

## Trustee recruitment pack 2024

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*Deadline for applications: midnight on 21 April 2024*

### **1. Introduction**

As Chair of CAW UK, I am delighted to introduce Children and War UK, a widely respected charity that develops and delivers psychological support for children traumatised by wars and other disasters worldwide. Our techniques have been used to help children in war-torn Ukraine, those affected by the Grenfell fire, survivors of the massive earthquake in Turkey and many others.

We are at an exciting moment in our development, as we evolve from a voluntary group of expert colleagues into a professionalised organisation taking on its first paid staff. Our life-changing work is based on 25 years of experience in the UK and worldwide, and now we stand ready to expand our activities in all areas, from training to research to finance and fundraising.

We are looking for at least three new Trustees to join us on this fascinating journey. This is an opportunity to shape a nationally and internationally active charity in its early stages, and to channel your expertise and experience into a highly rewarding, dynamic role in building our future.

We welcome interest from the widest possible range of candidates, and look forward to hearing from you.

***Maria Callias, Chair, CAW UK***

## **2. The charity**

We are a UK charity that develops and delivers psychological support for children traumatised by wars, disasters and other catastrophic events worldwide. We achieve this through training and research.

Our work is based on a suite of proven psychological interventions for traumatised children, known as Teaching Recovery Techniques (TRT). These help children to cope with their experiences and rebuild their mental health. They can be applied by specialists or appropriate non-specialists – for example, clinical psychologists, school teachers, aid workers or social workers.

Our role is to train those who provide help for the children, so that they can cascade these life-changing skills through local services, communities and families. As a result, TRT reaches the widest possible circle of children and their carers – quickly, affordably and effectively. The training is provided through a short series of sessions online or in the field and can then be shared and implemented by attendees.

TRT is based on 25 years of field experience from clinical psychologists working in humanitarian situations, from the Balkan wars of the 1990s onwards. It has been trialled extensively, cited in leading journals and recommended by NICE (UK). It is based on knowing what works best for children, and is practical, child-led and evidence-based.

These powerful and adaptable techniques were first documented by British and Norwegian clinical psychologists, who set up the Children and War Foundation in Norway in 2001. In 2021, the UK group established a separate UK charity which maintains close collaboration with its sister organization in Norway while expanding the impact of TRT from a UK base.

In addition to training the carers, we continue to research and develop new applications and adaptations of TRT – for example, for children experiencing traumatic grief, for parents living in conflict settings, and for very young children.

We have a big vision for the future. Over the next five years we aim to develop and diversify training programmes for new regions, research new applications for TRT, increase our impact measurement, build our organisational capacity with paid staff, expand our supporter base and fundraising, and engage proactively with the professional sectors that can benefit from our knowledge in the UK and overseas.

This is the start of a remarkable journey which will bring psychological help to those in desperate need – children experiencing the trauma caused by wars and other catastrophic events.

## **3. Our values**

We have developed a set of organisational values which are used to guide decisions and behaviours throughout the organisation. We are:

### Humanitarian

- We help children experiencing the psychological trauma of wars, disasters and other catastrophic events worldwide.
- We are led by the needs of children, working with their care-takers and communities.
- We treat everyone with equal respect and dignity.

### Impartial

- We do not discriminate on any grounds, including belief, disability, ethnicity, gender, nationality or sex.
- We remain neutral in conflicts and do not engage in political controversy.
- We do not allow our work to be used for ideological purposes.

### Scientific

- We ensure our work is evidence-based, up to date and relevant to need.
- We provide an authoritative source of expertise in our area of work.

### The rights of the child

- We support the UN Convention on the Rights of the Child and its four General Principles: non-discrimination; acting in the best interest of the child; supporting the right to life, survival and development; and supporting every child's right to be heard.

## **4. Our trustees**

**Chair:** Maria Callias is a consultant clinical psychologist who has taught, practised and written widely on clinical psychology and has advised on strategic policy and service development in the UK and countries in Europe, Africa, Asia and the Middle East.

**Treasurer (acting):** Julian Hale has worked for the UN, as a radio documentary producer for the BBC and as a publisher and author.

**Secretary and training lead:** Laura Timms (aka Tomlinson) worked as a clinical psychologist in Guys and St Thomas' Hospital NHS Foundation Trust for over 30 years, developing and applying psychological approaches to acute and emergency children's services and neonatology.

**Research lead (until May 2024):** Patrick Smith is a Professor in Clinical Psychology at King's College London Institute of Psychiatry, Psychology and Neuroscience. He is a Consultant Clinical Psychologist in a specialist trauma clinic for children and young people at the South London and Maudsley NHS Foundation Trust. He will complete his term in 2024.

**Organisational development lead:** Stephen Matlin is a Visiting Professor in the Institute of Global Health Innovation at Imperial College London and a consultant to HI5 Governance, Geneva. The focus of his recent work has included sustainable development, the global effort to eradicate polio, and the health of migrants and refugees.

**Fundraising lead:** Helen Likierman is a clinical psychologist who has worked with children, adolescents and families in hospital and school settings. She has co-authored three books for parents.

**Committees:** trustees are supported by committees for research, training, finance and fundraising.

## **5. The role of trustee**

Members of the Board of Trustees are expected to contribute to and make joint decisions on the running, governance and strategic development of CAW UK. You may also be asked to participate in one of the Committees of the Board as appropriate. You will be expected to act as an ambassador for our cause.

As a young charity, CAW UK currently involves trustees in some hands-on executive functions, supported by volunteers. In the medium-term, we wish to grow our organisation

with paid staff undertaking the executive work, and in 2023 we appointed our first paid personnel.

Trustees are appointed for three years and eligible for re-appointment. During that time, you will be expected to attend six (usually video-call) Board meetings and one or two away-day events per annum. Our committees meet bi-monthly or quarterly for approximately two hours. Meetings generally require preparation time for reading documents and sometimes contributions to document-drafting or minute-taking.

## **6. Person specification**

We are keen to appoint trustees who can assist us with their advice, connections and experience. Currently we are looking for trustee expertise in these priority areas:

Board functions:

- Legal and governance.
- Financial oversight.
- Organisational development.
- Income generation, including grants and donations.

Specialist knowledge:

- Academic or research background in our field.
- Clinical expertise in child trauma.

We actively seek trustees from the widest possible range of candidates. Previous experience on a Board of Trustees is desirable but not essential. Commitment to our cause, and time to contribute to our work, will be essential.

We welcome candidates with personal or professional experience of childhood trauma.

## **7. How to apply**

If you would like to join us at this key moment, please submit a CV and a letter explaining your interest and how you might contribute to our mission. These can be emailed to [contact@childrenandwar-uk.org](mailto:contact@childrenandwar-uk.org). Referees and DBS checks will be requested at a later stage.

If you would like to have a preliminary discussion about the role, please email us to arrange an online meeting, mentioning the area of our work that you might particularly like to be involved with.

We are aiming to appoint new trustees before the end of July 2024.