

# Independent Review Panel

## Call for Applications

Accountable Now seeks candidates to join our Independent Review Panel (IRP). This rolling call for new panelists in 2025 will be posted until we identify at least 4 new panelists.

Strong candidates will bring rich analytical skills, cross-disciplinary experience, technical experience in one or more priority areas, a coaching or critical friend approach, and an interest in thought leadership and peer learning. They should also have considerable experience working with or for international, regional or national civil society organizations (CSOs) or nonprofits. Expertise and know-how working with movements, funding organizations, networks, business, academia, government, or grassroots organizing are great additional assets.

Please share this call with your network 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. In the past 10 years, more than two-thirds of our funding has come from our member organizations who voluntarily commit to exercises, reporting, and learning offered by our community to strengthen their impact, people-led programming, and take account for failures.

We are proudly governed and directed by our members and peers, who recognize AN’s uniqueness in its distinct focus on practice and practical actions, as well as, working globally and across sectors. We are also known for our lasting and long-term partnerships with organizations—evolving with them as leaders, strategies, policies, and politics change. In fact, members stay an average of 8.5 years, but many have 15+ years in our network. 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 innovative and meaningful partnerships—including with funders, the Global Standard Partnership network, and other accountability initiatives—we strengthen and expand our efforts to deliver transformative change for the civil society sector and beyond.

[Accountable Now](#) is currently a fiscally sponsored organization hosted by [Accountability Lab](#) (501c3) in the United States with staff operating across home offices in Africa, Europe, Asia, and the Americas. 2025.

## About the Independent Review Panel

AN's Independent Review Panel is composed of experts from human rights, development, and civil society from around the world who volunteer their time and expertise to support the civil society sector to *do good better* ultimately helping AN and its members to enable thriving civil society ecosystems around the world.

The main task of the Independent Review Panel is to review and provide constructive feedback on members' accountability questions, reports, policies, and processes. Working in pairs, IRP experts review members' submissions and make assessments about the quality, accuracy, and relevance of their reports or proposals. Assessments are made by also taking into account key factors related to the organization including its mission, size, operating model and contexts, financial status, and level of seriousness of the issue at hand. During the assessments, IRP members identify good practices which are then documented and promoted by Accountable Now.

AN members have described how these assessments have triggered significant improvement in their organizations (see [CIVICUS'](#) and [Educo's](#) reporting journeys). The IRP adds great value to the reputation of Accountable Now as an independent accountability partner that accompanies organisations to do good better without conditions, agendas, or conflicts of interest.

As we continue to evolve and advance strategically, our members have emphasized not only the importance and value of the IRP but also a call to think more expansively about how the IRP can be leveraged to identify and comment on major trends, lead peer advice and working groups designed to raise the bar in key areas, and participate in thought leadership to emphasize the importance of self-regulation, dynamic accountability, and civil society as a whole. With this in mind, we're eager to recruit new panelists who can specifically help us build out these offerings and insights from the panel.

The IRP currently includes [6 experts](#) who have all been appointed following an open application process. Each Panel member serves a three-year term, renewable once. The Panel meets 3-4 times per year spending an estimated average of 10-12 working days per year serving the wider membership.

### What are the roles and responsibilities of an IRP member?

Throughout the year, each Independent Review Panel member contribute roughly 10-12 days of work for the following activities:

- Engage in 4-6 high-impact initiatives annually, such as leading learning sessions, reviewing Accountable Now members' policies or other inputs, and providing strategic feedback on accountability reports



- Actively contribute to 3-4 panel meetings per year, offering insights and expertise to enhance accountability standards, which includes:
  - Biannual discussions to review emerging sector-wide trends, share learnings, and shape sector-wide accountability practices.
  - Annual meeting focused on evaluating the Panel's direction and its strategic objectives.
- Offer expertise, time, and leadership to shape AN's strategic direction and learning initiatives (participation is encouraged but not mandatory).

## Requirements

We seek candidates with considerable experience (10+ years) in civil society or nonprofit leadership, governance, accountability, learning and evaluation, and/or change management. As an organization, we value integrity, humility, inclusion, and openness - and we hope that candidates will live and champion these principles in their work with us too!

For this recruitment round, we are *especially* interested in practitioners whose area(s) of expertise include business development/fundraising, informal civil society, equitable partnerships and policies, advancing the localization/locally-led agenda, leadership and decision-making, financial management, governance and organizational models, safeguarding, human resources management, legal and risk management, and bridge builders between development, humanitarian, and/or human rights fields.

The following profile is desirable, but we encourage candidates to apply even if their profile may differ:

- A deep interest in driving improvements in organizational integrity and sector-wide accountability.
- Proven, hands-on experience in strengthening organizational resilience, health, accountability, and safeguarding frameworks with a long-term perspective.
- Direct experience leading, overseeing, or implementing accountability mechanisms within organizations or networks.
- A willingness to engage in bold, courageous and solution-focused conversations that challenge norms and inspire innovative ways of working.
- The ability to convene, facilitate, and contribute to high-level discussions that influence strategic decision-making and sector-wide accountability practices.
- Strong written and verbal communication skills in English, with the ability to engage effectively across all levels of leadership, from junior staff to executives, in diverse cultural contexts.
- A strong sense of responsibility for assigned tasks, with the ability to follow through, take initiative, and remain engaged in a volunteer-based, mutual accountability framework.
- Comfort and efficiency in working remotely and collaboratively using online platforms to connect and drive collective impact.

Candidates from the Majority World and/or whose civil society experience is outside of the Anglo-sphere are strongly encouraged to apply, as these backgrounds are currently underrepresented within the IRP.



## Terms and Conditions

**Work load:** Approx. 10-12 days per year

**Remuneration:** Please note that this is a voluntary position (with potential for stipends for additional advisory work outside of the standard workload, and with travel and accommodation for face-to-face meetings being 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 Process

Your application should consist of a CV and a paragraph expressing your motivation to apply (in English).

Please send your application by email, stating your name and "Independent Review Panel" in the subject line, [recruitment@accountablenow.org](mailto:recruitment@accountablenow.org)

Application is open until all positions are filled. Applications are reviewed on a rolling basis, successful candidates will be invited for an interview. Unsuccessful candidates will be notified within one month of their application. In case of any questions, please get in touch via the same email address above.