

NLGF Board Recruitment 2011

(i) The Recruitment Ad

Would you like to work on issues that matter to you and your community?

The NLGF – a registered charity and limited company – has a broad remit of promoting the rights and welfare of LGBT people. The key roles of the NLGF involve overseeing GCN, as well as working across a wide range of areas in public policy development, and lobbying.

We are expanding the NLGF Board to support these initiatives and to develop new ways of advancing the key issues of importance identified in the *Burning Issues* survey of the LGBT community in Ireland.

Interested in becoming an NLGF Board member?

(ii) Some Background to the NLGF:

The National Lesbian and Gay Federation (NLGF) was founded in 1979 and works for the rights of and the elimination of discrimination against lesbian, gay, bisexual and transgendered people.

Main areas of activity for the NLGF:

- (i) It is the publisher of Gay Community News (GCN), a monthly community-based newspaper founded in 1988. GCN is a key-networking tool for the Irish LGBT community. It has a monthly print run of 12,000 copies, an estimated readership of 30,000 and has a wide national distribution. GCN has undergone a radical transformation over the last number of years, changing from a newsprint freesheet into a high-quality, full-colour glossy magazine. The decision to do this was based on the need for GCN to compete in the commercial market and attract advertising in order to survive. The change was implemented with very significant funding support from Atlantic Philanthropies. GCN was approved for Audit Bureau of Circulation membership (ABC) and its first audit showed a confirmed distribution figure of 11,125 copies monthly. GCN is produced by a small number of paid staff (funded through advertising), and staff employed through the Pobal Scheme. GCN is run by the Managing Editor.
- (ii) The NLGF also seeks to influence policy at the national and international levels, by developing submissions to policy change, and by networking with other key policy change organisations, including other lesbian and gay organisations.

(iii) NLGF Structure

The NLGF is a not-for-profit company limited by guarantee. It has charitable status. Strategic Direction for the NLGF and ongoing direction of GCN is the responsibility of the Board of Directors of NLGF Ltd.

The members of the voluntary Board have wide ranging experience in working for lesbian and gay organisations, the advertising and commercial sector in universities and educational institutions, in journalism and in community development. Members of the board have served on the Irish government's National AIDS Strategy Committee, the Equality Authority's Gay, Lesbian and Bisexual Advisory Committee, and the NESF Working Group on Implementing Equality for Lesbian, Gay and Bisexual people.

The main Board meets monthly, and subcommittees of the Board meet as necessary. The monthly time commitment of Board members is 4 – 6 hours. New board members join for an initial period of three months and after review usually become full board members

(iv) Future Directions

The NLGF would like to expand the Board and introduce new people and additional skills to develop the organisation by supporting the ongoing of GCN, and building its policy work.

This is an important time for the LGBT community to make major advances in furthering social and economic rights, in achieving equality in marriage, and in ensuring full citizenship rights and equality for transgender people.

(v) Are you interested?

If you are:

- interested in working on LGBT issues
- interested in working at a board level
- have any of the skills indicated below
- willing to be identified with NLGF (e.g. on website etc.)
- commitment to LGBT human rights developments
- have the capacity to bring fresh perspectives and new approaches

And have any of the following skills or experiences:

- legal expertise
- financial and business management
- project management
- company secretarial
- media/advertising/marketing/pr
- lobbying/policy development
- organisational management and development
- fundraising
- HR/Staffing
- business development
- passion for equality for LGBT people

Then we would very much like to hear from you.

(vi) Contacting us

If you are interested, please write or email the NLGF Board Chair to express your interest, and outlining your relevant skills and experiences (no more than two pages)

(vii) Recruitment Process

The process of recruiting new board members for the NLGF will be overseen by a sub-committee of the main Board, who will make recommendations to the main Board.

The Recruitment process is as follows:

- the call for expressions of interest in the NLGF board will be advertised in GCN and through other notifications.
- Closing date for receipt of expressions of interest is Friday 16th December 2011. These should be addressed to:

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Ailbhe Smyth
Chair
NLGF
2 Scarlett Row
Essex St East
Dublin 8

or emailed to nlgfederation@gmail.com

- A subcommittee will consider all expressions of interest, and if necessary shortlist.
- Members of the subcommittee will meet with those shortlisted
- Subcommittee will make nominations to the Board
- New board members will be invited to join the board

(viii) Further Information

If you would like any further information on the NLGF Board or the Recruitment Process please contact: Ailbhe Smyth at smyth.ailbhe@gmail.com or Orla Howard at orlahoward@gmail.com