



# HUMAN RIGHTS AT SEA

## CEO EXPRESSION OF INTEREST

**ROLE:** Chief Executive Officer (CEO). Part-time (3 days per week at 60%) to lead a start-up and successful emerging independent maritime human rights charity.

**REPORTING TO:** HRAS Chair of Trustees.

**ABOUT THE ORGANISATION:** Human Rights at Sea (HRAS) is a Foundation Charitable Incorporated Organisation (CIO) & Registered Charity (Number 1161673) virtually based in the United Kingdom. It was established on 3 April 2014 and is in the fourth year of its development.

**OUR MISSION:** To explicitly raise awareness, implementation and accountability of human rights provisions throughout the maritime environment, especially where they are currently absent, ignored or being abused.

**OUR VISION:** To become a leading independent maritime human rights platform.

**OUR CHARITABLE OBJECTIVES:** To promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) for seafarers, fishermen and others involved in working at sea throughout the world by all or any of the following means:

1. Increasing global awareness of the explicit requirement for protection of, respect for and provision of effective remedies for human rights abuses at sea through international advocacy, the publishing of case studies and where applicable, the provision of teaching materials.
2. Contributing to the international development of effective, enforceable and accountable remedies for human rights abuses at sea.
3. Investigating and monitoring abuses of Human Rights at Sea.
4. Developing the UN Guiding Principles for Business and Human Rights in the maritime environment.
5. Commenting on and supporting proposed national and international human rights legislation, policies and best practice, where applicable.

**WHAT WE DO:** The Human Rights at Sea Charitable Incorporated Organisation has been independently developed for the benefit of the international community for matters concerning explicit engagement with human rights issues in the maritime environment. Our work is undertaken across four key areas:



**OUR OVERSIGHT:** Provided by the UK Charity Commission.



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**OUR GOVERNANCE:** Provided through the Trustees backed by a written CIO Constitution, a Non-Executive Board of Advisers and an iterative ten-year internal Strategic Plan. Legal, accounting and financial governance is provided by highly reputable entities, while Human Rights at Sea undertakes its work through a secure online and multi-media platform.

**TERMS OF REFERENCE:** The following TORs are provided as the main focus of the CEO role, but which may expand and/or change upon discussions between the Chair and future CEO.

1. Delivery of ongoing stability, existing work streams and future successful development of the HRAS charity.
2. Strategic review of current business plan, structure and the organisation's focus.
3. Delivery and assurance of future funding streams.
4. Development and maintenance of national and international donor relationships.
5. Development of national and international relationships across State, non-state, commercial and civil society actors and sectors.
6. Delivery of annual report.
7. Oversight of the charity's trading arm: Human Rights at Sea International (HRASi) Ltd, including but not limited to support to ongoing business development, oversight of governance and financial systems, and support to the Directors alongside the Trustees.

**CONTACT:** Chair of Trustees: FAO Ms Fiona Laurence c/o [enquiries@humanrightsatsea.org](mailto:enquiries@humanrightsatsea.org)

**Please provide:**

1. Current CV
2. Salary expectations (the charity would pay a basic salary with an expectation to increase remuneration levels based on fundraising performance).

**WEBSITE:** [www.humanrightsatsea.org](http://www.humanrightsatsea.org)

### KEY LINKS

- **Annual Report Year 1:** <https://www.humanrightsatsea.org/wp-content/uploads/2015/05/HRAS-ANNUAL-REPORT-2015-L.pdf>
- **Annual Report Year 2:** <https://www.humanrightsatsea.org/wp-content/uploads/2016/09/HRAS-Annual-Report-2015-2016-dps-new-LR.pdf>
- **Annual Report Year 3:** <https://www.humanrightsatsea.org/wp-content/uploads/2017/09/HRAS-Annual-Report-Year-3-2016-17-Low-Res-LOCKED.pdf>
- **Our Timeline of Delivery:** <https://www.humanrightsatsea.org/about-us/our-impact-timeline-of-delivery-year-3-2016-2017-2/>
- **Archived news 2014-present:** <https://www.humanrightsatsea.org/articles-video/>

ENDS.