



JOIN OUR MISSION
FOR CHILDREN AT RISK
ON THE STREETS

BOARD OF DIRECTORS
OPPORTUNITIES

RAILWAY CHILDREN AFRICA (RCA) – RECRUITMENT PACK

children RAILWAY
No child lost to the streets



WE BELIEVE IN A WORLD WHERE NO CHILD EVER HAS TO LIVE ON THE STREETS

Around the world hundreds of thousands of children struggle to survive on the streets. In many countries, they have become an accepted issue in society, deprived of access to the most basic services and they experience extreme harm before and during their time on the streets.

Wherever they may be in the world, they face violence, abuse, neglect and exploitation.

Founded in 1996, Railway Children has dedicated over a quarter of a century to developing outstanding practice and services for street connected children and as we embark on our new strategy to 2027, we have ambitious plans to ensure no child is left behind, wherever we work.

WHO WE ARE



OUR VISION

We believe in a world where no child ever has to live on the streets.



OUR MISSION

Create and enable sustainable change for children living alone and at risk on the street.



OUR AIM FOR 2027

We will evidence and demonstrate, effective and sustainable safeguarding solutions for street connected children.



WHAT WE STAND FOR

We stand for children

- The children who don't have a voice.
- The invisible children.
- The children struggling to survive on the streets around the world every day.
- The generations of children suffering repeated cycles of abuse.

WE STAND FOR CHILDREN, THEIR CHILDHOODS AND THEIR FUTURES!

These Five Values
Guide Our Work



NEVER GIVE UP

Face challenges head on.



HAVE COURAGE

Push boundaries.
Think big.



EARN TRUST

Be honest. Always act
with integrity.



SHOW COMPASSION

Be kind and show
respect to all.



NURTURE TALENT

Encourage growth.
Enable others.



WELCOME FROM THE CHAIR

I am delighted that you have expressed an interest in becoming a Board Director of Railway Children Africa (RCA).

Railway Children Africa has grown rapidly over the past ten years and now helps thousands of children every year, who are alone and, on the streets. We have ambitious plans to expand further to help protect even more children. We are also in a period of considerable change as we grow and diversify.

Our Board of Directors plays a key role by setting the overall strategy, in governance and in regular reviews of activity. We have set and achieved high standards of governance as evidenced by independent audits and maintain a conservative policy on financial reserves. We seek Board Directors who have skills and experience that contribute to the charity and to the day-to-day running of the charity and in the work that we do. We are committed to improving diversity (in every sense) on the board.

We are fortunate in having a strong management team in Tanzania. We have long-term funding provided by a number of organisations and benefit from an excellent relationship with the Railway Children UK that provides us with both money, time and technical support in what we do.

This is the organization that does amazing things for children. It is immensely worthwhile, and we are looking for people who share our enthusiasm and commitment.

Thank you.

Lulu Ng'wanakilala



RAILWAY CHILDREN AFRICA

Railway Children Africa (RCA) is a national NGO registered in Tanzania. As an organization, our primary aim is to enable and create positive sustainable change in the lives of children and youth living alone and at risk on the streets. Our strategy focuses on four key action areas for change to protect the most vulnerable children before, during and after they are alone and at risk on the streets.

- a. Protecting vulnerable children and supporting their families.
- b. Strengthening community responses
- c. Strengthening child protection systems and policies
- d. Strengthening the evidence base

RCA is implementing programming for children and youth living and working on the streets (CYLWS) to ensure the needs of these hard-to-reach children and youth are well addressed.

BOARD MEMBER COMMITMENT:

- A commitment to regularly attend Board Meetings and related meetings.
- Actively participate on the board and subcommittees of the board
- Prepare for board meetings by reading relevant meeting materials in advance.
- Accept assignments and complete them thoroughly and on time.
- Stay informed about matters concerning the board its subcommittees.

JOB DESCRIPTION

Board Director roles

As custodians of the governance process, the collective role of the board of Directors is to provide strategic direction and constructive challenge to ensure Railway Children Africa, via its Executive Director, delivers its goals and objectives and is managed effectively. The Directors have duties and responsibilities under NGOs Act and are entrusted with the role of ensuring that assets are properly secured and deployed.

There are four board meetings per year. Directors may be invited to serve on one of the Charity's sub-committees, which each meet four times annually. Directors may also be asked to advise the executive on specific issues from time to time and may be invited to attend events.

This Directorship is unremunerated, although reasonable expenses may be claimed. The normal period of office is three years and all Directors are eligible for reappointment at the end of their term of office. In general, Directors serve three terms of office.

The duties of Directors are to:

- Work alongside the Directors and Executive Director to ensure that Railway Children Africa complies with its governing document (its RCA Constitution, Partnership Agreement between Railway Children and Railway Children Africa), NGOs Act and any other relevant legislation or regulations. Ensure that Railway Children Africa pursues its objects as defined in its governing document.
- Contribute actively to the Board of Directors role, working alongside other Directors in giving firm oversight and governance in relation to the strategic direction of Railway Children Africa.
- Attend Board meetings and sub-committee meetings as appropriate.
- Safeguard the good name and values of Railway Children Africa.
- Ensure the financial stability of Railway Children Africa in terms of the funding and income models for the charity.
- Actively support income generation and fundraising through the use of personal and professional networks.
- Alongside other Directors, support the Executive Director and Management Team and monitor their performance.

- Enable and support the Board in its safeguarding governance role to ensure that the development and implementation of a safeguarding framework is robust so that all those that come into contact with Railway Children Africa are protected from harm.
- Ensure good governance to ensure the organisation can move forward on the right strategic path.
- Represent the charity when appropriate.
- Support the Executive Director and Senior Management Team to harness all the talent to maximise impact across all Railway Children Africa activities.
- Ensure that the charity is following best practice in terms of its business rigour.
- Provide expertise and insight at Board meetings.
- Actively promote and embody Railway Children Africa's core values of Never give up, have courage, Earn trust, Show Compassion and Nurture Talent across the organisation and partners.
- Uphold and work within Railway Children Africa's policies and procedures.
- Undertake any other duties, as appropriate to the post.

Time commitments to include:

- 10 hours per year to include: Four Board meetings.
- Quarterly attendance at sub-committees and attendance at Railway Children events.
- Preparation time for meetings.
- We encourage Directors to visit our programs in order to broaden their knowledge of projects and to familiarise themselves with local conditions.
- A board member can attend the meeting online.

Length of term

Initial three-year term with the possibility of an extension for two further three years terms.

PERSON SPECIFICATION

We are looking for people with the following background and skills:

- Someone with experience of managing programmes at a senior level.
- Someone with professional skills on child protection, NGO programming, accountancy and audit, corporate governance, management and leadership, marketing and communications, fundraising, child psychology, Human Resources, child rights and Safeguarding.
- Someone with senior experience in managing programmes or services for children, including a sound knowledge of managing safeguarding.
- A senior leader or Director of an international NGO or national NGO or retiree of the same kind of organization of a similar size with an understanding of charity governance.
- A senior person of influence in the government and donor community.

Skills and Abilities:

- Strong strategic skills.
- Analytical and evaluative approach to decision-making.
- Open to feedback and willing to learn.
- Respect for others and ability to work with others.
- Good judgement and strong communication skills
- Clear and sensitive communicator and able to engage and influence.
- Maintain confidentiality on confidential and/or sensitive information.
- Team player but able to express own opinions constructively and positively.
- Able to manage difficult and/or challenging situations.
- Sound understanding of sustainability issues.
- Excellent experiential technology knowledge.

Personal Commitment:

- Demonstrable commitment to and the ability to uphold and promote Railway Children's core values of Never give up, Have courage, Earn trust, Show Compassion and Nurture Talent in all activities.
- Understand and able to accept the duties and liabilities of being a charity Director.
- Empathy with the strategy and values of Railway Children Africa.
- A willingness and ability to devote the necessary time and effort.
- A passion for improving the lives of children.
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- Empathy with the mission and strategy of Railway Children.
- A willingness and ability to devote the necessary time and effort.
- A passion for improving the lives of children.



STILL INTERESTED?

HOW TO APPLY...

To apply, please provide the following documents: an up-to-date CV and covering letter.

Please email your application to jobs.mwanza@railwaychildren.or.tz by 5:00 p.m. on Friday, 15th August 2024. Hard copy applications will not be accepted.

If you want to know more about the role or the selection process, please contact Mussa Mgata, Executive Director through email: mussa.mgata@railwaychildren.or.tz

FURTHER READING

- Railway Children Africa website – www.railwaychildrenafrica.org