

Peace Brigades International is looking for an International Council member with a background in human resources

Peace Brigades International (PBI) is an international non governmental organisation that has promoted nonviolence and protected human rights defenders since 1981.

In response to the needs of human rights defenders, we provide unarmed international accompaniment through our trained field volunteers who are reinforced by an international network of supporters prepared to speak out against injustice.

PBI field volunteers are part of a global movement that believes in upholding universal human rights. The protective accompaniment deters attacks against human rights defenders by sending a powerful message that the world is watching and prepared to act. Our international presence maintains and expands space for human rights defenders to continue their work.

Integral to PBI's protection strategy are political support networks set up and activated by 16 country groups in North America and South America, Europe, and Australia, who are also responsible for volunteer recruitment, outreach, publicity and fundraising.

PBI also works for the improvement of international laws and policies relating to the protection of human rights defenders and the promotion of human rights. This includes ongoing communication and advocacy with governments, the European Union and the UN.

Since 1981, PBI has supported hundreds of communities and thousands of people in 11 countries by protecting the human rights defenders who tirelessly work in pursuit of justice for the victims and survivors of violence, displacement and repression.

In 2010 PBI's 134 volunteers from 24 countries provided an international presence and protection to over 350 human rights defenders in Colombia, Guatemala, Indonesia, Mexico, and Nepal.

PBI International Council

The governing body of PBI is the International Council (IC), currently made up of representatives of PBI constituencies (field projects and country groups) and at large members with expertise in legal issues, finance, strategy development and emergency response management.

In November 2008, the General Assembly (GA), PBI's highest decision-making body, approved a restructure to strengthen the organisation's governance and decision-making and the exercise of due diligence. A key part of the restructure is the separation of the existing International Council, which has both governance and operational responsibilities, into two bodies: a governance council consisting of up to ten people with expertise in governance related responsibilities, all of them in a voluntary capacity, and an International Operations Council made up of representatives of PBI projects, country groups and the International Office.

We are moving towards the implementation of the new structure by recruiting new IC members with specific areas of expertise including gender and diversity.

The triennial General Assembly (GA), the highest decision making body of PBI will meet in October this year. The GA is responsible for appointing IC members. We are recruiting IC members now in anticipation that these appointments will be formally ratified by the GA.

PBI is registered as a non-profit corporation in the State of Washington, USA. All IC members are automatically directors of the non-profit corporation.

1. Responsibilities of the International Council

- Ensure the conduct and activities of the organisation are consistent with and advance PBI's mission and articulated norms, as well as the strategic directions given by the GA.
- Ensure PBI fulfills its legal and ethical obligations.
- Provide continuity for the management and the implementation of PBI's policies.
- Develop global strategic plans to advance PBI's mission, for approval by the GA.
- Maintain oversight of progress towards achievement of PBI's mission and global strategies between GAs.
- Monitor and evaluate PBI's performance.
- Engage and hold the entities and their staff accountable for the operations

2. Responsibilities of the IC member with human resources expertise

In addition to being an IC member, the person with human resources expertise will also play a key role in the Human Resources subcommittee of the IC. This Committee is responsible for salaried staff and volunteers of the International Secretariat and projects, ensuring that appropriate personnel policies and procedures are in place and monitored and providing advice to the PBI International Council on personnel related issues.

3. Essential

- ✓ political awareness, familiarity with global issues relating to peace and human rights
- ✓ capacity to analyse complex situations
- ✓ commitment to and understanding of the principles, mandate and methods of PBI
- ✓ experience and commitment to working with groups
- ✓ skills and experience in the governance and managements of NGOs
- ✓ a sound understanding of strategic planning and oversight
- ✓ able to travel to and participate in a 6 day IC meeting once a year, and take part in monthly meetings by conference call
- ✓ able to serve on the IC for three years
- ✓ able to commit an average of at least 10 hours per month
- ✓ fluency in English and an ability to read Spanish
- ✓ skills and substantial experience in human resources management of staff and volunteers

Desirable

- ✓ Experience with a PBI project or country group
- ✓ Understanding and experience of consensus decision-making

4. What you will get out of being a member of the International Council?

- Skills and experience in the governance and management of an international human rights organization

- An opportunity to contribute to the strategic direction of PBI
 - Gain an understanding and contribute to the strategic direction and functioning of PBI as a whole
 - The experience of working with a highly committed group of people dedicated to putting into practice the protection of human rights and promotion of nonviolence
5. **Languages:** All IC meetings and conference calls are conducted in English and Spanish with interpretation and translations provided.
6. **Expenses:** All communication, travel and other costs relating to carrying out IC and international committee work will be covered by PBI.

Please send your CV and a brief statement declaring why you would like to serve on the IC, to Helen Yuill, PBI International Office, iosupport@peacebrigades.org, by **Monday 12 July, 2011**