

cbm

Global Disability Inclusion



CBM Global Disability Inclusion

Appointment of Independent Board Member



CBM Global

While the world has been making progress in tackling poverty, people with disabilities are being left behind. CBM Global works alongside people with disabilities in the world's poorest places to fight poverty and exclusion and transform lives. Driven by Christian values, we seek out and work with the most marginalised in society, irrespective of race, gender or religion, recognising the equal worth of every individual.

Drawing on over 100 years' experience and world-leading expertise in disability-inclusive community development and humanitarian action, inclusive eye health and community mental health, CBM Global works with partners to break the cycle of poverty and disability and build inclusive communities. Our programmes across Africa, Asia and Latin America are developed and delivered with local partner organisations to ensure long-term transformation and accountability in communities we serve.

CBM Global is currently made up of CBM Australia, CBM Ireland, CBM Kenya, CBM New Zealand, CBM Switzerland, and CBM UK with programmes worldwide and Country Offices in Philippines, Bangladesh, Laos, Nepal, Indonesia, Kenya, Zimbabwe, Burkina, Nigeria, Madagascar and Bolivia. CBM Global works in over 20 countries, maximising our impact through long-term, authentic partnership and delivering a combination of inclusive community-based programmes, advocacy for national and global policy change and inclusion advice to other organisations.

Website: <https://cbm-global.org/>

Our Vision and Mission

Vision

An inclusive world in which all people with disabilities enjoy their human rights and achieve their full potential

Mission

Fighting to end the cycle of poverty and disability

How We Work

CBM Global pursues the implementation of the Convention on the Rights of Persons with Disabilities (CRPD), the Sustainable Development Goals (SDGs) and the Sendai Framework for Disaster Risk Reduction. The following principles and approaches underpin CBM Global's work.

Authentic partnership with the Disability Movement underpins all we do. We're deeply committed to working alongside people with disabilities and their representative organisations, and to the principle of "nothing about us without us". We work with and support organisations of people with disabilities in our programmes, to ensure we meet the needs of and are accountable to the individuals and communities we serve.

We draw on learning and evidence from our community work to inform our advocacy hand-in-hand with the Disability Movement at local, national and international levels, including

with the UN, to achieve systemic change for people with disabilities. We advise governments, UN bodies and other organisations on how to ensure inclusion in their own organisations, policies and programmes to further amplify our impact. Our advisory approach is undertaken with the best experts on disability inclusion – people with disabilities themselves.

We seek to rebalance power, recognising that building an inclusive world requires us to address deep-rooted inequality and injustice and to promote inclusion internally within CBM Global, in keeping with our values. We are committed to ensuring strong representation of people with disabilities and voices from the Global South at all levels within our work. Driven by Christian values, we seek out and work with the most marginalised people irrespective of race, gender, age or religion, and recognising the equal worth of every individual.

Our values

Our value	Examples of how we put this into action
We Champion Inclusion	<ul style="list-style-type: none">• We challenge discrimination• We embrace diversity• We work with people of all faiths and none• We promote accessibility and opportunity
We Strive for Justice	<ul style="list-style-type: none">• We challenge injustice• We serve with compassion• We promote fairness and equality• We equip others to exercise their rights
We Pursue Excellence	<ul style="list-style-type: none">• We focus on quality• We creatively innovate• We pursue continual improvement• We maximise our impact
We Embrace Partnership	<ul style="list-style-type: none">• We collaborate actively with others• We learn together with our partners• We communicate respectfully and honestly• We are flexible and responsive
We Live with Integrity	<ul style="list-style-type: none">• We are accountable• We practice servant leadership• We are honest and faithful• We consider all impacts of our actions

The CBM Global Board

CBM Global's governance structure supports mutual accountability to and by multiple stakeholders; from people with lived experience of disability, to, from and between Members, and to the supporters and regulatory bodies to whom Members are responsible.

The CBM Global Board is appointed by federation Members represented by their Member representatives in General Meetings. The general meeting of Members is the highest governance instance within the CBM Global federation.

According to the Association's By-laws, CBM Global's Board should comprise a maximum of 9 board members of which 6 board members would be appointees of the Members and 3 are independent board members.

The CBM Global Executive team is responsible to the CBM Global Board; together they manage CBM Global. Responsibilities of board members include the following:

- Participate in establishing and reviewing CBM Global's mission, vision, values, by-laws, policies, practices, and position statements, on an annual basis
- Uphold and enforce the by-laws and policies of the organization
- Advise, support and challenge the Executive Director and executive management team
- Participate in overview of the finances of the organization including but not exclusively: approval of annual budget, review of quarterly performance reports including key compliance/audit outcomes, approval of the year-end financial statements, reviewing adequacy of reserves
- Review of the organisation's risk register
- Participate in the planning and attendance of CBM Global conferences and events
- Be available for travel to Board meetings and conferences, dialogue/discussion between meetings via email and phone, conference calls and web conferences, internet and e-mail access.

Search for independent board member

The board places an emphasis on ensuring that they provide a specific combination of skills needed to fulfil CBM Global's mission and ensure good governance. We are seeking to fill a vacant independent board member position that can bring the following by appointing a person with the following characteristics:

- Passionate about effecting change for and alongside people with disabilities and their communities
- Deeply committed to the vision and mission of CBM Global and strongly supportive of CBM Global's Christian values
- Brings a Global South perspective and lived experience of disability
- Experience in community-led approaches to disability inclusive development and/or humanitarian action, advocacy engagement or delivering disability inclusion advice
- Fluent in English
- Able to travel, with reasonable accommodation in support
- Able to give up to a day a month to the governance of CBM Global, spread over reasonably consistent availability

- Experience in representing an organisation and identifying and building relationships for strategic purposes
- Governance experience in some capacity beyond management level, together with understanding and ability to promote effective governance practices in the CBM Global context
- Basic financial and legal literacy
- Independence of thought and judgement, while a team player with a willingness to accept and promote democratically made decisions of the Board irrespective of personal opinion

CBM Global is committed to achieving a diverse workforce and for this to be reflected at the governance level within our board. Our current board is seeking more gender balance and for this reason we want to take this opportunity to encourage women to apply for this position, although persons of either gender will be considered.

Individuals who would like to be considered as an independent board member will be invited to an interview process.

Please note that board members are non-executive positions and the role is unpaid. However, travel and other reasonable expenses incurred are reimbursed. Board members are appointed for a term of three years and there is a six-year tenure limit. Directors & Officers Insurance coverage is in place for CBM Global board members and senior executive staff. Governance support to the board is provided by the CBM Global Secretariat, assisting with calendar coordination and meeting preparations. CBM Global will ensure that individuals with disabilities are provided with reasonable adjustments to participate in the selection process and for essential role functions as a board member.

The frequency of board meetings is once every two months through the first half of 2022, and is envisaged to move to once per quarter thereafter. Currently, in light of the COVID-19 pandemic, all meetings are held virtually, but over the longer term we anticipate at least one annual face to face board meeting. All new board members receive a full induction to ensure they understand the organisation, their role and responsibilities, and can be offered training opportunities where needed.

Front cover image:

Members of an inclusive savings and loan group in Zimbabwe. © CBM/Hayduk 2019.

CBM Global Disability Inclusion

CBM Global Disability Inclusion Vereniging is registered with the Dutch Chamber of Commerce under No. 75787032. Address: Van Heuven Goedhartlaan 13D, 1181 LE Amstelveen, Netherlands.

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