

**TRAUMA  
TREATMENT**  
INTERNATIONAL

**TRUSTEE**  
**RECRUITMENT**  
**PACK**

# CONTENTS

---

**03. WELCOME**

**04. WHAT WE DO AND WHY**

**05. STRATEGIC PRIORITIES**

**06. TRUSTEE ROLES AND RESPONSIBILITIES**

**07. HOW TO APPLY & FURTHER READING**

**08. APPLICATION FORM**





# WELCOME TO TRAUMA TREATMENT INTERNATIONAL



Thank you for your interest in joining Trauma Treatment International (TTI)'s Board of Trustees.

We work with organisations and communities in the UK and around the

world to ensure that victims of torture,

trafficking, slavery, persecution and war can access the treatment and support they need to overcome the psychological impacts of their experiences and go on to live their lives free from trauma.

TTI was established in 2017 and is currently experiencing a period of rapid growth. There are ambitious plans for expansion over the coming years, focused on increasing the support we can offer to victims of collective violence, those who work with them and those who seek to uphold human rights and bring perpetrators of violence to justice.

Delivery of our strategic priorities requires expansion of existing projects, widening TTI's geographical reach and testing and developing innovative service delivery models.

We hope you will be keen to work with us to help achieve our plans for growth and ensure that the organisation continues to build excellent systems and compliance so that we

can extend the reach, influence, and impact of our work for victims of collective violence, wherever they are in the world.

This pack is designed to give you information about TTI, as well as outlining the responsibilities of a trustee and the skills and experience we require of the members of our Board of trustees.

If you feel you can bring your experience, gained from living through similar experiences to those of our beneficiaries, or the professional experience gained through senior roles in your work, combined with a passion to work collaboratively to support our charitable objectives, we look forward to hearing from you.

At TTI we are committed to supporting you on your journey as a charity trustee. If you feel you meet some of the criteria but not all, we really hope you'll enquire and learn more.

We welcome all candidates to apply, regardless of age, disability, race, religion, sexual orientation, marital status or pregnancy/maternity.

If you have any questions, or any disability and require reasonable adjustment/s to any part of the recruitment process then please contact us on [humanresources@tt-intl.org](mailto:humanresources@tt-intl.org).

*Andrea Thompson  
Chair of the Board of Trustees*



# WHAT WE DO AND WHY

TTI believes everyone affected by torture, trafficking & slavery, persecution and war has the right to evidence-based trauma treatment. And that everyone working to end collective violence and uphold human rights must be protected to do their job.

## OUR VISION

Everybody suffering from the trauma of collective violence receives the support and treatment they need to recover.

## OUR MISSION

To support people affected by torture, trafficking & slavery, persecution and war to heal from trauma, wherever they are in the world

We design, pilot and deliver inclusive, evidence-driven trauma treatment and support services, which are contextually responsive and embedded in a human rights based approach.

Traumatic events account for half of all mental health problems worldwide; and yet trauma treatment is rarely available.

Most victims of trauma never get the help they need to recover, which has far reaching consequences for families, communities and the organisations that support them.

We are currently supporting trauma victims and trauma-exposed staff in nine countries worldwide, as below:



# OUR STRATEGIC PRIORITIES

At TTI we are committed to delivering activities to meet five core strategic priorities. Our key activities within these strategic priority areas are:

## TREAT

- TTI’s Trauma Clinic
- All Rise project for Afghan women

## EMPOWER

- Refugee hosting support
- Ukraine refugee support

## ADVOCATE

- Refugee hosting support
- Ukraine refugee support

## MANAGE, MITIGATE & PREVENT

- Trauma-informed organisations
- Workforce wellbeing
- Resource Hub

## UPSKILL

- Professional training
- International partnerships

Strategic Priorities:  
**TEAM UP**



# TRUSTEE ROLES & RESPONSIBILITIES

## DIVERSITY

We are actively seeking to increase the diversity of voices, experiences and perspectives on our Board of Trustees and in our management team. We especially seek trustees who have lived experience of the issues we are seeking to address.

A trustee is required to act reasonably and prudently in all matters relating to Trauma Treatment International and must always bear the interest of the charity in mind.

## GENERAL TRUSTEE RESPONSIBILITIES

### MAIN DUTIES

- To set and maintain vision, mission and values;
- To ensure that Trauma Treatment International complies at all times with its governing document, charity law, company law and any other relevant legislation or regulations;
- To ensure that Trauma Treatment International pursues its objects as defined in its governing document;
- To maintain proper financial control and ensure that Trauma Treatment International applies its resources exclusively in pursuance of its objectives;
- To develop strategy and provide strategic leadership, setting overall policy, defining goals and setting targets and evaluating performance against agreed targets;
- To ensure accountability;
- To support the operational management of the organisation;
- To draw up, monitor and comply with internal policies, which must include safeguarding, health and safety policies and grievance and disciplinary procedures;
- To ensure that risk assessments for all aspects of the business are carried out;
- To safeguard the good name and values of Trauma Treatment International;
- To maintain effective Board performance and ensure the effective and efficient administration of the charity including funding, insurance and premises;
- To promote Trauma Treatment International and act in the best interests of the charity, never in the interests of themselves or another organisation.

### KNOWLEDGE AND EXPERIENCE

- Outstanding record of professional achievement in their field, with a commensurate personal reputation for excellence, with a particular focus on strategic planning and performance;
- Ideally, but not necessarily, experience gained as trustee or Non-Executive Director in a similarly complex service orientated or influential organisation;
- Strong understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship;
- Appreciation of the nature of risk management at Board level.



# TRUSTEE ROLES & RESPONSIBILITIES (CONT)

## SKILLS AND ABILITIES

- Able to distill complex information and bring a pragmatic approach to its application;
- Highly effective communication and interpersonal skills;
- Able to galvanize external relationships and build support for Trauma Treatment International;
- Strong ambassadorial and influencing skills.

## PERSONAL STYLE AND BEHAVIOUR

- Strategic and creative thinker;
- Collaborative, sensitive and empathetic team player;
- Willing to engage in all areas of the charity while bringing specific skills and knowledge to support designated areas of the organisation's operations and growth;
- Committed to the values of Trauma Treatment International and willing to lead by example in upholding these values and demonstrates the utmost integrity.

## HOW TO APPLY

If you would like to discuss the roles before applying, please contact us and we will arrange for you to speak to a member of the Board or the CEO.

To express interest in becoming a trustee, please email [humanresources@tt-intl.org](mailto:humanresources@tt-intl.org) with:

- A detailed and up-to-date CV
- A supporting letter
- Completed application form

## CLOSING DATE

There is no closing date for applications. We will recruit on a rolling basis until positions are filled.

## FURTHER READING

Below are a few links to resources detailing good practice and further guidance on what it means to be a charity trustee. Although not exhaustive, these resources provide a good starting point for further reading:

**UK Government  
National Council for Voluntary Organisations**