facilitate the recruitment of new trustees

Person Specification

Essential

- Previous experience in the role of a Chair of Trustee Board
- A minimum of 20 years work experience in business, civil service or the non-profit sector
- Experience working with a founder Executive Director
- Experience of supporting the growth from a small primarily volunteer, part-time freelance team to a core paid full-time staff team
- Experience leading strategic development, including ensuring a strong and effective learning cycle

- Experience of being on a Trustee board with sound understanding of the legal duties, responsibilities and liabilities of trusteeship and good governance
- A strategic and creative mindset
- Demonstrable alignment to our organisation values as well knowledge and understanding of the impact of colonialism, intersectionality and colourism, particularly on women of colour
- Comfortable using technology

Desirable

- Experience with the Charities Commission
- Experience of donor management and reporting
- Experience of HR policies and procedures, development and implementation
- Experience of compliance with legal and fiduciary responsibilities as well as and translating that into operational practice

Our Vision and Values

Our Vision

Our online space is a safe and inclusive arena for all digital citizens to participate. Our online community is as important as our offline one, which is why people, institutions and businesses need to play their part in creating a safe online world. Everyone should feel confident and equipped to engage in online and offline spaces - particularly those disproportionately affected by discrimination, including all women and girls.

Our Mission

To awaken a generation of digital citizens equipped to create and demand safe online spaces for all.

Our Values

- **Collaborative:** We're building an active community to help us achieve our goals. We can't do it alone, we need consensus.
- **Dynamic:** The needs of the digital community are constantly evolving. We have to stay ahead of the curve.
- **Trusted:** We're specialists within our field. We're a trusted source of information and expertise.
- **Self care:** We understand that we have to take care of our own wellbeing first. We prioritise our own wellbeing so we can help others effectively.
- **Brave:** As an independent charity we're not afraid to go against the grain or to challenge institutions, agencies and big business.
- **Empowering:** We equip people with the tools to have greater agency over their online usage.
- **Inclusive:** We have a human rights and justice framework for our work. We strongly believe online abuse and effective solutions to systemic issues need to be seen through an intersectional lens.
- **Progressive:** While helping to build the future we all deserve, it's important to have a reflective and reflexive approach to our operations and delivery as a charity

Our Organisation and Community Culture

Glitch is a **rally activist**. Yes, we're a registered charity, but we're also a group of activists who want to get people to rally around online abuse and make the world safe. We want more people to care and prioritise making online spaces safe for all.

Glitch is a **thoughtful leader**. We are paving the way for digital citizens and inspiring others to join us in this critical mission. Our authority is considered - we don't make brash comments or hollow promises. Our empathy is what brings people in.

Glitch is a **relatable storyteller**. We're part of the online world and we speak and act in a way which is familiar, engaging with our community in an everyday, easy to understand tone. We tell stories, either from our own experiences or those of others (but always with permission), so we can show - not just tell- how important the work we're doing really is.

How to Apply

Deadline to apply: **Sunday 3rd October 2021 11.59pm BST.**

Before applying, please read Glitch's vision and values in our [application pack](#).

Please apply by answering our application questions via this [link](#) and remember to attach your CV which should contain contact details of two references.

There will be two Q+A drop-in sessions in August, this will be an opportunity to find out more about Glitch, the team, our work and ask us questions. Please keep an eye out on our social media and website for confirmed details of these sessions.

We prefer to sift applications anonymously, so please use only your initials rather than your name and leave any identifying details such as your email addresses off your CV.

Please note:

- We will only accept applications sent via this application [link](#). Applications via email will not be accepted.
- To keep our recruitment process open and fair, we will not negotiate salaries outside the advertised range.
- As we receive a huge volume of applications, only shortlisted candidates will be contacted.
- The position will remain open until filled.

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