

Board of Trustees **Call for Applications**

Accountable Now seeks applications and nominations for new Trustees to join our board in 2025. The search will conclude with the appointment of 2 to 3 new Trustees in time for our June board meeting (or potentially as early as our March board meeting). Please share this call with your networks and apply!

About Accountable Now

Accountable Now is a global collective of civil society actors with a common goal to do good, better. Together with our members and partners, we seek to build people-led, accountable, and thriving civil society ecosystems around the world.

We are a non-profit dedicated to supporting other civil society and nonprofit organizations and actors to go beyond “tick box” accountability exercises to embrace dynamic and continuous processes that center affected stakeholders and communities. Using the Global Standard for CSO Accountability’s 12 Commitment Framework, we support our members, partners, and the wider civil society community to *do good better* in tangible, practical, and evolving ways.

Accountable Now (AN) was early on the scene, driven by a movement within civil society organizations beginning in 2004 to hold themselves to higher standards and support one another to live out their values and uphold their commitments. We were among the first CSO accountability efforts to link doing good better to achieving deeper, higher quality impacts in the field. Today, we continue the legacy of our earliest champions by staying CSO-led and majority-funded and using a holistic approach to accountability grounded in values, resilience, collaboration, and reflection. We are proudly governed and directed by our members, who recognize AN’s uniqueness in its distinct focus on practice and practical actions, as well as, working globally and across sectors. Our membership and partner community is active in 150+ countries, reaching more than 10,000 CSOs and civil society initiatives around the world.

Our reach is expansive, but we maintain a lean full-time team who work remotely around the world, and creatively leverage members and volunteer experts and advisors. Through creative and meaningful partnerships—including with funders, the Global Standard Partnership network, and other accountability initiatives—we strengthen and expand our efforts and deliver transformative change for the civil society sector and beyond. [Accountable Now](#) is a fiscally sponsored charitable organization hosted by Accountability Lab (501c3) in the United States with staff operating across home offices in Africa, Europe, Asia, and the Americas. We are also in the process of winding down our charitable organization (guG) in Germany and registering independently in the US in Q1 2025.



About Our Trustees

Accountable Now's Trustees are responsible for oversight of the organization in accordance with our mission, including monitoring operations and finances, setting strategy, evaluating the organization's performance and planning for the future. Our board is comprised of both member (i.e. individuals working at our member institutions) and independent representatives (i.e. individuals without affiliation to our member organizations) with at least 50% of the seats held by members. Our current trustees hail from all over the world (including South Africa, Senegal, Ecuador, USA, UK, Canada) and work on a range of issues across the civil society sector (including corruption, education, children and youth leadership, technology, and more). Between our board and staff, we speak a multitude of languages (including English, French, German, Korean, Mandarin, Spanish, Swahili, and Vietnamese) and value the ability to communicate in and across multiple languages highly.

With the rotation out of a few of our long-time Trustees, we are searching to add 2-3 more members to our board in Q1 and Q2 2025. We are seeking at least one member representative and at least one independent representative.

Key responsibilities

- Regular attendance and active participation in board meetings (3-4x per year), including reviewing materials in advance and sharing questions with the Board Chair and/or ED
- Act as an ambassador for AN's work, network, and advocacy priorities
- Provide access to your network and contacts to support AN's fundraising, advocacy, and/or membership goals
- Ideally, sit on at least one board committee and regularly contributing to ad hoc opportunities for board leadership and engagement

About You

At the end of the day, we are most interested in welcoming applications for Trustees who are able to make a commitment to show up, work through ideas and challenges with our team, and offer practical advice and solutions. We prioritize diversity and kindness across all roles at AN, and are guided by our values of integrity, humility, inclusion, and openness. We expect our Trustees to embrace these values too.

We are open to a range of candidates with interesting and relevant experience to offer as a new AN Trustee, but we recently conducted a skill mapping and analysis of our current board to determine areas where new voices, skills, and perspectives could be most beneficial. These areas of interest are summarized below (in areas of expertise and preferred qualifications), but we **do not** expect one person to check all the boxes. We encourage anyone who is dedicated to our mission and meets most of the preferred qualifications to apply.

Areas of Expertise Sought



- Communications, branding, and social media
- Operations and risk management including legal, HR, safeguarding, finances and financial management
- Organizational development and crisis and change management
- Fundraising, sales, negotiations, and funder relationships (especially beyond US foundations)
- Partnership, membership, and network development and engagement
- Frontline activist, grassroots, movement, and community building
- Experience in nonprofit or civil society settings in Asia, the Pacific, Eastern Europe, and the Middle East (other backgrounds and experience also welcome)
- Advocacy, campaigns, and global/multi-regional coordination

Preferred Qualifications

- Genuine interest in and commitment to our mission and values
- Ability to work collaboratively with fellow Trustees, staff, and other stakeholders, particularly in virtual/remote environments
- Fluency in English needed; fluency in other languages especially ones underrepresented in our current board and staff highly desirable
- Experience working in (or very closely with) civil society organizations on social change and justice issues (no specific sector or geography); ideally, having held leadership, frontline, and/or entrepreneurial positions in one or more of these experiences
- Capacity to contribute to AN's long-term planning, governance, and sustainability
- Ability to participate in regular board meetings (3-4x per year) and engage in committees, projects, and other ad hoc opportunities with AN staff at times

How to apply

Applicants are asked to share a CV/experience note and a short statement of interest to recruitment@accountablenow.org. Our first call will end on Friday, 31 January 2025 with interviews of shortlisted candidates held in February. Depending on initial interest and volume of applications, we may keep this call open and accept additional applications on a rolling basis.

Applicants may reach out with questions to the email address listed above and we will do our best to both answer individual questions, and list out questions and answers on this document for others to review.