

Recruitment of PBI International Council member with a background in human resources

Current PBI's bylaws state that the International Council (IC) is made up of one third at-large members and two thirds representative members. At-large members are defined as those who participate fully in all aspects of IC work and decision-making, but do not represent a specific PBI constituency. The current IC is made up five representatives of PBI country groups, five representatives of projects, two at large members and one representative of the International Finance Committee who is also the treasurer.

Country group and project representatives on the IC have a dual role: they represent their constituencies as well as being responsible for the governance and management of PBI. At large members with specific expertise and without representative responsibilities play a key role in ensuring that the IC complies with its responsibility as the governing body of the organization responsible for the PBI International Secretariat and the projects. In addition to being members of the IC they also participate in IC sub committees relating to their area of expertise.

In November 2008, the PBI General Assembly approved a proposal to restructure PBI to strengthen the organisation's governance and decision-making and the exercise of due diligence. A key part of this proposal is the separating of the existing International Council, which has both governance and operational responsibilities into two bodies: a governance council consisting of 10 people with expertise in governance related responsibilities, and an operations council made up of representatives from PBI projects, country groups and the International Office.

In the transition period we are moving towards the implementation of the new structure by recruiting new members with legal, human resources, strategy and financial expertise in order to strengthen the existing International Council.

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.

For further information about the work of PBI see: www.peacebrigades.org

1. Responsibilities of the International Council

- 1.1. 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 General Assembly.
- 1.2. Ensure PBI fulfills its legal and ethical obligations.
- 1.3. Provide continuity for the management and the implementation of PBI's policies.
- 1.4. Develop, for decision-making by the General Assembly, global plans to advance PBI's mission.
- 1.5. Maintain oversight of progress towards achievements of PBI's mission and global strategies.
- 1.6. between GAs, monitor the strategic direction approved by the GA.
- 1.7. Monitor and evaluate PBI's performance.
- 1.8. Engage and hold the entities and their staff accountable for the operations.

2. Additional responsibilities of IC member with expertise in human resources

In addition to being an at large IC member the person would also play a key role in the subcommittee of the IC responsible for personnel (IPC). 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 a minimum of one year
- ✓ 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.

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

- gain skills and experience of the governance and management of an international human rights organisation
- get an overview of the functioning of PBI as a whole
- contribute to setting and implementing the strategic direction of PBI
- work directly 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 both 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 **2 November 2010**

For further information about PBI see **www.peacebrigades.org**