



Providing a safe space for Black women to explore the outdoors.

May 2021

Role Profile:

Non-Executive Director to the Board of Black Girls Hike C.I.C.

Black Girls Hike C.I.C

Founded in 2019, Black Girls Hike are a registered Community Interest Company providing a safe space for Black women to explore the outdoors. We challenge the status quo and encourage Black women to reconnect with nature by hosting nationwide group hikes, outdoor activity days and training events.

Our Vision

To develop services and projects that increase the participation and development of Black women in the outdoors.

We aim to:

- Train, educate and provide opportunities to our stakeholders and beneficiaries, furthering their wellbeing through outdoor and nature based activities;
- Consult and work with the wider outdoor industry to meet the needs of our community of stakeholders;
- Tackle the lack of systemic inclusion and representation;
- Build Community Development and a national network of people who share the same values and aims.

Our Values

Building Communities
Education
Inclusion
Representation
Diversity

Current Infrastructure and Decision Making

Black Girls Hike is predominantly supported by our Founder who is the Chief Executive Director, and a founding member, who holds the role of Programmes Manager. The Programmes Manager also sits as an Executive Director. Together they form the 'Board' and are responsible for chief decision making and operational management.

To better assist with holistic strategic planning and decision making, Black Girls Hike are looking to recruit people with experience in the areas we are focusing on for our 2021 goals. These people will sit on the Board as Non-Executive Directors.

The Role of a Non-Executive Director

To provide for a more cohesive decision-making process of the organisation's priorities and objectives, Black Girls Hike are seeking Non-Executive Directors to have the following responsibilities:



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- Attend Board meetings to provide input, support and advice to the organisation's Executive Directors on strategy and decision making; (These Board meetings will be held every eight-twelve weeks, and a minimum attendance of 4 per year/ one per quarter is required);
- Consider and review relevant documents and reports prior to these meetings;
- Have an understanding of the practice of Black Girls Hike, our current and future objectives and service plan;
- Have an understanding of the organisation's beneficiaries, stakeholders and partners;
- Contribute to the organisation's development in relation to strategy and decision making outside of Board meetings where possible.

Desirable Qualities

We are looking for passionate individuals who will:

- Bring their specific expertise and skills to help us deliver our vision;

We are currently recruiting for people with specific experience and backgrounds in:

- (i) Finance, budgeting and accounts;
 - (ii) Previous experience on an Advisory Board of a voluntary organisation, preferably who's objectives align with Black Girls Hike and address racial equality and female empowerment.
- Support in ensuring that Black Girls Hike is effectively governed including:
 - Collaborate with the Chief Executive Director and her team to shape strategy;
 - Work with other Board members to ensure accountability, honesty and integrity in how the organisation operates;
 - Shape and safeguarding the culture of the organisation with a specific emphasis on anti-racist practice and the creation of a safe, feminist, inclusive space for all;
 - Engage openly, constructively and with integrity with all Black Girls Hike stakeholders;
 - Maintain an understanding of the context in which we operate including staying up to date and informed about shifts and changes in the sectors that affect our practice.

We strongly encourage applications from women from the Black Community and People of Colour, and from those who have lived experience of Black Girls' Hike mission and aims, specifically an interest in nature, involvement with a previous Community Interest Company or voluntary organisation, expertise in areas that are supportive of fresh and developing organisations.

Please note this role is voluntary and unpaid. Travel expenses will be supported.

If you are interested in this role, please email info@bghuk.com

You will be invited to an informal interview and reference checks after expressing interest.