

Migrants' Rights Network

Everyone free to move, no one forced to move

Trustee Recruitment Pack 2026

Recruiting up to four new trustees



1. Welcome from the Chair

Dear Applicant,

Thank you for your interest in joining the Board of Migrants' Rights Network (MRN) as a trustee.

MRN stands in solidarity with all migrants in their fights for rights and justice. We are entering an important period of transition and renewal; strengthening our internal systems, culture and strategy and it is essential that our Board has the collective skills, experience and perspectives to provide effective stewardship, support and constructive challenge through this next phase.

We are looking for trustees who share our commitment to a migrant-centred, intersectional and anti-oppressive approach, and who want to help shape what MRN's governance and MRN itself; looks like as we move forward. Lived experience of migration or the refugee system is valued as expertise, and we particularly welcome applications from people currently underrepresented in charity governance.

I hope this pack gives you a genuine sense of who we are and what the role involves, and I look forward to reading your application.

With solidarity,
Shaista Aziz: Chair of Trustees,
Migrants' Rights Network

2. About MRN

The Migrants' Rights Network has evolved since 2006 from a research and policy-focused organisation to one that campaigns and stands in solidarity with all migrants in their fights for rights and justice. We co-curate campaigns using anti-oppression practices to create transformational change; extending beyond individual impact on migrants' lives, to tackle oppression at its source.

We are not a formal network in the traditional sense, but we work to build and strengthen connections; between the race equality sector and the migrants' rights sector, between individuals and legal experts who may be able to take on their case, and between causes and campaigns that are stronger together. We believe it is through building bonds between people that we have the greatest opportunity to achieve transformational change.

Our work takes many forms, including:

- Using our platform to raise awareness of pressing issues amongst politicians, policy makers and in the media
- Working with individuals and organisations to build campaigns and pursue strategic litigation
- Building an evidence base for change by co-curating with affected migrants
- Promoting partnership and collaboration between different causes and campaigns
- Informing migrant communities of their rights through tailored resources and training
- Developing alternative narratives to counter harmful rhetoric around migration

MRN is currently working through a significant period of organisational transition: strengthening our systems, controls and governance, supporting staff wellbeing and organisational culture, and developing our next organisational strategy.

Trustee recruitment forms part of this wider renewal, not a separate exercise.

3. Our vision and values

Vision

MRN's vision is a society in which:

- People should be free to move, because migration is and has always been an integral part of the human experience
- Everyone, including all migrants, should live in a society free from all forms of oppression and discrimination
- Nobody's access to safety, rights and security should be determined by their immigration status

Values

Migrant-centred: we place the experiences and perspectives of migrants at the heart of our work and hold ourselves accountable to those affected by immigration systems and wider policy and practice.

Intersectional: we understand that people experience multiple, interconnected forms of oppression, of which immigration status is only one factor.

Anti-oppressive: we work to identify and reduce the barriers, including within our own structures, that reproduce the harms our systems inflict on our communities.

Equity for all migrants: we work for the rights and justice of all migrants, with particular focus on issues and communities that are side-lined or overlooked.

Leadership: we strive to be daring and determined in speaking truth to power, and we hold ourselves accountable where we hold power.

Solidarity and collaboration: we build the power of those affected by the immigration system, and work in alliance with grassroots organisations, activists, lawyers and academics.

4. Our work and approach

Migration remains a contentious issue and an easy scapegoat for politicians and the media. MRN exists to challenge hostile and unjust policy, shift harmful narratives, and build collective power and solidarity across communities, campaigns and movements.

MRN's core principles are to:

- Take a flexible, agile and adaptive approach to every issue
- Redistribute resources, access, information, knowledge and space to migrants and grassroots organisations
- Be led by the opinions, views and experiences of migrants and grassroots organisations, and be willing to be challenged ourselves
- Put ourselves on the frontline for migrants and grassroots groups, including intervening in legal challenges on behalf of affected communities
- Challenge the status quo so that MRN can always think from a radical perspective
- Recognise the power and privilege that MRN holds, and aim to redistribute it where possible
- Tackle oppression at its source through transformational change, to achieve justice for all migrants

MRN is currently developing its next organisational strategy, *and incoming trustees will have the opportunity to help shape it.*

5. Why we are recruiting now

A strong, skilled and well-supported Board is essential to MRN's future stability and impact. Current and anticipated trustee departures create both a governance risk and an opportunity: if left unaddressed, remaining trustees face increased workload and reduced capacity for scrutiny; addressed well, this is a chance to reshape what MRN needs from its Board for the next 3-5 years.

This recruitment round is not about replacing departing Board members on a like-for-like basis. We are looking at the Board's collective composition and future needs, including:

- Which skills and perspectives are currently missing or under-represented
- How the Board can better reflect the communities MRN works alongside
- How trustees can provide effective support and challenge without moving into operational management
- How MRN's governance can better reflect its anti-oppressive and migrant-centred principles

6. The role of an MRN trustee

MRN trustees are collectively responsible for safeguarding the organisation's purpose, values, independence and long-term sustainability. Trustees ensure MRN remains focused on achieving rights and justice for all migrants, challenging oppression at its source and supporting transformational change.

Trustees work collectively with the Chair, the Chief Executive and the wider Board to provide strategic direction, oversight, support and constructive challenge. MRN's approach to governance reflects the principles that shape its wider work: centring migrant voices and expertise, recognising how power operates, remaining willing to challenge and be challenged, and building relationships based on solidarity, trust and collective responsibility.

Trustees must act in the best interests of MRN's charitable purposes, comply with their legal duties under charity and company law, and maintain an appropriate distinction between governance and operational management.

7. Trustee duties and responsibilities

Trustees are collectively responsible for:

- Ensuring MRN pursues its charitable purposes as set out in its governing document
- Protecting and promoting MRN's mission, values and independence
- Contributing to the development, approval and oversight of MRN's strategy
- Ensuring compliance with charity law, company law, the governing document and other relevant requirements
- Making informed, balanced decisions in the best interests of the charity, and avoiding personal conflicts of interest
- Ensuring MRN's resources are used exclusively to advance its charitable purposes
- Approving annual budgets and monitoring financial performance and reserves
- Ensuring effective systems, controls, policies and procedures are in place
- Safeguarding MRN's assets, reputation, information and people, including oversight of safeguarding and data protection
- Supporting, supervising and holding the Chief Executive accountable, including proper arrangements for appointment, support, appraisal and remuneration
- Contributing actively to Board meetings, committees and development sessions, including reading papers in advance
- Acting as an informed and responsible champion of MRN
- Maintaining confidentiality and collective responsibility for Board decisions
- Participating in induction, training and regular Board review

8. Who we are looking for

Essential

- Demonstrate a strong commitment to migrants' rights, racial justice and social justice
- Share MRN's commitment to migrant-centred, intersectional and anti-oppressive practice
- Believe that people should be free to move, and that nobody's access to safety, rights and security should be determined by immigration status
- Understand, or be willing to learn, the legal duties and responsibilities of trustees
- Demonstrate integrity, sound judgement and independence of thought
- Think strategically and consider the long-term interests of the organisation
- Be willing to offer constructive challenge with care, respect and courage
- Work effectively and collectively with people holding different experiences and perspectives
- Recognise the power held by trustees and be willing to be accountable for how it is exercised
- Commit the time required to prepare for and participate in MRN's governance

Desirable

- Previous trustee, committee or governance experience (not essential; induction and support will be provided)
- Experience of migrants' rights, grassroots organising or movement-building
- Experience of leading or supporting organisational change
- Experience of working within a small or medium-sized charity
- An understanding of charity finance and organisational sustainability

We particularly encourage applications from people with lived experience *of migration or the refugee system, racialised and migratised people, disabled people, LGBTQIA+ people, younger people, and people based outside London. These characteristics are not a substitute for skills, judgement or commitment; they form part of a broader assessment of the Board's collective composition and accountability.*

9. Priority skills and perspectives

We are recruiting up to four trustees this round.

For this round, the Board would particularly welcome trustees with experience in:

- **The arts and creative industries**
- **Safeguarding**
- **Partnerships and marketing**
- **Risk management and compliance**

(continued --->)

We also continue to value experience in the following areas, which support the Board's overall breadth:

Governance and organisational oversight

- Charity governance and regulatory compliance; company and charity law; organisational risk and assurance; data protection and cyber security

Financial sustainability

- Charity finance, audit and financial controls; fundraising and income diversification; trusts and foundations, major donors, statutory or corporate partnerships

People, culture and organisational development

- Human resources and employment practice; organisational culture and anti-oppressive practice; leadership development; organisational change

Mission and sector experience

- Migrants' rights and immigration policy; immigration, public or human rights law; campaigning and policy influencing; community organising and movement-building; communications and narrative change

A full Board skills and representation audit is informing final priorities; *this list may be refined slightly ahead of the campaign launch.*

10. Time commitment and support

The trustee role requires a minimum commitment of approximately 10 days a year, including attending Board meetings, preparing for and reading papers in advance and, where relevant, subgroup or committee participation, attendance to MRN activities with our beneficiaries and strategy/away days.

Board meetings: held quarterly, currently in a hybrid format, typically lasting between two and three hours.

Trustees serve a term of three years, renewable once.

Trustees may be asked to step down in circumstances including persistent non-attendance, breach of the trustee code of conduct, or if required under the Charity Commission's automatic disqualification rules. The full grounds and process are set out in MRN's governing document and code of conduct.

The role is unpaid, but MRN will reimburse reasonable expenses, including travel, accommodation, childcare and personal-assistance costs where required.

All new trustees will receive:

- A structured induction, including key organisational and governance documents
- Introductory meetings with the Chair and Chief Executive
- Access to relevant governance training and ongoing development
- Opportunities to meet staff and understand MRN's work
- A named trustee buddy during the first six months, where appropriate
- A review after approximately six months

11. Inclusive recruitment and reasonable adjustments

We are committed to being a truly inclusive organisation and to reducing unnecessary barriers to participation in charity governance. We are alert to how traditional trustee recruitment can privilege established professional networks, unpaid availability, formal governance experience and particular styles of communication and we have designed this process to counter that.

In practice, this means:

- You can apply in writing, or by audio or video recording of no more than five minutes
- Equality and diversity monitoring information is collected separately and is not seen by the shortlisting panel
- We actively encourage applications from those who identify with a disability, as LGBTQIA+, those under 25, and those based outside London
- Reasonable adjustments can be made at any stage of the process; application, interview, or once appointed

If you have access requirements or need any adjustments to the recruitment process, please let us know. Please see Section 14 for contact details.

12. How to apply

Please submit:

- A short CV or professional profile
- A supporting statement (max 500 words), or an audio/video submission (max 5 minutes), responding to the questions below
- A brief declaration of any actual or potential conflicts of interest
- Confirmation that you can meet the expected time commitment
- Details of any reasonable adjustments you require

Application questions:

1. Why would you like to become a trustee of Migrants' Rights Network, and what connects you to our mission, values and commitment to justice for all migrants?
2. What skills, experience, knowledge or perspectives would you bring to the Board, and how would these support MRN during its next phase?
3. Please describe a situation in which you contributed to effective governance, collective decision-making, constructive challenge, organisational change or accountability. What did you learn?
4. MRN is committed to being migrant-centred, intersectional and anti-oppressive. What would these principles mean to you in practice as a trustee?

Please complete your application by no later than 11:59am on 11 September 2026.

Border Abolition Now

**to abolish
borders,
we have to
abolish the
borders in
our minds.**

13. Recruitment timetable

Applications will be assessed in two stages: an initial application and shortlisting stage, and a panel interview stage, followed by references, due diligence and formal Board approval.

Activity	Proposed date
Recruitment campaign launches	By 17 August 2026
Optional candidate information session	W/C 24 August 2026
Applications close (Stage 1)	By 11 September
Eligibility review and initial assessment	14 – 18 September 2026
Shortlisting moderation	W/C 21 September 2026
Interviews (Stage 2)	28 September – 9 October 2026
Preferred candidates confirmed and invited to observe	By 10 October 2026
Preferred candidates observe Board meeting (virtually)	By 13 October 2026
References, due diligence and panel recommendations to Board	By 20 October 2026
Board approval and appointment	By 24 October 2026
Induction; new trustees formally take up seats	From November 2026

This timetable may be adjusted depending on the volume and strength of applications. We will prioritise making the right appointments over meeting a fixed deadline.

For information on our current activities and impact, please visit www.migrantsrights.org.uk