

The Glenree Centre for Peace and Reconciliation is recruiting six new members as Board Directors in the Republic of Ireland (4) and Northern Ireland (2)

"The contribution that Glenree has made to reconciliation and the building of positive relationships across the island and beyond is immense and well recognised".

Michael D. Higgins, President of Ireland (2015)

1. Who are we?

Glenree¹ is an independent, non-governmental organisation that works with individuals and groups to transform violent conflict, promote reconciliation, build sustainable peace, cultivate positive relationships and work towards more inclusive, equitable and diverse societies.

Founded in 1974 as a response to the Northern Ireland conflict, it has over forty years' experience of working with conflict both nationally and internationally.

2. Where is Glenree?

It is based in a beautiful and peaceful location in the Wicklow Mountains, 22km from Dublin City Centre. It was formerly a military barracks in the 17th Century, an industrial school until the 1940's and a refugee centre for German children after the Second World War. www.Glenree.ie

3. Would you like to support Glenree's work?

- For peace and reconciliation on the island of Ireland – involvement with all those affected by the legacy of violent conflict and wishing to build a better life for future generations: Women, Young People, Victims and Survivors, Politicians, Former Combatants, Security and Defence Forces, Community Activists and other organisations.
- To contribute to healing the often fractured relationships between north and south of the island of Ireland through public and private events, dialogue sessions, conferences, seminars etc.
- To support the building of an inclusive, hospitable and welcoming Ireland that embraces ethnic, faith-based, linguistic, and cultural minorities.
- To share lessons from the Irish peace process with and learn from others experiencing or transitioning from violent conflict.
- To train and build the capacity of groups and individuals in e.g. leadership, alternatives to violence and mediation.
- To grow Glenree as a peace centre – a place to visit, learn and engage with important issues for our society and Glenree's heritage.
- To provide a hospitable and friendly environment for programme participants and visitors through our café² and residential/conference facilities.

4. Glenree's main programmatic approaches are:

- Facilitating Dialogue
- Sharing Learning and Building Capacities
- Relationship and Network Building
- Promoting public discourse on issues of importance

¹ Glenree is a company limited by guarantee with charitable status in the Republic of Ireland Company Number 50088 Registered Charity Number CHY5943

Glenree is registered with the Charity Commission for England and Wales, Charity Number 1137390 Company Number 7152448

Glenree adheres to the Code of Practice for Good Governance of Community, Voluntary and Charitable Organisations in Ireland. <http://glenree.ie/annual-glenree-report-2015/>

² Glenree's café, The Armoury Café, is governed by a separate company with its own board whose purpose is to support The Glenree Centre for Peace and Reconciliation and local development

5. We now wish to recruit six enthusiastic, experienced, insightful, creative new members to our board of directors enabling existing members to gratefully retire with our appreciation and thanks. We require expertise/knowledge in

- Finance,
- Fundraising,
- Peacebuilding and/or Social Inclusion Programmes
- Communications/Public Relations
- Public Service
- Project Management (Peace Centre)
- Law

6. Function and Duties: To provide governance to the organisation, to represent it to the community, and to accept the ultimate legal authority for Glencree.

Planning

- Approve Glencree's mission and values, and review management's performance in achieving it.
- Annually assess the environment and approve the organisation's strategy in relation to it.
- Annually review and approve the organisation's plans for funding its strategy.
- Review and approve the organisation's five year financial goals.
- Annually review and approve the organisation's budget.
- Approve major policies.

Organisation

- Appoint, monitor, appraise, advise, support, reward, and, when necessary, change top management.
- Be assured that management succession planning is being properly provided for.
- Be assured that the status of organisational strength and manpower planning is equal to the requirements of the long range goals.
- Approve appropriate compensation and benefit policies and practices.
- Support the and assist with the recruitment of new directors.
- Annually approve the Performance Review of the CEO and establish his/her compensation based on recommendations of the Treasurer and Chair of the Board.
- Appoint and participate on Board Committees in response to organisational needs.
- Annually review the performance of the Board and take steps to improve its performance.

Operations

- Review the results achieved by management as compared with the organisation's philosophy, annual and long range goals, and the performance of similar institutions.
- Be certain that the financial structure of the organisation is adequate for its current needs and its long-range strategy.
- Provide candid and constructive criticism, advice, and comments.
- Approve major actions of the Institution, such as capital expenditures and major program and service changes.

Audit

- Be assured that the Board and its committees are adequately and currently informed - through reports and other methods - of the condition of the organisation and its operations.
- Be assured that published reports properly reflect the operating results and financial condition of the organisation.

- Ascertain that management has established appropriate policies to define and identify conflicts of interest throughout the organisation, and is diligently administering and enforcing those policies.
- Appoint independent auditors subject to approval by members.
- Review compliance with relevant material laws affecting the organisation.

We expect our Board members to:

- Regularly attend board meetings and important related meetings.
- Make serious commitment to participate actively in board work.
- Volunteer for and willingly accept assignments and complete them thoroughly and on time.
- Stay informed about board and sub-committee matters, prepare themselves well for meetings, and review and comment on minutes and reports.
- Get to know other board members and build a collegial working relationship between staff Board and members as required.
- Be an active participant in the Board's annual evaluation and planning efforts.
- Participate in fundraising for the organisation.

7. Glencree's criteria for this Recruitment Process:

Have you an existing interest in the aims of the organisation?

Are you prepared to develop an interest?

Have you got some time to spare?

Have you the ability to contribute to the outlined needed expertise,

Can you contribute to the cohesion of board and its sub-committees?

Are you a leader and a team player, if so, we are looking for you.

Current funding sources: Glencree is funded by the Department of Foreign Affairs and Trade, the Office of Public Works, the Tony Ryan Trust, income from our social enterprises, the Armoury Café and accommodation and our members. Our Board has professional indemnity insurance for directors.

9. Application Process

Should you wish to apply for one of these roles, please send a copy of your curriculum vitae and a cover letter outlining your interest and relevant experience to the Chair of the Board, Ms Barbara Walshe before 20th August 2017. Barbara is also available to answer any queries you may have in advance of submitting an expression of interest.

Contact Person: Barbara Walshe,

ROLE: Chair of Glencree Board

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