



CHAIR BRIEF

JUST LOVE.

Just Love – Vision & Overview

Just Love was founded in Oxford in 2013. Our vision is to inspire and release every Christian student to pursue the biblical call to social justice. We want to raise up a generation who have been equipped to lead and envisioned to pursue Jesus and justice wherever they go, consuming ethically, giving generously, and transforming the industries in which they work.

Since 2013, Just Love has grown from one group in Oxford to 19 groups across the UK, with several more in the process of launching at the moment. Since Just Love started, student groups have run more than 2500 events, with an aggregate attendance of 33,000 students. They have given 20,000 volunteer hours in local communities and raised £67,000 for other charities.

The Just Love staff team support these groups, offering one-to-one coaching, training courses, and online resources that equip student leaders in areas such as theology, strategy, leadership, communication, team dynamics and various other areas.

Just Love has also been developing an alumni network, so that graduates can continue to be envisioned and equipped after graduating, and can be part of a national community engaging in a whole-life, lifelong pursuit of justice .

Recruitment Context

Just Love is transitioning out of being a start-up organisation, and continuing to scale up into an established organisation with a national presence. At this time, we are looking to grow our board and bring in the support of new leaders who can take Just Love from strength to strength through this new season. We want to plan leadership transitions carefully, and ensure good retention of our institutional memory, so the incoming Chair will take on some of their responsibilities immediately but will sit on their first one or two meetings as a 'chair incumbent' before taking over fully from Peter Jeffrey, the current Chair, who will remain on the board in another role in order to ease the handover process.

What Does the Trustee Board Do?

The trustee board exists to provide governance to Just Love - the systems and processes concerned with ensuring the overall direction, effectiveness, supervision and accountability of the organisation. This falls into three main categories:

Compliance - The board ensures that Just Love is legally compliant with the standards set by the charity commission, and that Just Love is using its resources to fulfil its charitable objects. This also involves tracking and approving Just Love's finances and budgets, assessing and

putting in place strategies for managing risks, and ensuring that appropriate policies are developed and adhered to.

Strategy - the staff team will shape and deliver much of Just Love's strategy, especially with respect to the operations of particular projects, but the board is responsible for helping to shape long term vision and goals, evaluating progress and keeping the staff accountable for delivery around goals and impact, as well as advising on challenges and issues as they arise.

People - the board is responsible for Just Love's people. This means overseeing good HR and employment practice, as well as managing the National Coordinator and building relationships with the rest of the staff team. The board also takes responsibility for Just Love's external representation, and so may have involvement in some key relationships and events.

New trustees will receive a thorough induction covering the specifics of their role, and more details on Just Love's vision, values and current projects.

What Does the Chair Role Entail?

- Leading & facilitating the board
 - The chair is responsible for setting expectations and standards for the trustee board. This involves overseeing Just Love's governance and ensuring that the board fulfills its remit to a high level, and that other trustees are clear on their role within that. The chair should ensure that meetings are well organised and prepared for, and should take the lead on facilitating discussion during meetings. The Chair should also conduct biannual appraisals of other board members.
- Managing the National Coordinator
 - The National Coordinator leads the Just Love staff team, and reports to the trustee board. The Chair is responsible for managing the National Coordinator - keeping them accountable to their goals with respect to Just Love's growth, and speaking into their broader leadership and career development.
- Representing Just Love externally
 - The Chair will represent Just Love at several key fundraising events each year, and will occasionally attend meetings with other key stakeholders.
- Upholding the values and Christian faith of the charity
 - Just Love is a Christian charity, and it is important that the Chair ensures that the board remains biblically grounded and focussed on prayer. Just Love's key values are 'Living like Christ', 'Relationships', 'Student Ownership' and 'Quality'.

The Chair should be familiar with these values and ensure that they are upheld in the workings of the board.

The chair role will take on average one day (7-8 hours) per month. This includes preparing for and chairing quarterly trustee meetings, calls and meetings with the National Coordinator, managing and appraising the board, attending and representing Just Love at key events, and other tasks associated with the role. While we expect this to be the average time commitment, the incoming Chair should be prepared that the nature of their role may sometimes involve months with a higher workload.

Qualities We're Looking For:

	Essential	Desirable
Experience		<ul style="list-style-type: none"> - Previous board experience - Previous experience chairing a board - Knowledge of Christian student ministries in the UK - Fundraising experience
Skills/abilities	<ul style="list-style-type: none"> - Managing & motivating others - Organisation - Building relationships - Facilitative leadership - Strategic thinking 	<ul style="list-style-type: none"> - Expertise in HR, finance or law
Personal qualities	<ul style="list-style-type: none"> - Passion for social justice and the Just Love vision - Christian with a personal relationship with God and commitment to regular Christian fellowship. - Emotionally and spiritually mature 	<ul style="list-style-type: none"> - Well networked across different spheres/sectors and cross-denominationally

Further explanation:

- Passion for the vision
 - It is vital that the Chair believes in Just Love's vision. They must be passionate about the Bible's call to pursue social justice, and feel excited about seeing the prospect of this next generation of Christians taking that call to justice and transforming their communities, lifestyles and industries.
- Managing & motivating others
 - The Chair should be good at encouraging and drawing the best out of others. This will apply both to others on the board, and particularly to the National Coordinator, who should be well managed and invested in as they lead the charity.
- Organisation
 - As the Chair drives the governance of the charity forward, they must be organised in order to keep on top of their own tasks and ensure that the whole board are getting things done.
- Building relationships
 - Whether they are connecting with Just Love students or potential funders, the Chair should be good at building relationships as they represent Just Love to various stakeholders.
- Facilitative leadership
 - This is key in chairing discussions on the board and in delegating tasks to other members of the board. The Chair should be good at making space for different voices and recognising when others should be taking on particular projects.
- Strategic thinking
 - The Chair should be able to make decisions that consistently move Just Love towards its hoped for future. They should have good judgement and insight around how Just Love can best achieve the goals it sets out to reach.

The Application Process

- Please send your CV and a cover letter to info@justloveuk.com by the **6th of March** detailing:
 - What excites you about the Just Love vision?
 - Why are you interested in the role of chair of trustees?
 - What would you bring to the role of chair of trustees?
- Successful applicants will be invited to interviews by 11th March. Interviews will take place in London on the 18th of March, and will include an interview with current Just Love trustees, and a chance to meet some senior staff and key people involved in Just Love.