



Position brief
Board Chair
Sentebale

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Letter from Johnny Hornby, Sentebale Board Chair

Sentebale was founded by Prince Harry and Prince Seeiso in 2006 in memory of their mothers and as a response to the needs of children and young people in Lesotho and then, in 2016, began working in Botswana. The name means 'forget-me-not' in the Sesotho language, representing a pledge to remember the most vulnerable children in the region.

Sentebale started by helping meet the basic needs of children and young people but, over time, began to address the root causes of poverty and inequality. We have always had a strong focus on HIV/AIDS – especially through psychosocial support, outreach work into communities and our purpose-built centre just outside Maseru, where children living with HIV can attend week-long camps and receive in-depth support. As progress has been made in tackling the HIV/AIDS epidemic we are increasingly addressing some of the wider challenges that children and young people have articulated.

Our working methods have evolved over the years but our primary focus has always been children and young people. They are at the centre of Sentebale's work - we listen to their needs and expectations and protect their rights. Sentebale empowers young people, ensuring they are safe and confident, able to lead and advocate for themselves and their peers. Our work is rooted in our values of compassion, respect, sustainability, and accountability.

Our new strategy charts an exciting way forward - we are in a strong position to build on our past success and respond to future challenges. We are respected for our professionalisation and quality of our work, with recent funding support from UNICEF, Global Fund for HIV/AIDS and USAID's PEPFAR programme. In addition to institutional fundraising our main donors are based in the UK and USA, and we specifically hope over the next few years to grow our fundraising in the USA.

Our aim is to achieve the greatest impact through the quality of our work and unique approach. We work in partnership, share our thinking with others and are respected advocates for regional and global change. The charity is in fine fettle, having come through the challenges of Covid, with a very strong international leadership in London working closely with experienced national leadership teams in Lesotho and Botswana.

I have been a trustee for 13 years and chair for 5 years and I believe now is a good time for a new chair to take the helm and I will ensure a smooth and orderly transition. Our board has determined that a chair with a strong presence and networks in the USA would be ideally placed to lead the organisation through the next phase of its strategic development. Our aim is to make the international board more global and representative of the key places we operate – Botswana, Lesotho, UK and USA.

The new Chair will need to bring the necessary sensitivity, cross-cultural understanding and insight, binding together a changing board from disparate entities who have different ways of working and experiences.

It has been a pleasure and honour for me to be chair of Sentebale and I am proud of all that we have achieved over the years. I am sure you will find it a thoroughly rewarding experience at this pivotal moment in the charity's history. New opportunities are there to be seized - you can play an instrumental role in taking the charity to the next level. I guarantee it will be fun, fulfilling, and life-affirming.



Johnny Hornby
Sentebale Board Chair



About Sentebale

Sentebale works with vulnerable children and young people in Botswana and Lesotho to help them access vital health services, receive care and support, and build skills to be more resilient and self-sufficient.

In keeping with its founding mission, Sentebale continues to reach children and young people in Lesotho and Botswana living with or affected by HIV, especially the most vulnerable who are often challenged by issues of deprivation, exploitation, abuse or neglect. They may also be disadvantaged or marginalized due to mental health issues, sexual and gender-based violence, alcohol or substance abuse, sexual orientation, stigma or other challenges that affect their health and wellbeing.

Children and young people are at the center of Sentebale's work, which focuses on listening to their needs and expectations and always protecting their rights. Sentebale empowers young people, ensuring they are safe and confident, able to lead and advocate for themselves and their peers. The work is rooted in values of compassion, respect, sustainability, and accountability.



The Role

Sentebale is on excellent footing due to the good work and leadership of the outgoing Chair, the Board as a whole, the steady hands of the staff over the past few years amidst a global pandemic, and the strong support of its Co-Patrons – Prince Harry and Prince Seeiso. Sentebale is a UK registered charity and the plan is to continue as such whilst aiming, at a governance level, for the Board to be more global with representation from our key areas of operation – Botswana, Lesotho, UK, and USA. Sentebale has recently recruited new Trustees from Lesotho and Botswana and the Board believes that the new Chair would ideally be someone well-connected to the community interested in Sentebale's mission in North America.

To ensure the effective functioning of the charity and sustainability of resources to enable the pursuit of Sentebale's mission and strategy, the Chair will undertake the following:

Duties & Responsibilities

- Lead the Global Board in best practice and overall governance of the organization.
- Oversee the approval of the annual budget, audit reports, and material business decisions; being informed of, and meeting all, legal and fiduciary responsibilities.
- Continue to raise awareness in the US and beyond about Sentebale and its work.



- Build on, deepen, further develop, and create new relationships with individual and institutional donors and stakeholders throughout the US.
- Guide the understanding of the US donor market for the Global Board and staff.
- Be a trusted advisor and mentor to the staff and the patrons.
- Together with the board, review outcomes and metrics created for evaluating impact, and regularly measuring performance and effectiveness using those metrics.
- Work with the Board in recruiting additional board members and develop a pipeline to manage succession.
- Periodically consult with board members on their roles and help them assess their performance.
- Help plan, preside over, and facilitate board and committee meetings.
- Act as an ambassador for the organization, including occasional public speaking engagements.

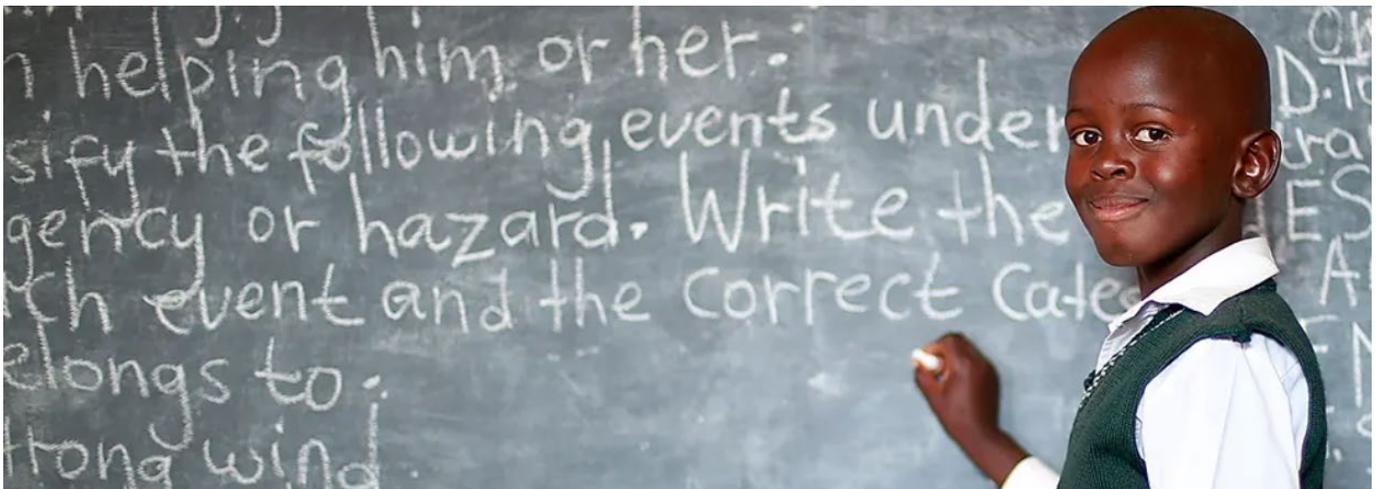


The Candidate

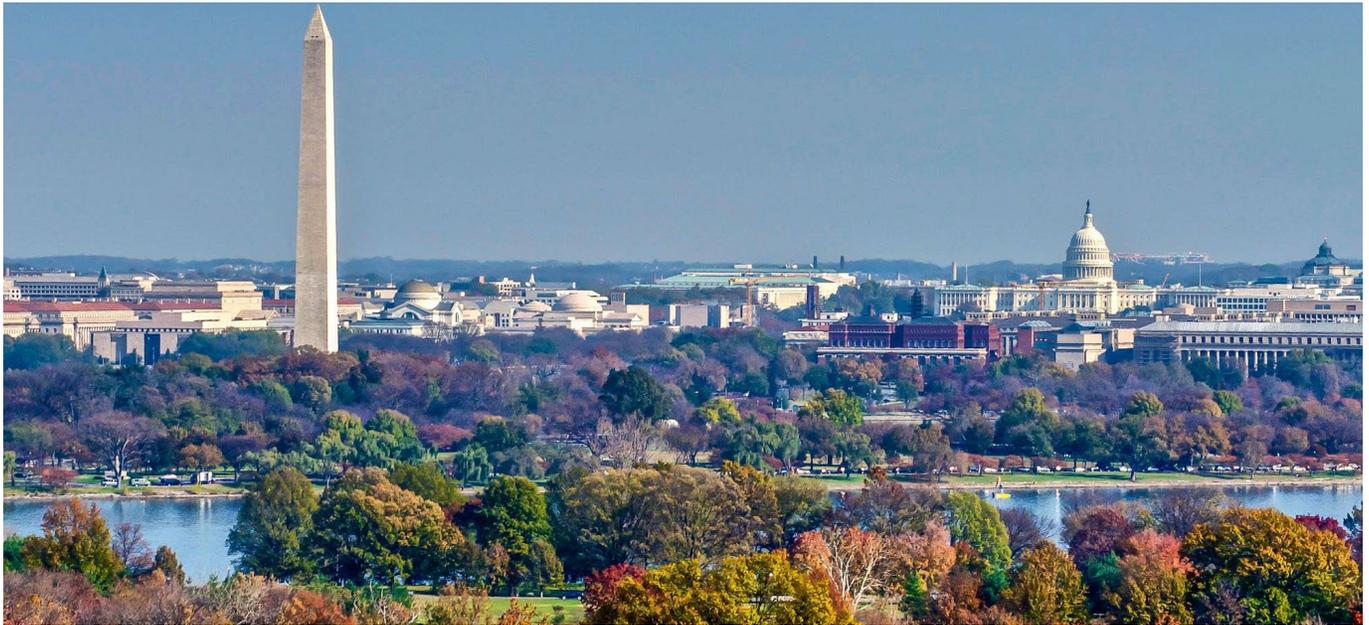
Sentebale's Board Chair plays a critical role in guiding the organization from multiple angles: as measured counsel for the patrons, other board members, and the senior leadership team; as a messenger to and for the stakeholder community; and as a subject matter expert on topics associated with and complementary to the organization's mission

Essential Qualifications

- Extensive experience with significant executive leadership accomplishments in business, government, or the not-for-profit sector.
- Strong commitment and passion for Sentebale's work with young people and children in southern Africa.
- Experience/knowledge of humanitarian, development and diplomacy sectors a strong plus.
- Demonstrated success as a not-for-profit board member or board chair.
- Track record of building credibility in the funding community that has resulted in major gifts to a not-for-profit organization is strongly preferred.
- Savvy diplomatic skills and a natural affinity for cultivating relationships and persuading, convening, facilitating, and building consensus among diverse individuals.
- Excellent writing and oral communication skills, coupled with an affinity for public speaking and hosting events.
- A global perspective, and appreciation for fomenting positive change in southern Africa.
- Personal qualities of integrity, credibility, and a passion for improving the lives of the underserved.



To Express Interest or Nominate:



We appreciate all expressions of interest, referrals, or nominations for this role. A comprehensive CV along with a cover letter which sets out your motivation to take on such a role and encapsulates the aspects of your experience relevant to the required criteria would be appreciated.

To do so, or to arrange for a conversation in confidence, please contact:

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