

Irish Development Education Association (IDEA): Board Member (HR / People & Culture Expertise) **(<https://www.activelink.ie/node/114048>)**



IDEA seeking volunteer a board member with HR / people and culture expertise
<https://www.boardmatch.ie/board-vacancy/board-member-hr-people-and-culture-expert>
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Board Member Role **(HR / People and Culture Expertise)**

Closing Date: March 24th, 2025 at 9am

IDEA is seeking a new **Board (National Council) member** with significant experience in **human resources (HR) and people and culture**. This is a voluntary role, and the successful candidate will provide strategic HR insight to support the development of IDEA's people and culture strategy.

The right candidate will play a key role in contributing to IDEA's governance, ensuring the organisation has strong HR strategies and policies to support its mission and objectives.

The Irish Development Education Association (IDEA) is the national network for global citizenship and development education in Ireland. We support and represent members to ensure that everyone in Ireland has access to quality development education to become active global citizens. Our work strengthens global citizenship education by building expertise, fostering collaboration, and influencing policy.

Our values are rooted in **social justice, equality, and sustainability**, and we work collectively to build a more just, sustainable, and equal world.

Governance

IDEA is a **registered charity** and a **company limited by guarantee**, governed by a voluntary Board (National Council) that provides strategic oversight. The National Council consists of individuals with governance skills relevant to the development education sector. IDEA is committed to the highest standards of governance and complies with the **Charities Governance Code**.

Key Responsibilities

- **Chair the Remuneration & Nominations Committee**, leading discussions on HR policy, recruitment, and governance matters.
- Provide **HR expertise and guidance** in areas such as **organisational culture, workforce planning, and people development**.
- Support the review and implementation of **HR policies and procedures**, ensuring alignment with best practices in the **not-for-profit sector**.
- Advise on **staff wellbeing, diversity, equity, and inclusion matters**
- Offer guidance on **best practice HR management**, supporting IDEA's leadership team in people-related decision-making.
- Work collaboratively with other Board members to provide **strategic oversight** and ensure IDEA meets its

governance responsibilities.

Time Commitment

- **Board meetings:** Six times per year, hybrid, typically 5pm-7.30pm.
- **Board development day:** One in-person meeting per year, typically in January.
- **Annual General Meeting (AGM):** Attendance required (approx 2.5 hours hybrid or online)
- **Committee work:** This role includes **chairing the Remuneration & Nominations Committee**, which meets via Zoom 2-4 times per year.

Term of Appointment

Board members serve a **three-year term**, with the option for reappointment for a second term.

Who Should Apply?

We welcome applications from candidates who have:

- **Experience in HR, People & Culture**
- A passion for **social justice, education, sustainability**
- Previous **Board experience** (desirable but not required)
- Knowledge of the **not-for-profit or education sector** (desirable but not required)
- Experience in modern **hybrid work** environments

How to Apply

If you are interested in this role, please apply via **Boardmatch** or if you have specific questions, please contact sal@ideaonline.ie (<mailto:sal@ideaonline.ie>). Recruitment will be via a selection committee that includes an external consultant with relevant expertise.

IDEA is **committed to diversity and inclusion** and welcomes applications from individuals of all backgrounds and experiences.

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Join us and help shape the future of **global citizenship education in Ireland!**

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Region

Nationwide

Date Entered/Updated

25th Feb, 2025

Expiry Date

24th Mar, 2025

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