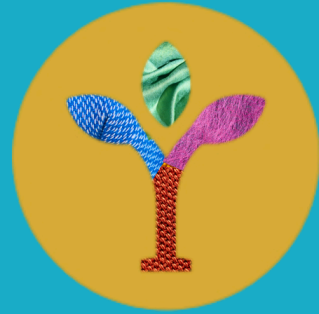




Irise

International

Global Menstrual Justice

Finance Trustee Recruitment Pack



Irise International is a small, Sheffield-based charity working to dismantle menstrual injustice by shifting power and resources to young activists and grassroots leaders.

Who are we looking for?

We are seeking a dedicated, values-driven **Finance Trustee** to join our Board and work in partnership with our CEO and Treasurer. The ideal candidate will bring sound financial knowledge and experience – ideally within the charity sector – combined with a genuine commitment to menstrual justice and Irise's feminist, decolonial values.

We are actively working to diversify our Board and warmly encourage applications from those who bring lived experience of the issues we work on, as well as those who may not have followed a traditional route into financial leadership. We value different perspectives and recognise that diverse leadership strengthens our work.

This is a **voluntary and unpaid role**, but we are committed to making it accessible and inclusive. We will cover the flexibility to fit around your life and commitments, and provide support with access needs or caring responsibilities as required.



Get to know us

We recommend you browse the following to get to know us better:

- Our website, especially:
 - Empower Period Committee
 - Irise Institute East Africa
 - The Red Report
 - Toilet Policy Toolkit
 - Period Proud Sheffield
 - Period Confident Schools
 - Scarlet Murmurations
- Charity Commission
- Our Strategy to 2030 and Beyond
- Our Impact Report & Accounts



Our Values

We are Diverse and Inclusive

Through an intersectional, anti-oppressive and decolonial lens, our organisation and its work represents the true diversity of the menstrual movement.

We have Integrity

Irise commits to acting with sincerity, communicating transparently, and taking accountability for our actions.

We are Bold

Irise is courageous and ambitious in our efforts to imagine a better future for all people who menstruate, whilst centering compassion, empathy and joy.

We are Impact-focused

At its core, Irise is a feminist community of activists driving grassroots change by amplifying marginalized voices, and advocating for systemic reforms. We build upon our collective power to create lasting societal transformation, advancing menstrual justice through evidence-based programming.

We are Sustainable

We recognise that dismantling the systems and structures reinforcing injustice is challenging work that demands strength, energy, and time. As an organisation led by those impacted by menstrual injustice, we create space to process anger, hurt, and frustration, while also prioritising joy, rest, and renewal. Resilience allows us to adapt and respond to the ever-changing needs of our community.



The Role

The Finance Trustee will provide expert financial oversight and ensure Irise has the foundations it needs to deliver its mission sustainably.

Financial Oversight

- Maintain an overview of Irise's financial position and the conduct of its financial affairs, providing well-grounded advice to the Board and CEO.
- Work with the CEO and Treasurer in the development of the annual budget in line with Irise's strategic plan and fundraising strategy.
- Advise on financial matters, including regulatory compliance and restricted funding requirements.
- Oversee the development and observation of financial policies.
- Monitor cashflow and financial systems, ensuring they are efficient and well-managed.

Reporting & Accountability

- Keep the Board regularly informed of key financial events, trends, concerns and the overall fiscal health of the organisation
- Complete financial reporting in a timely fashion and make reports available to the Board
- Approve payments on Irise's banking system in line with delegated authority limits, ensuring financial controls are followed and payments align with Irise's budget, values and charitable purpose

The Role

As a trustee, you will be willing and able to:

- Ask powerful questions and respectfully challenge yourself and others
- Collaborate with Board members, Irise staff, volunteers and external contacts
- Scrutinise Board documents and papers and participate actively in discussions
- Provide advice and guidance on strategy, financial matters and organisational priorities
- Occasionally take the lead on specific Board-level initiatives – for example reviewing a financial policy or preparing a Board paper on a relevant issue.

Leadership and Culture

- Champion equity and diversity, ensuring all voices – especially those of Irise's Empower Period Committee – are valued in governance
- Uphold Irise's values, theory of change and menstrual justice framework, ensuring the Board remains accountable to them
- Contribute to a Board culture of collaboration, accountability, care and continuous learning.

Skills & Experience

Ideally you will have:

- Experience in financial management at a senior level, with confidence across budgeting, financial reporting, cashflow management and financial controls
- A formal accountancy qualification (such as ACA, ACCA, CIMA or equivalent) or equivalent professional experience in financial management – we welcome applications from those who have developed this expertise outside traditional routes
- Familiarity with charity finance, including restricted and unrestricted funding, the Charities SORP, and financial reporting to the Charity Commission
- Experience of or confidence with financial risk management and internal controls in a small organisation context.

And it would be amazing if you have:

- Lived experience of or strong professional alignment with menstrual health, gender equity, social justice or economic exclusion
- Familiarity with decolonial, anti-oppressive or intersectional approaches to leadership and governance
- Experience supporting a CEO or small staff team in a governance context.

Time Commitment & Availability

This is an active and engaged role that goes beyond attending quarterly Board meetings. You can expect to spend an average of 3-4 hours per month on activities related to the role.

Key commitments include:

- Attending four Board meetings per year (held virtually, approximately 1.5 hours each), plus occasional ad hoc meetings
- Sitting on the Finance Committee and contributing to financial reporting and oversight between meetings
- Reading and preparing for Board meetings – papers are circulated one week in advance
- Supporting the annual review of accounts and key financial governance documents
- Contributing to specific projects or Board-level initiatives as needed
- Joining Irise's wider community where possible – including online and in-person events with our networks in the UK and East Africa

We always aim for trustee input to be as flexible and time-efficient as possible. The role is designed to be compatible with full-time work and caring responsibilities.



Want to learn more?

If you are excited by this opportunity and would like to find out more, we invite you to contact our CEO, Chrissy Cattle, at chrissy@irise.org.uk. Please include a brief note outlining your interest, along with any relevant information such as your CV or LinkedIn profile. You are also welcome to share your interest in a format that works for you – a short covering note, a video recorded on your phone, or anything else that tells us who you are and why you want to join us. We do not want the application process to be a barrier.

Chrissy and members of the Board and Empower Period Committee are happy to arrange informal conversations to help you learn more about Irise and the role before you decide whether to apply.

We are engaging with interested individuals on a rolling basis. We consider expressions of interest on an ongoing basis and will work with you to find the right moment to join.

