

Open Recruitment: Independent Review Panel Member (voluntary position)

About Accountable Now

[Accountable Now](#) is a global cross-sector platform made up of development, humanitarian, environmental, rights-based and advocacy organisations and networks. Currently, 24 international civil society organisations (ICSOs) form Accountable Now's membership, together with a large number of their national entities. Our members commit to [Dynamic Accountability](#) practices that go beyond compliance and that seek to create impact in the civil society sector.

Background

Accountable Now members are required to report annually, based on our [accountability reporting](#) mechanism. Our [reporting framework](#) has been prepared by our members in consultation with the Independent Review Panel, Secretariat and a review committee of five members; however, we are currently in the process of holistically reviewing the reporting process, with an aim to launch in late 2022.

—

In the meantime, we are seeking candidates to join our Independent Review Panel (IRP). The IRP is a body of internationally recognised experts in accountability, development, human rights, non-profit organisational management, academia and business. They volunteer their time to provide in depth and tailored feedback to Accountable Now's members' Accountability Reports.

The IRP reviews Accountable Now member reports in line with the 12 commitments, based on the Global Standard for CSO Accountability. IRP assessments are made public and members have described how these assessments have triggered significant improvement in their organisations (see [CIVICUS'](#) and [Educo's](#) reporting journeys). The IRP adds great value to the reputation of Accountable Now as an independent and robust accountability mechanism. You can find all members' reports and the relevant feedback from the IRP on our [website](#).

Key tasks and workload

Annual reports from 24 Accountable Now members are individually assessed. The Accountable Now Secretariat pre-screens the reports with regard to completeness of the provided information and a preliminary assessment of their quality. Two IRP members (from 10 members at maximum) then give a detailed quality assessment of member reports, which ensures the credibility and integrity of the reporting process.



Throughout the year, each IRP member is requested to review 4-6 reports. This, together with periodic virtual and face to face IRP meetings, requires the equivalent of around 9 days of work per year.

Requirements

We are seeking candidates who have had considerable experience in CSO governance, gained in leadership roles either in major NGOs, in standard-setting CSO networks (such as national or international CSO associations), CSO management consultants, or in academic comparative analysis of CSO governance. The following profile is desirable, but we encourage candidates to apply even if their experience may differ somewhat:

- Considerable experience and knowledge of international CSOs
- A strong interest in driving improvements across the sector with regard to transparency and accountability
- Thorough knowledge of accountability principles, in alignment with our values (see below)
- Experience serving on the board of an international CSO, and/or experience with the business world, is desirable
- Experience and knowledge on accountability processes around anti-racism and/or safeguarding, are desirable
- Strong sense of ownership for assigned areas of responsibility
- Reliable and able to work collaboratively online

Candidates from the Global South are strongly encouraged to apply, as these backgrounds are currently underrepresented within the IRP.

Our Values

- Openness: We are transparent in all our activities and practice an open culture of feedback between staff members regardless of their position and also externally with any other stakeholders of the organisation.
- Horizontality: We practice a culture of horizontal hierarchies and responsive decision making internally and externally.
- Respect: We are respectful of people's nationality, gender and religious background. We respect and value every person's opinion.
- Self-critical: We have an open culture of discussing failures and improving our work through continuous learning.
- Partnership: We value the expertise of others and want to establish mutual partnerships with everyone we interact with and break up common power structures.

Terms and conditions

Work load: Ca. 9 days per year

Salary: None – this is a voluntary position (travel and accommodation for face-to-face meetings is covered)



Location: Global/Remote

Term limits: Three-year term from the date of joining the Panel (with the possibility of extending for one additional three-year term)

Application

Your application should consist of a CV and cover letter expressing your motivation (in English). It should capture why you are a suitable candidate for the Independent Review Panel and tell us something about how you would like to shape this position.

Please send it by email in one PDF document, stating your name and “Independent Review Panel” in the subject line, to Accountable Now's Membership and Reporting Coordinator, Bao Han Tran Le (btranle@accountablenow.org)

The deadline is **the 30th of September 2022**. In case of any questions, please get in touch via the same email address.