



Role: Open Rights Group board member / director
Date call released: May 7 2019
Deadline for applications: 9am on 3 June 2019

About Open Rights Group

Open Rights Group exists to promote and protect your right to free expression online, your right to privacy online and to protect you from mass government surveillance. We do this by protecting and extending human rights and civil liberties which history tells us are often overlooked or eroded during periods of rapid change.

We challenge threats to privacy by both the government through the surveillance of our personal communications and private companies, who use personal data to increase profits. We challenge threats to free speech through the criminalisation of online speech and online censorship.

Open Rights Group has 10 members of staff and offices in London and Edinburgh. Open Rights Group is a non-profit company limited by guarantee. We are a membership organisation and currently have over 3,000 paying members. We are a grassroots organisation and we have community groups across the UK in more than 10 UK cities.

Diversity

We are inclusive and celebrate different approaches, backgrounds and points of view. We make every possible effort to encourage diversity at Open Rights Group. In this recruitment we would like to increase the gender and ethnic diversity of our board. We see this as vitally important.

Overview

Open Rights Group are currently recruiting three new board members. We have three main principles in our recruitment for directors to our board.

1. Ensure our recruitment promotes inclusion and board diversity
2. Ensure our recruitment process is democratic to Open Rights Group members
3. Ensure our election process results in the appointment of directors that complement the skill sets and interests of the existing directors.

Who we are looking for

We recognise the enormous benefits of a diverse board and encourage applications from a range of backgrounds and experiences. We are ideally **looking to recruit candidates who identify as female or non-binary and candidates from diverse backgrounds.**

We are looking for exceptional people who share our commitment to privacy and free expression online and who are driven to help guide our strategy and to oversee its delivery. You do not need to be an expert in human rights or free speech and privacy to apply: our board is enriched by a wide mix of skills and perspectives.

Open Rights Group completed a skills gap analysis of our current board members and the below skill sets, areas of interest and qualifications are in response to the needs we identified within that process. **The below four areas are not exhaustive or exclusive. We welcome expressions of interest from all interested candidates from any background.** But in particular, we would be keen to welcome people with qualifications or experience in any of these areas:

- fundraising,
- finance (ideally, a qualified accountant)
- human resources
- communications, public relations and political engagement

Practicalities of being an Open Rights Group board member

We have four board meetings a year (which take place in London); we aim to make the meetings accessible for everyone (either by paying expenses for travel to London or by providing an option for remote dial ins). In terms of time commitment, we expect board members to attend the 4 annual meetings, find time to read the papers (generally 30-40 pages per meeting) and be available occasionally to support staff as and when needed. Additionally, Open Rights Group board members are invited to attend our quarterly Advisory Council meetings and participate in our Advisory Council mailing list. The Advisory Council participation is optional for board members.

Appointment term

Open Rights Group board members generally hold board positions in 3-year cycles (with the option of being re-elected once).

The appointment process

Our accountability to Open Rights Group members is very important to us, so we strive to be democratic in the way that we approach board recruitment. We ensure our members are involved in the process where possible. We have different appointment cycles to achieve this aim. One where our members elect three directors, one where our Advisory Council elect three directors and one cycle where the board appoint three directors on the basis of a skills gap analysis.

This document is a call for candidates to stand in our Spring 2019 board member election voted for by our Advisory Council. If you are interested in standing in the 2019 board election, please submit a two page an expression of interest in Open Rights Group and your suitability for the role to Martha Dark Martha@openrightsgroup.org no later than **9am on 3rd June 2019**.

If you would like to discuss the role, what we are looking for, or your interest in the position in advance of the deadline please do not hesitate to get in touch with Martha Dark.