GIRLS NOT BRIDES

INCLUSIVE BOARDS



Girls Not Brides Trustee Candidate Pack 2026

Welcome from our Chair of Trustees

Dear Candidate,

Thank you for considering the role of Trustee of Girls Not Brides.

Around one in five young women are married before they turn eighteen — roughly 12 million girls a year, 23 every minute. In many places that number is climbing, driven by conflict, climate, and economic instability that fall hardest on those with the fewest resources and the least power. A girl pulled out of school, married young, cut off from health services: each of those is a decision made somewhere, and each one can be decided differently. Girls Not Brides exists to make sure it is.

What began in 2011 as a project of The Elders is now almost 1,400 organisations across nearly 100 countries, guided and connected by a secretariat in London, Mexico City, Nairobi, and New Delhi. In that time, we have helped move child marriage from a matter treated as 'private' to one understood as central to a girl's health, education, safety, and freedom — and we have the results to show it. For example: in Burkina Faso, after years of patient advocacy, the legal age of marriage was raised to eighteen. In Malawi, our member coalition shaped a costed national roadmap that the government, donors, and civil society are now using to deliver. This is the work: backing locally-led leadership and multiplying it.

The ground is harder now than it has been in years. Girls' rights face opposition that is coordinated and well-funded in the rooms where international policy is set, and rooted in culture and community in the places where girls actually live. The systems meant to protect them are being asked to do more, against more, with less.

The case for this work has never been stronger, or more overlooked. Adolescent girls sit at the intersection of nearly every outcome the world says it wants - stability, health, economic growth, and the strength of the next generation - and they remain among the most underinvested. The returns are well evidenced, and the neglect is well documented; what is missing is the leadership to close the gap between the two. Ending child marriage is where that case becomes concrete: protect a girl's right to decide her own life, and the rest becomes possible.

We enter this chapter from a position of strength: real advocacy and convening power, a committed team, healthy reserves, and trust with governments, funders, and partners that took years to earn. The future we are working toward – where every girl decides whether, when, and whom she marries – is within reach. Whether we reach it depends on the people we trust to lead the work.

As a Trustee, you will play a vital role in providing that leadership: helping to guide our 2026-2030 strategy, hold the organisation accountable for delivery, strengthen our governance, support the CEO, and ensure we remain a bold, effective and accountable organisation in a rapidly changing world.

If you believe you can dedicate your expertise and time to support this mission, we'd love to hear from you.

Alaa Murabit
Chair of the Board of Trustees
Girls Not Brides



About Girls Not Brides

Girls Not Brides is a global partnership with a singular purpose: to end child marriage. We envision a world where girls in all their diversity decide if, when, and whom to marry and where their rights and futures are fully realised.

To achieve this urgent goal, we've built a movement of over 1,400 grassroots, national, and international organisations across nearly 100 countries. We know we can achieve more together than we ever could alone, which is why we mobilise, equip, and influence our ecosystem to address the political, social, legal and economic conditions that allow the practice to persist.

Inspired by shared purpose, we will influence systems change, harness collective power, and build a future free from child marriage.

Values

At the heart of everything we do are four values that form the foundation of our organisational culture at Girls Not Brides. These are:

1. Collaboration:

Our mission is to strengthen and mobilise a movement, so our impact is only ever collective. Collaboration is working instinctively across teams, geographies, members and partners with clear accountabilities so that the partnership delivers more than the sum of its parts.

2. Adaptability:

We change the method of delivery, never the purpose. The contexts in which child marriage persists keep changing; our goal of 1 in 5 girls to 1 in 7 by 2030 does not. Adaptability is responding to new evidence, shifting contexts and new opportunities in a learning-led, impact-focused way – changing how we deliver, never why.

3. Equity and Inclusion:

We see the value of our diverse voices to enable change. Our vision is a world where girls in all their diversity decide their own futures – so shifting power is something we practise, not only something we advocate. Equity and inclusion is centring the agency, rights and intersectional experience of girls, and valuing the contextual expertise of our members, partners and team members.

4. Integrity:

We ensure that our actions are consistent with our values and purpose. A partnership runs on trust, and trust is the distance between what we say and what we do. Integrity is acting with courage, accountability and care – putting the other three values into practice when doing so is complex, uncomfortable or costly.



Our Members

The strength and passion of Girls Not Brides lies in our member organisations, who are based across Africa, Asia, Europe and the Americas.

They work to end child marriage and make sure that all girls around the world can stay in school, stay healthy and have the futures they dream of.

For more information on our member organisations and their work, visit our partnership pages.

Our Strategy

Child marriage remains one of the most urgent and persistent violations of girls' rights globally.

Our 2026–2030 strategy is built to act on this moment. It rests on two mutually reinforcing pillars and concentrates resources where they can have the greatest effect.

Strategic Pillars:

Global Action - Protect and unlock at least $1 billion to end child marriage and make it a non-negotiable priority in international funding and development agendas. This is the policy, the financing and the accountability that hold change in place.

Country Impact - Sustain nationally led action by governments and civil society in up to ten strategic countries, deepening the work where it is carried and making sure funding reaches the communities doing it.

Delivered together, across our 1,400-plus members and the wider movement, these pillars are built to move prevalence from 1 in 5 girls to 1 in 7 by 2030.

Read our full strategy here.



Our Impact

Over the past 15 years, Girls Not Brides has helped transform the global response to child marriage, contributing to measurable progress, stronger political commitment, and more effective civil society action.

During the last decade, global child marriage prevalence has declined by nearly 16%, reflecting growing momentum to address the issue. Through sustained advocacy and coordination, Girls Not Brides has helped elevate ending child marriage from a marginal concern to a recognised international development priority, influencing global and regional commitments, national laws and policies, and funding for girls' rights.

This collective effort is delivering tangible results for girls. In 2025 alone, an estimated 1.6 million additional girls across five countries are better protected from child marriage as a result of legal and policy reforms advanced through advocacy by Girls Not Brides member coalitions.

While progress remains uneven and challenges such as conflict, insecurity and the lasting effects of COVID-19 continue to threaten gains, Girls Not Brides has helped build a stronger and more coordinated global movement that is expanding girls' freedoms, improving access to education and health services, and accelerating progress towards ending child marriage.

Read more about our impact here.

Our Commitment to Equality, Diversity and Inclusion

Girls Not Brides exists to expand the choices available to girls everywhere, and we hold ourselves to that same standard internally. We are committed to a partnership and a secretariat that reflect the communities we serve and the futures we are working toward. We particularly welcome applications from candidates with lived proximity to the contexts where child marriage persists, and from those whose experience has been gathered outside conventional pathways. We will make reasonable adjustments at every stage of this process.

We are deeply committed to inclusive working practices, so during the application process we commit to:

- Paying for childcare whilst you are at interviews where these take place in person.
- Paying for your travel costs for interviews held in person.
- Making any reasonable adjustments – for example ensuring we have a sign language interpreter organised in advance if you'd like them.
- Providing this document in a Word document format readily available to download.
- Offering a guaranteed first stage interview with Inclusive Boards for disabled candidates who meet the minimum requirements for the role.

If there is anything else you are concerned about or think we could provide, please let us know.



About Our Board

Our Board is made up of individuals with diverse experiences and areas of expertise. They guide the partnership in ending child marriage and supporting ever-married girls, ensuring that girls everywhere can reach their full potential.

The Board ensures the administrative and financial governance of Girls Not Brides. All members of the Board are equally responsible in law for its actions and decisions. In particular, they ensure the effective and efficient administration of Girls Not Brides. They safeguard the good name and ethos of Girls Not Brides, and ensure its legal and financial compliance. This includes compliance with its guiding principles, UK charity law and rules, management of reserves and investments, and donor restrictions.

The Board also ensures that Girls Not Brides works towards its stated mission and objectives, as outlined in its partnership strategy and governing document.



About the Trustee Opportunities

We are seeking **three new Trustees** to join our Board.

To reflect and enrich how we work as a global partnership to drive change and empower girls worldwide, we welcome applications from candidates based in locations all over the world.

We are also seeking our new Trustees to bring **one or more** of the following expertise to support Girls Not Brides:

- Digital, Data, Technology & AI Governance
- Safeguarding & Risk Oversight
- Resource mobilisation and funding capability

In addition to the above expertise, all Trustees will:

Essential:

- Have strategic leadership experience.
- Be committed to our vision, mission and values, and able to devote the necessary time and effort to carry out Trustee responsibilities effectively.
- Through their knowledge, experience and expertise, be able to provide constructive challenge and support to the CEO and Senior Leadership Team.
- Be a strong team player who can work with other Trustees to make decisions collectively to advance the best interests of the Charity and its beneficiaries.
- Be strategic and forward-thinking, with the capability to look at situations objectively and analytically to apply good, independent judgment.
- Have a willingness to listen and learn, and to provide constructive independent challenge.
- Have an understanding of UK charity governance, relevant legal duties and responsibilities.
- Have a commitment to equality, diversity & inclusion and to inclusive governance.
- Have excellent interpersonal, communication and networking skills.

Desirable:

- Have previous governance experience; for example as a trustee, NED, or governor.
- Have Board effectiveness expertise.
- Bring lived experience relevant to Girls Not Brides' mission and work.

Additional Information

Time commitment:

1-2 days per month, including Board and Committee meeting preparations; 4 Board meetings and 4 Committee meetings per year.

Location:

Committee meetings are all held virtually. Three Board meetings are held virtually, while one meeting per year is held in-person. As part of our commitment to equity and inclusivity, efforts are made to hold this meeting near one of our regional bases.

Term of appointment:

Three years; may be extended twice, up to a maximum term of 9 years.

Remuneration:

This is a voluntary role. Reasonable expenses, such as travel and overnight accommodation, will be reimbursed in line with Girls Not Brides' travel and expenses policies.

Conflicts of interest:

All candidates will be asked to declare any actual or perceived conflicts of interest. These will be checked in line with Girls Not Brides' Conflict of Interest Policy.



How to apply

The recruitment process is being undertaken by Inclusive Boards on behalf of Girls Not Brides. If you wish to apply for this position, please supply the following by **11.59pm on 06/12/2026:**

- A detailed CV, setting out your relevant career history, with responsibilities and achievements;
- A cover letter (maximum two sides of A4) highlighting your suitability for the role for which you're applying and how you meet the person specification. Please note that the cover letter is an important part of your application and will be assessed;
- Details of two **professional** referees together with a brief statement of their relationship to you and over what period of time they have known you. Referees will not be contacted without your prior consent.

Please consider filling out our diversity monitoring form. The information provided to us is confidential, stored securely and separately from your application, and is only used to ensure we are meeting our obligations for equal opportunities under the Equality Act 2010.

If you have further questions after reading this pack, please email GNB@inclusiveboards.co.uk or call 0203 963 8802.

Please visit www.inclusiveboards.co.uk/opportunities to apply online or send your CV and cover letter to GNB@inclusiveboards.co.uk.

Assessment process

Inclusive Boards will conduct an initial assessment of applications.

Girls Not Brides will conduct an interview process following the initial assessment. The interview process is planned to take place in the weeks commencing 25/01/2027 and 01/02/2027; dates are subject to change.



INCLUSIVE BOARDS

About Us

Inclusive Boards is the UK's leading board diversity practice. We have worked alongside over 300 organisations to provide support with Board recruitment, development and governance reviews. We strive to be at the forefront of equity and diversity, and believe that everyone should be represented at Board level. Additionally, we also provide bespoke training sessions on a variety of subjects including personal branding, inclusive recruitment practices and board structures and governance as well as delivering leadership development programmes for underrepresented leaders across a range of sectors.

Contact us today

To improve diversity on your Board please don't hesitate to contact us via hello@inclusiveboards.co.uk.

To join a Board, sign up to become a candidate via our website and be notified of the latest opportunities as and when they become available.

www.inclusiveboards.co.uk

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