



Trustee Vacancies x 2: Small Steps for Africa

Background

Small Steps for Africa is a small, registered UK charity that works with local NGOs in Madagascar to support education and health initiatives in communities in and around the capital, Antananarivo.

Since our foundation in 2013, we have supported almost 200 young people in Madagascar to access education and developed community healthcare programmes that have reached over 2000 people since 2022.

Madagascar is one of the poorest countries in the world - 75% of the population live on less than \$2 per day, with malnutrition and stunted growth common.

Our work centres around the transformative impact of education and access to healthcare on the lives of people in Madagascar.

Through our education, healthcare and social protection programmes, co-created together with, and delivered by, local Malagasy NGOs, we aim to support young people to lead healthy, active lives and gain skills that lead to secure future employment.

How we operate

Small Steps for Africa is a small charity with a six-person trustee board and a voluntary Operations Director, SSFA founder Charlotte Baker. SSFA raises between £20,000 and £27,000 in any given financial year, from direct donations, child sponsorship programmes, events and grants. This is currently disbursed to two partner NGOs in Madagascar to fund programmes that we co-develop with these partners. The SSFA Operations Director visits Madagascar every 2 years to check up on progress directly, and several trustees have also travelled to Madagascar to see SSFA's work for themselves.

SSFA set out a new Strategic Plan in 2022, detailed in our 2022 Annual [Report](#), which involves moving away from a child-sponsorship focused model, and moving to a more holistic programme focus. We now have four main workstreams:

- **Education:** supporting children to access primary, secondary, further and higher education, and supporting them to excel in their chosen area.
- **Healthcare:** our Community Healthworker Programme involves the employment of two qualified nurses based with our partners Ankizy Gasy to provide health triage, advice and education in the community of Ambohidratimo.

- **Social Protection:** supporting families going through particular difficulties with meeting the costs of daily life, usually for a short period of time. This can involve covering food, rent and basics like clothes, and also includes grants to start up small businesses.
- **Bike Project:** providing loan bikes to young people living in remote areas, to enable them to access education, training, employment and healthcare.

Trustee duties

- Ensuring that the organisation pursues its stated purpose, as defined in its governing document, by developing and agreeing a long-term strategy
- Ensuring that the organisation complies with its governing document (i.e. its trust deed, constitution or memorandum and articles of association), charity law, company law and any other relevant legislation or regulations
- Ensuring that the organisation applies its resources exclusively in pursuance of its charitable objects (i.e. the charity must not spend money on activities that are not included in its own objects, however worthwhile or charitable those activities are) for the benefit of the public
- Ensuring that the organisation defines its goals and evaluates performance against agreed targets
- Safeguarding the good name and values of the organisation
- Ensuring the effective and efficient administration of the organisation, including having appropriate policies and procedures in place
- Ensuring the financial stability of the organisation in addition to the above statutory duties, each trustee should use any specific skills, knowledge or experience they have to help the board of trustees reach sound decisions. This may involve scrutinising board papers, leading discussions, focusing on key issues, providing advice and guidance on new initiatives, or other issues in which the trustee has special expertise.
- Attending 2-3 meetings per year, including 1 meeting per year in-person, usually in London.
- Being able to assist with decisions and document input via email and WhatsApp from time to time.

Person specification

Essential

- A commitment to the values and ethos of the organisation
- A willingness to devote the necessary time and effort
- Strategic, big-picture thinking
- Good, independent judgement
- An ability to think creatively
- A willingness to speak their mind

- An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship
- An ability to work effectively as a member of a team
- SSFA is a growing organisation and this person will need to be flexible, adaptable and forward thinking.
- Based in the UK (as there is a need to attend an in-person meeting once per year)

Useful

- Some knowledge or previous experience working in Africa or the Global South
- Some working knowledge of French
- Previous trustee board experience

Other information

We are committed to creating a diverse, inclusive Board and would particularly welcome applications from Global Majority and disabled applicants, as these are currently under-represented on our board.

This is a voluntary position, and trustees are not paid, however reasonable expenses are reimbursed according to our trustee expenses policy.

Trustees are appointed for an initial 3-year term.

Application

To apply for these vacancies, please address a short covering letter and CV to Prue Baker, Chair of Trustees - pruebaker@me.com - by **February 28th 2026**.