

Call for Interest:
Board of Directors
of Positive Money Europe

**We're hiring for a Board Chair
and up to 3 new Board Members**

Table of Contents

1. Letter from Fran Boait: Chair of Board of Directors	2
2. Who We Are	3
3. What You'll Do As A Board Member	3
4. What You'll Do As The Chair	3
5. Terms of Office	4
6. Who You Are	4
7. How to Apply	5

1. Letter from Fran Boait: Chair of Board of Directors

Dear Applicant,

I am delighted that you are interested in becoming a member of our Board of Directors. This pack includes key information about Positive Money Europe – who we are and what we aim to achieve, how we work, the challenges we face and how the Board Director role contributes to our impact in reforming the money and banking system.

It has been a great pleasure and privilege to be the Board Chair of Positive Money EU. We are lucky to have a highly engaged and knowledgeable group of Non-Executive Directors on our board, who provide governance oversight and a kind yet critical challenge for the leadership team. As a Board, we try to embody the cultural values of Positive Money; we actively listen to and respect each other, and make space for all board members to contribute. This year I will be stepping down as Chair after 6 years of overseeing the growth and development of the organisation, so **we are seeking a new Chair and up to 3 new members** to help shape our next phase of organisational development. We are looking for individuals who closely align with our culture of trust, self-awareness and openness (see [our values and principles](#)) and who can bring a high level of ambition and energy to help us reach our potential in 2024 and beyond. We are looking for people who will bring strategic insight and have, or wish to develop, a good understanding of governance.

Whilst the right skills matter, we also place importance on people's backgrounds and their lived experience. We believe that diversity of representation at all levels is essential to building a financial system that truly serves all people. Previous board experience is not a prerequisite; there are many ways to demonstrate strategic thinking and governance, and we welcome applications from people who have no formal board experience. We therefore particularly encourage people with backgrounds that are underrepresented in the financial reform movement to apply, in particular women and non-binary people, people from racialised communities, people with disabilities and people from various socio-economic backgrounds. If you are interested but unsure if the role is the right fit, please do get in touch - our contact details are available in the pack.

We meet as a board 4 times a year; board meetings currently take place during a weekday afternoon and normally last about 3 hours. We also provide ad-hoc support to the Executive Director via email, phone or in person, and may join working groups to provide more in-depth support on particular strategic issues. These posts are un-remunerated, but they offer an opportunity for individuals with specific non-executive skills and passion for our cause to help us reform the money and banking system.

I am more convinced than ever that we need visionary voices who can show us the way to a better, more equitable and sustainable future. If you are excited by this opportunity to support Positive Money's vision and the work we do, I very much hope you will consider applying and I look forward to hearing from you.

Best wishes,



Fran Boait
Chair, Positive Money EU Board

2. Who We Are

Positive Money is a leading international new economy think tank and campaigning organisation re-imagining our money, banking, and the economy for the wellbeing of people, communities and the planet. We are part of a growing and collective force for economic systems change. Our mission is to reform money and banking to build a fair, democratic and sustainable economy.

We produce ground-breaking research and policy proposals, inform the public and politicians, regularly appear in the media, and mobilise the public behind people-powered campaigns. We believe in radical systems change and work to achieve lasting change on several fronts simultaneously: change in public understanding, the public and media debate, and at the policy and academic level. We work across three key areas: democratising money and banking, a green and fair European Central Bank (ECB), and financing the just transition of homes across Europe.

Positive Money Europe was founded in 2018. Over the past 6 years, the organisation has grown very quickly and now has a team of 11 members (see [here](#)).

Positive Money Europe is part of Positive Money International, which operates also in the UK and US. For more details, please read our [latest biennial report](#).

3. What You'll Do As A Board Member

Positive Money Europe's Board of Directors is a non-executive body responsible for the organisation's vision, mission, strategic direction, finances and governance. The Board has the fiduciary duty to ensure that the organisation complies with all legal and statutory requirements and that the organisation's finances are properly managed and scrutinised. The Board has the authority to appoint and / or dismiss the Executive Director, and to hold the Executive Director accountable towards the organisation's documented strategy and targets.

Currently the Board of Directors is composed of four members (see [here](#)).

As a Board Member, you will:

- Provide guidance and leadership by actively participating in the development and execution of our strategies.
- Ensure that PM EU is adhering to its legal and ethical responsibilities, maintaining the highest level of integrity, and safeguarding our reputation.
- Assist in our financial management, including approving budgets, financial reports, and fundraising strategies.
- Evaluate the performance of the Executive Director.
- Attend board meetings, committee meetings, and relevant events, and actively participate in decision-making processes.
- Serve as an ambassador for the organisation.

4. What You'll Do As The Chair

In addition to the above, the Board Chair will oversee the board's work and facilitate board meetings. As the Board Chair, you will also be the primary person who works with the Executive Director to make sure things are running smoothly and keep the board informed.

Your responsibilities will include:

- Leading the board meetings, fostering constructive dialogue and decision-making among board members, ensuring every voice is heard.
- Serving as a primary point of contact for the Executive Director.
- Motivating other members to actively participate in and attend meetings.
- Serving as primary point of contact for individual board members on board issues.
- Assisting in recruiting and onboarding new members.
- Ensuring actions taken are in line with the organisation's bylaws, goals, and mission.
- Mediating conflicts between board members.
- Evaluating the performance of the Executive Director.
- Working with the Executive Director to prepare board meeting agendas and board papers.
- Taking the lead in the board self-evaluation process.
- Serving as the spokesperson as needed.

5. Terms of Office

Directors are appointed for two year terms, which can be renewed up to 3 times. We would expect members to commit to serve a minimum of three years.

Board Meetings

We have 4 Board meetings in a calendar year. These generally take place online, and in the afternoons, and typically last 3 hours. Between Board meetings, members may be asked to review policies or documents for the organisation, and may be asked to serve on a working group based on their specific skills and knowledge.

Other Time Commitments

Board members may be asked to act in an advisory capacity to help the staff team on specific issues, although the format can be fairly flexible. Board members generally spend an average of 3 hours per month on Board work.

Remuneration

Our board members are volunteers and are unremunerated, but reimbursement is made for all reasonable expenses in the discharge of duties related to the work of the Board.

6. Who You Are

We are seeking to recruit up to three people with experience or expertise in one or more of the following areas:

- Governance management
- Financial management (particularly with regard to Belgian non-profit associations)
- Diversity, equity and inclusion and anti-oppression work
- Legal requirements applying to Brussels-based non-profit associations
- Campaigning and movement building
- Human resources / people and culture
- Organisational development
- International expansion
- IT systems
- Communications, marketing and media strategy

- Fundraising
- Strategy development
- Risk management
- Operational management
- Monitoring and evaluation
- Advocacy, lobbying and policy development
- Research methodology

Essential skills and experience include:

- Committed to Positive Money Europe’s mission, vision, and culture (see [our values and principles](#)).
- Understanding and acceptance of the legal duties, liabilities and responsibilities of the Board, and a clear sense of the difference between governance functions and management functions.
- Ability to work well as part of a diverse team of peers.
- Ability and courage to speak their mind and think creatively.
- Ability and willingness to devote the necessary time to the role.

Desirable skills and experience include:

- Some experience of high level strategy development and/or high level of strategic awareness.
- Experience of non-profit governance and working with or as part of a Board of Directors.
- An understanding of, or demonstrable interest in, the financial, money, and banking system and/or systems change.
- A good communicator with excellent interpersonal skills, able to both empower and challenge supportively.

7. How to Apply

To apply, please fill in [this application form](#) by 15 June, detailing your motivation for applying to join Positive Money Europe’s Board, and attach your CV.

If you have any queries about the role and would like to have an informal discussion, please contact our Board Chair at fran.boait@positivemoney.eu.

Positive Money Europe is committed to providing equal employment opportunities to all qualified applicants and do not discriminate on the basis of race, colour, ethnicity, religion, sex, gender, gender identity and/or expression, sexual orientation, size, national origin, disability, age, marital status, pregnancy, parental status, or genetic information. We are committed to hiring and retaining a diverse, culturally competent staff at all levels of the organisation. We strongly encourage people from members of groups and communities that are under-represented within the boards of Belgian non-profit associations, including people from racialised communities, LGBTQIA+ individuals, persons living with disabilities, women, non-binary individuals, and people of various socioeconomic backgrounds to apply for this position.

We are committed to making our hiring process as accessible as possible. To request an accommodation, please let us know in your application.