



Mines Advisory Group (MAG)

MAG Trustee Appointment

Appointment Details

– March 2025



MAG

saves lives builds futures

A Note from the Chair



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MAG

Dear Applicant,

Thank you very much for your interest in becoming a MAG trustee. We are seeking to recruit up to four new Trustees to join our valued team. We are especially keen to recruit people with experience and skills in the following areas: audit and compliance, digital, fundraising, lived experience in the communities in which we serve, and risk management.

MAG is a very special humanitarian organisation with a long-term commitment to the millions of people affected by violence, conflict and instability.

MAG and local communities work together in long term, deep partnerships that involve clearing landmines and other explosives; reducing armed violence through weapons and ammunition management; risk awareness education; and advocating and influencing.

In the last five years, our work has benefited some 10 million people, and we have found and made safe almost half a million landmines and explosive remnants of war.

Last year as a result of our land mine clearance work, more than 87.9m square meters of land was released. We also delivered more than 20,000 education sessions, and destroyed more than 27,000 small arms and 9.5 million rounds of ammunition



that might otherwise have found their way into communities.

MAG is a very effective practical organisation, yet its impact goes way beyond technical achievements, setting communities free to develop socially and economically. I have met many people in communities that have been affected by conflict. They tell me about their joy and relief from fear when their communities are made safe, when children can play freely outside for the first time or go to school again without risk and when parents can develop their land, transport goods or generate opportunities that will build their future.

Across MAG, in the 34 countries where we work, locally recruited staff – who make up the great majority of MAG – will proudly tell you that they undertake this potentially risky work because they want to do something vital for communities and families.

The exceptional commitment of our staff and partners is inspiring. The determination that all MAG staff share across the MAG family is something our trustees cherish. Communities around the world deserve so much better than to continue to live in fear of violence, conflict, and instability.

I am deeply proud of what MAG achieves, and I know the whole Board wants to support MAG's work with communities and partners so we can achieve even more.

Matters that arise can be challenging, exciting and fulfilling in equal measure. Each of our trustees is highly engaged and brings something special to the collective and collegiate work of the Board and Leadership Team.

If you think you might be able to add insight, diversity and experience, if your interest is sparked as you read the pack, or if you have any questions, please get in touch.

With best wishes,



Julia Palca
Chair of Trustees,
MAG March 2025



Who We Are

The Mines Advisory Group (MAG) is a humanitarian, development and peacebuilding organisation that limits the causes and addresses the consequences — both immediate and long-term — of conflict and armed violence.

Our work saves lives, eases suffering, protects human rights and contributes to sustainable peace for the hundreds of millions of people affected. It fosters stable and secure societies and is a key enabler of progress towards the 2030 Sustainable Development Agenda.

We have been operating for 35 years, delivering transformational change for some of the most vulnerable people in the world and in some of the most fragile places in the world.

We find and destroy landmines, cluster munitions and unexploded bombs in places affected by conflict. Since 1989, we have helped over 20 million people in

some 70 countries rebuild their lives and livelihoods after war.

And we destroy and secure small arms, light weapons and ammunition to prevent them being used to perpetrate armed violence and insecurity, and to reduce the risk of devastating unplanned explosion.

Still, every day, about 15 people are killed or injured by landmines and unexploded bombs somewhere in the world.

Tragically, over half of the civilian casualties are children.

Landmines and unexploded bombs don't just threaten lives. They also blight communities by hampering normal life. They prevent people from travelling safely to school, to the market, to health centres and to water sources.

Landmines mean impoverished communities that are recovering from conflict cannot access their land to grow crops and generate income.

Landmines deny already traumatised people who have been displaced by war the chance to return home safely.

Our staff and the communities where they work and from which they come are at the heart of everything we do.

We are determined to deliver a safe future for the women, men and children affected by violence, conflict, and insecurity.

We believe in a world where people can exist with dignity and choice, where their human rights are upheld and where they can live free from the fear from landmines, explosive remnants of war and the impact of small arms and light weapons and ammunition.

We believe in a world worth fighting for.



Our Strategic Direction

We are in the second year of implementing our Strategic Framework for 2024 to 2028. It is our compass for action for the next five years. Building on MAG's organisational maturity and the evolution of our programming while responding to new and emerging challenges, it guides us as we seek to reduce the terrible human cost of armed violence and conflict.

It provides a roadmap not just for what we do but how we do it and has been developed by talking with and listening to people in the communities we serve, our colleagues, the partners we work with and the donors who place their trust in us.

Our Strategic Framework has two aims that describe how we will make change happen: to increase our impact and extend our influence.

- We will have the maximum possible positive impact on people affected by conflict and armed violence by delivering responsive, high-quality and high-impact programming at scale.
- We will harness our operational experience, our insight and our trusted partner status to bring about meaningful policy change at national, regional and global levels that benefits communities affected by conflict and armed violence.

Those two aims are supported by three priority areas that help us focus to achieve our ambition and two commitments that drive organisational change.

The lives of millions of people in the world have been improved by the dedication of our brilliant and brave staff, the vast majority of whom are themselves from conflict-affected communities.

Our new Strategic Framework is designed to ensure we are equipped to respond more effectively, at more scale, and with more impact in the years to come. It is designed to give our brilliant and brave staff the best chance of improving the lives of their families, friends, neighbours. You can read our Strategic Framework [here](#).



Our Diversity Goals

MAG's mission is driven by its staff, donors and the communities we work with around the world.

They have shaped MAG to be a global charity, made up of men and women from a huge variety of nationalities, ethnicities, experiences and faiths (and none); and socio-economic backgrounds, as well as people who bring their very individual and unique experiences.

The MAG Board believes reflecting this diversity in our leadership is an essential underpinning of strong governance and responsible decision making.

Therefore, in selecting Trustees

our aspiration is to meet the needs of MAG as a complex, global charity and ensure the individuals who make up MAG's Board collectively provide the diversity of skills, experience and backgrounds to reflect MAG, its work and its values.

We will continue to work on being more representative and inclusive whilst still ensuring we collectively provide the leadership, and skills MAG needs to fulfil its mission and safeguard our communities.

We remain determined to better represent MAG as a global and diverse organisation on our Board.

The MAG Board is currently focused on collectively achieving:

- A 50/50 balance of women and men;
- Increased representative of the ethnic and racial diversity;
- Having at least one (but preferably more) Trustees who have lived experience of the communities in which we are working: reflecting the voices and experiences of different generations.

MAG's Board currently consists of seven females and five males, of whom four are people of colour.



Our Trustees

MAG's Board of Trustees is responsible for the strategic direction of the organisation, whilst operational decision-making is delegated by the Board to the Chief Executive and MAG's Leadership Team, who coordinate and direct MAG's work worldwide.

Matters reserved for the Board are set out clearly and Trustees have established appropriate controls and reporting mechanisms to ensure that the Leadership Team operates within the scope of the powers delegated to it.

The delegation of authority from the Board to Leadership Team is reviewed at least annually alongside the Board Reserved Powers.

MAG takes a rigorous approach to Trustee recruitment, performance and development, and to the Board's conduct, and so the Board works as an effective team, using the appropriate balance of skills, experience, backgrounds and knowledge to make informed decisions.

MAG and MAG US

MAG's Board, as well as its Leadership team and staff, work closely with their equivalents in MAG US. Two members of the MAG US Board sit on MAG's Fundraising Committee; MAG US is also able to nominate an individual to be a member of MAG's Board.

Who we are looking for?

We want to recruit trustees who broaden the range of experience and skills on our Board. We are especially keen to recruit trustees with experience and skills in the following areas:

- Audit and Compliance
- Digital technology
- Fundraising (senior experience in corporate, foundations, government, institutions or public fundraising, and/or strong connections to networks that can directly enable income generation)
- Lived experience of the communities in which MAG serves
- Risk Management

We are also interested in diversifying where our trustees live, and welcome applications from those living outside of the UK, especially in countries where MAG operates.

The role of Trustee

Trustees are responsible for providing appropriate oversight, governance and leadership to the charity in the pursuit of its strategies to fulfil its charitable purposes. As a Trustee, you will use your skills and experience to shape MAG's future direction to achieve our lifesaving mission.

Candidates will be required to execute the following core duties as part of the Board of Trustees:

- Set the strategy and undertake the strategic management of the organisation
- Lead MAG's drive for greater equity, representation and diversity across everything it does
- Ensure that MAG complies with its set of Articles of Association (AoA) and all applicable legislation and regulations
- Ensure that the organisation pursues its objects as defined in the AoA
- Ensure that the organisation applies its resources exclusively in pursuance of its object
- Ensure the financial stability of the organisation
- Ensure that the risks facing the organisation are identified and that an appropriate risk framework is in place

- Ensure that proper accounting records are kept
- Ensure the effective and efficient administration of the organisation
- Protect and manage the property of the organisation
- Ensure the proper investment of the organisation's funds
- Safeguard the good name and values of the organisation by the achievement of its purposes
- Promote the success of the organisation.

In addition, the following responsibilities are required:

Collective:

- Approve the strategic framework annually and monitor progress against it
- Determine/approve the annual budget and monitor progress against it to prepare and approve the annual report and accounts
- Support the Board Chair with the periodic appointment of new Trustees; approve recommendations for Committee members; and take collective responsibility for the appointment of a new Board Chair, as and when required.

Individual:

- Attend and play an active part in the Trustees' meetings and deliberations
- Exercise due care and attention and use reasonable skill in dealing with the charity's affairs
- Use own skills, knowledge and experience to help the Board reach sound decisions
- Be ready to take the lead in any Trustees' activities where the Trustee has special knowledge
- Declare any actual or potential conflicts of interest
- Not to accept benefits from third parties
- Sit on any committees of the Board when required
- Serve on one or more advisory groups, or recruitment/disciplinary panels as required
- Keep informed about MAG's activities and wider issues which affect its work
- Demonstrate a real commitment to MAG's vision, mission and values and feel you can contribute to our future.

Trustee: Person Specification

In addition to the core duties, you will be able to:

- Think strategically, be creative, articulate and credible.
- Contribute to MAG's strategic development.
- Be confident contributing to and constructively challenging MAG's Leadership Team.
- Step out of your comfort zone to take an informed view of issues which may not naturally be your area of expertise.
- Bring or develop an understanding of the humanitarian context and principles in which MAG operates.
- Develop governance practice.
- Bring new ideas and approaches.
- Work collegiately.
- Demonstrate some form of previous Board/Leadership experience (desirable, not essential).



Appointment Terms

This is a three-year term of office with the ability to be reappointed for a second term. In exceptional circumstances, the Board may appoint a trustee to serve a third consecutive term. Newly appointed trustees will join the Board, after their appointment is ratified at MAG's 27 June 2025 Board meeting.

Remuneration

This is a voluntary role with reasonable expenses reimbursed.

How to Apply

To find out more about the role or for an information conversation please email MAG's Director of Governance and Business Transformation, Jules Mason via trusteerecruitment@maginternational.org

Applicants will receive an equal opportunity form to complete. Completing the form is voluntary. MAG will use the information to assess, inform and improve our ability to attract a range of candidates.

Should you need assistance with your application, or access to information in a different format, please contact MAG via trusteerecruitment@maginternational.org



If you wish to apply for this appointment, please submit the following to: trusteerecruitment@maginternational.org

- CV or equivalent biographical information (no more than three sides)
- Supporting statement, of no more than 1,000 words, outlining your interest in joining MAG's Board of Trustees, the skills and experience (especially in any of the preferred areas) and motivation you would bring to the role.

Recruitment timeline

Closing date

14 April 2025

MAG interviews

These will be held during 7-22 May 2025; actual dates and times will be confirmed nearer the time.



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