



# CHAIR OF SUPERVISORY BOARD

APRIL 2026



## ABOUT THE WAR CHILD ALLIANCE

The War Child Alliance was formed in 2023. It brought together the five War Child fundraising members (in the Netherlands, UK, Germany and Sweden, plus Children in Conflict in the US) and 14 programme members based in and around conflict-affected areas across the world. The resulting Alliance integrated programme activities under one umbrella - all with the aim to multiply our impact for conflict-affected children. Inevitably there have been challenges along the road, which have required the Board's attention. The Alliance is now entering a critical phase of its development, where strengthening shared governance across member organisations, deepening equitable partner models, and ensuring clarity of roles between Alliance and member entities will be central to delivering impact at scale.

The International Supervisory Board of the War Child Alliance (WCA) is the governance body for the organisation which manages War Child's programme. The Supervisory Board is ultimately responsible for the War Child Alliance's strategy, compliance with the law and sound financial management. The Trustees (currently eight in number) serve on a voluntary basis and meet four times a year - twice in person and twice online. There may be additional Board Meetings too when specific needs arise. There are also two sub-committees of the Supervisory Board - the Audit and Risk Committee (the ARC which covers financial and risk issues) and the Impact Committee (which covers programmatic issues), at least one of which the Chair would attend.

## FROM OUR CEO

Firstly, thank you for your interest in serving as Chair of the War Child Alliance Foundation's Supervisory Board. At a moment when more children than ever before face the devastating consequences of war and conflict, your willingness to lead and guide our governance is deeply valued.

War Child – as the only international NGO solely focused on protecting children in conflict – bears witness to how support for children affected by war and conflict has never been more critical. We live in a world where 520 million children are either living through a conflict, or have fled one. Conflict has unfortunately dominated headlines for the last few years with the tragic events in Ukraine and in the Middle East. War Child has also been committed to helping people in forgotten crises such as Afghanistan and Sudan. We are seeking a Chair who deeply understands this international backdrop, and is profoundly motivated by it.

The War Child Alliance brings together longstanding War Child charities from the UK, Netherlands, Germany, Sweden, and the United States together to oversee 14 country programmes operating in conflict-affected regions – all unite under a single mission to reduce the impact of conflict on the lives of children. Over the last three decades, the War Child family has supported millions of children. Yet during the same period, the number of children living through conflict has doubled. At the heart of the Alliance – and the

governance structure it established in 2023 – was a desire to leverage the deep evidence base we have researched and scale our impact through expanded global partnerships.

The role of Chair is critical in holding the War Child Alliance Foundation accountable for how we deliver impact for children. As Chair, you would help steer the Foundation's strategy, ensure accountability and integrity, and safeguard the outcomes we promise to children and communities worldwide. You would also support our strategic ambition to foster a truly decentralised, equitable, and participatory delivery model – where decision-making happens close to the services and lives we affect.

We are looking for a Chair who brings not only experience and wisdom, but also a deep commitment to the rights and dignity of children affected by conflict. Someone who understands the global picture – the urgency, the complexity, the opportunity – and who is motivated to help guide the Alliance through a fast-changing global landscape and the next phase in its journey to equitable partnerships to deliver impact at scale.

Whatever your decision, thank you for considering this vital role. Your support strengthens the promise we make to children: that we will work tirelessly so that – as our founding belief proclaims – no child should be part of war. Ever.





# FROM OUR CURRENT CHAIR

Thank you for your interest in stepping into the role of Chair of the War Child Alliance Foundation's Supervisory Board. It has been an honour to serve War Child for many years, and to have navigated the process of bringing member organisations across the world together under a shared vision: to ensure that no child's life is defined by war. We always had confidence that creating the Alliance was the right thing to do in order to reach more children, and have bigger impact.

Since the Alliance was established more than two years ago, we have made significant progress in strengthening our collective governance, aligning our global strategy, and ensuring that children's needs and voices guide our decisions. At the same time, it is good to note that the Alliance is still a young organization that needs further development going forward. My stepping down as Chair of the Supervisory Board marks an important

milestone in the Alliance's continued development. This role offers a unique opportunity to lead a Board that is deeply committed, globally diverse, and dedicated to improving how we deliver impact for children affected by conflict.

As Chair, you will help deliver the next chapter of a growing and ambitious Alliance, ensuring accountability, championing collaboration and the voices of the global south across our network, and supporting a leadership team working across some of the most challenging contexts in the world. It is a role that demands curiosity, humility, and compassion, and one that offers an immense sense of purpose in return. If you feel called to this mission, and have the skills and expertise needed at this critical time in the Alliance's journey, I encourage you to apply – the children we serve deserve nothing less than strong leadership to navigate the next chapter with confidence and integrity.

## THE ROLE

**ROLE:** Chair of Supervisory Board – War Child Alliance

**LOCATION:** Flexible – Preferable from regions with current or recent conflict

**SALARY:** Unremunerated – Reasonable travel expenses reimbursed

## MAIN PURPOSE OF ROLE

The Chair should provide effective, values-led leadership of the Supervisory Board, working with the Vice Chair and other Board Members to ensure strong oversight of strategy, performance, risk, integrity and accountability. The Board should enable the Chief Executive Officer (CEO) and the International Management Team (IMT) to deliver War Child's mission in line with the agreed strategy and policies and in line with relevant legislation and regulation.



# CHAIR RESPONSIBILITIES

## STRATEGY AND GOVERNANCE

- Lead the Supervisory Board in its strategic oversight role, ensuring that decision-making processes are robust and inclusive.
- Oversee the development and approval of WCA's strategy, policies and annual plans and reports.
- Ensure the Board functions effectively in terms of its composition, succession planning, onboarding.
- Ensure that all Board Members are involved in major decisions, with the Vice Chair playing an accompanying role to the Chair so as to be able to stand in if necessary.
- Ensure the effective functioning of the ARC and Impact Committees and ensure that their outputs feed into Board discussion and decisions as appropriate.
- Ensure the Board's own functioning is reviewed annually, alternating between self-evaluations and external assessments.
- Ensure that the Agreement covering the Alliance (and associated documents) are kept under review and updated as necessary.

## FINANCIAL AND RISK MANAGEMENT

- Ensure (with ARC and Board involvement) a sound financial overview of the WCA.
- Ensure the setting of budgets in line with plans and timely accurate financial reporting and forecasting.

- Oversee high standards of financial management, including the appointment of an effective external auditor.
- Ensure effective oversight of risks and audits, including compliance, security, safeguarding and reputational risks

## MANAGING BOARD MEETINGS

- Set the agendas for Board meetings in consultation with the CEO, identifying priority areas for discussion and ensuring the preparation of high-quality, brief documents that lead to clear decisions that can be followed up.
- Chairing Supervisory Board Meetings in a participatory manner, while ensuring they result in clear and timely decisions.
- Ensure that Board Meetings are properly recorded with responsibilities for follow up on agreed actions clearly documented. Follow up on decisions to ensure they are implemented.

## OVERSIGHT OF AND SUPPORT TO THE CEO

- Manage the CEO lifecycle, including their appointment, performance evaluation, remuneration and dismissal (in collaboration with other Board members).
- Hold the CEO and the IMT accountable for the delivery of strategic goals, organisational performance, integrity, and compliance.

- Work together with the CEO to support them achieve the aims of War Child, while avoiding micro management. Provide support and guidance as requested as necessary and appropriate.

## RELATIONSHIPS

- Work with the Alliance Members of the War Child family (Netherlands, UK, US, Germany Sweden) to ensure good relations, and that working procedures and fundraising plans/targets are clear and on track. Work to resolve any issues and disagreements that may arise.
- Act as the primary governance representative to key stakeholders and partners when appropriate, while adhering to the principles of shared power and accountability.

## ETHICS AND VALUE-BASED CULTURE

- Ensure integrity and ethical and transparent governance practices are maintained in the Board and throughout the organisation (including in relation to conflict-of-interest issues).
- Ensure that appropriate channels exist for staff/others to confidentially share any major concerns they may have with management and governance.

# PERSON SPECIFICATION

## WE ARE LOOKING FOR SOMEONE WITH:

- A strong empathy with War Child's mission to support children affected by conflict.
- Experience of organisations working in international conflict-affected, humanitarian and developmental contexts. Knowledge of evidence-based interventions would be an advantage.
- Experience of leadership positions in organisations of significant scale and complexity.
- Successful experience of operating on the board of a comparable charitable organisation.
- Experience of managing and overseeing financial and risk functions in a large organisation.
- Experience of working with federated, alliance-based or networked organisational models, including navigating shared governance, distributed authority, and cross-entity accountability.
- A proven track record of sound judgement and effective decision making.
- A track record of commitment to promoting equality and diversity.

## KNOWLEDGE, SKILLS AND UNDERSTANDING

- Knowledge of the conflict/humanitarian sector, child rights issues and the role of NGOs.

- Strong analytical skills, independent judgement and strategic vision.
- A good understanding of the respective roles of governance and management.
- An understanding of the legal duties, responsibilities and liabilities of trusteeship.
- Able to hold the CEO and IMT to account, while allowing them sufficient space to operate.
- The courage to take hard decisions when necessary.
- Able to understand financial information, grasp the key issues and ask the right questions.
- Strong interpersonal skills, able to be diplomatic and negotiate to achieve outcomes in the best interests of War Child.
- Able to work with the team of Trustees in a collaborative way.
- Able to chair high level meetings, ensuring both good participation and clear decisions.
- A commitment to the highest levels of organisational integrity.
- A good command of English. Knowledge of other languages (especially Dutch, Arabic or French), would be an advantage.
- Able to devote sufficient time to fulfil the Chair's responsibilities.





## HOW TO APPLY

All correspondence, at this stage, should be via Oxford HR. To apply for this post, click on the “Apply” button on the job advert page, complete the online application form, and submit your CV and cover letter as two different documents, which should be prepared before applying as they will be considered in the application process.

The cover letter should be no more than two pages long and explain why you are interested in this post and how your skills and experience make you a good fit.

The document should be saved in PDF in the following format: Your First Name-Your Last Name-Document Name-Date (mmyy)-WarChildAlliance e.g., Pat-Jones-CV-0426-WarChildAlliance or Pat-Jones-CoverLetter-0426-WarChildAlliance.

Please note that all our clients recruiting in the UK are legally obliged to confirm that the appointee is eligible to work in the UK. As of 1 January 2021, government’s new regulations will apply. For further information visit the Home Office website at <https://www.gov.uk/browse/visas-immigration/work-visas>.

### TIMELINE

Closing Date: 4th May 2026  
Final Interviews: 15th – 19th June 2026

### SELECTION PROCESS

All candidates will receive an update regarding their application after the closing date. We advise candidates to add the Oxford HR Consultant email address (see below) to their safe senders list and regularly check their spam folder.

### EQUALITY STATEMENT

Equality and diversity are at the core of the War Child Alliance’s values. Staff are expected to work collectively and individually to promote a constructive and sensitive approach to others from a variety of backgrounds, where the work of others is valued and respected.

### QUERIES

If you have any queries on any aspect of the appointment process, need additional information, or would like to have an informal discussion, please email at [pirungu@oxfordhr.com](mailto:pirungu@oxfordhr.com) in the first instance.

## ABOUT OXFORD HR

Oxford HR is a B Corp certified leadership consultancy. Having worked within a diverse range of institutions, from not-for-profits and charities to governments and corporate environments, we've seen the powerful impact that the perfect team can have. Finding innovative leaders can be a challenge; and yet their transition into leadership is vital to an organisation's mission and success.

We work across the globe to search for and support remarkable leaders and teams, improve their board effectiveness and support on a range of leadership functions.

Learn more at: [oxfordhr.com](https://oxfordhr.com)





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