



Irise

International

Global Menstrual Justice

Chair of the Board 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 compassionate, values-driven, and strategic leader to join our board of Trustees as Chair. The ideal candidate will bring experience of governance or leadership (whether formal or informal), a commitment to menstrual justice, and a collaborative approach that reflects the inclusive ethos of Irise.

We are actively working to diversify our board and encourage those who bring experience of the issues we work on, as well as those who may not have followed a traditional route into leadership, to apply. 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 reasonable expenses, 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
 - Toilet Policy Toolkit
 - 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

Working closely with our CEO

Irise is currently led by just one member of staff, our CEO, supported by a small team of part-time freelancers. The organisation has recently transitioned from a founder-led model and is now entering an exciting new phase of growth and evolution under a new five year strategy. A critical and unique component of the Chair's role will be to provide compassionate and strategic support to the CEO, offering both guidance and a sounding board as Irise strengthens its foundations and builds for the future.

- Develop a supportive, transparent, and collaborative working relationship with the CEO, rooted in mutual trust and clear boundaries between governance and management.
- Maintain regular communication with the CEO, providing a sounding board for ideas, challenges, and concerns.
- Lead the annual appraisal and remuneration review of the CEO with input from other trustees.
- Ensure the CEO has access to professional development and appropriate external support to thrive in their role.
- Work with the CEO and trustees to regularly reflect on and adapt the organisation's strategic priorities, especially in response to emerging opportunities or risks.

Leadership & Culture

- Provide inclusive, inspiring leadership to the Board, fostering a culture of collaboration, accountability, and respect.
- Champion equity and diversity, ensuring all voices, especially Irise's youth board the 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.

Governance & Decision-Making

- Ensure strong governance, legal compliance, and effective risk management.
- Support constructive decision-making, helping the Board navigate differences and resolve conflict.
- With the CEO, plan and facilitate inclusive Board meetings, enabling all trustees to actively contribute.

Board Development

- Lead trustee recruitment, induction, and development to strengthen Board diversity and skills.
- Build strong relationships through regular one-to-ones, fostering engagement and strategic focus.
- Champion continuous learning and reflective practice across the Board.

Financial Oversight

- Working closely with our Treasurer, ensure that the Board fulfils its responsibility for sound financial governance, accountability, and long-term sustainability.
- Approve payments on Irise's banking system in line with delegated authority limits, ensuring appropriate financial controls are followed and that payments align with Irise's budget, values, and charitable purpose.

External Representation & Advocacy

- Act as a spokesperson and ambassador for Irise, representing the organisation at external meetings, events, and functions where appropriate.
- Champion Irise's mission, values, and strategic goals to key stakeholders and partners.

Safeguarding

- Work with the Trustee Safeguarding Lead to oversee the Board's responsibility for safeguarding, ensuring systems and culture are in place to protect young people and vulnerable adults involved with Irise.

Fundraising

- Support the CEO in building relationships with funders, partners, and supporters where appropriate.

Skills & Experience

Ideally you will have:

- Experience of Board-level leadership in the charity, public or social impact sector.
- Understanding of governance, charity regulations, and the legal responsibilities of trustees.
- Experience chairing meetings and facilitating inclusive decision-making.
- Financial literacy and confidence in reviewing budgets, financial reports, and systems of accountability.
- Ability to lead with empathy and clarity, managing differences and building consensus.
- Experience supporting or working alongside a Chief Executive with an understanding of effective Board–Executive dynamics.
- Excellent communication and interpersonal skills, with the ability to represent Irise confidently and appropriately in external settings.

And it would be amazing if you have:

- Experience of youth-led, feminist, or community-based activism and governance.
- Lived experience of or strong professional alignment with menstrual health, gender equity, or social justice issues.
- Familiarity with decolonial, anti-oppressive, or intersectional approaches to leadership and governance.
- Experience with fundraising or engaging funders and strategic partners.
- Experience overseeing safeguarding in a governance context.

Time Commitment & Availability

This is an active and engaged role, requiring regular contact with the CEO and fellow Trustees in addition to quarterly Board meetings.

The Chair should be available to support the CEO between Board meetings, particularly during times of change, challenge, or opportunity, and in preparation for meetings. This typically involves a time commitment of around 3-4 hours per month.

Key commitments include:

- Attending four 1.5-hour Board meetings annually, plus occasional ad hoc meetings (e.g. governance reviews or strategic consultations)
- Contributing time to specific projects or committee work as needed
- Supporting the annual review of key governance documents and policies
- Representing Irise externally as an ambassador at events and public engagements



Want to learn more?

If you are excited by this opportunity and would like to explore it further, we invite you to contact our CEO, Chrissy Cattle, at chrissy@irise.org.uk. Please include a brief covering note outlining your interest, along with any relevant information such as your CV or LinkedIn profile.

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 deciding whether to apply formally.

We are engaging with interested individuals on a rolling basis and aim to appoint a new Chair by autumn 2025. The successful candidate will have the opportunity to shadow the current Chair and take time to get to know the organisation, its people, and its mission before formally taking on the role.

