

# Call for Advisory Group members

March 2023

**Migration Exchange (MEX) is appointing a new Advisory Group, which will be made up of up to nine people.**

We are seeking a range of perspectives including people with expertise in social justice, philanthropy, networks and power from within and beyond the migration and refugee field. The role is approximately six days a year, with meetings taking place online. A loss of earning honorarium is available. To find out more, join our online Q&A on 22<sup>nd</sup> March and read below to find out who MEX is, what we do, and how to apply. If you need support or further information, please get in touch. The closing date for applications is 4<sup>th</sup> April 2023.

## About Migration Exchange

Migration Exchange (MEX) works to cultivate **insight, connection and action** across the UK migration and refugee field, working together with civil society to achieve positive change. We focus particularly on independent funders and charities. Our **vision** is a country where people experience a migration system grounded in dignity, equity and fairness. MEX is a UK-based charitable programme, established by independent funders in 2010.<sup>1</sup>

## The context for our work

The current UK immigration system does not offer dignity, equity or fairness to people who need it. The hostile environment has led to an increasingly harsh system, which is dysfunctional by design. Millions of people are excluded from living full lives due to their immigration or nationality status, and families, communities and the country suffer as a result. Those already experiencing structural inequalities stemming from race, gender, economic status, disability or age are most vulnerable to harm. The realities of economic downturn, war, climate crisis, deepening inequalities, failing public services and fundamental threats to democratic norms are playing out across communities.

Yet there are positives on which to build: the warming of public attitudes towards migration, the examples of compassionate and community-level welcome shown to those fleeing conflict, the energy and solidarity across progressive social movements and the leadership and activism of those directly impacted.

In the absence of a fair and functional system, civil society organisations play a vital role. At the end of 2022, over 700 charities in the UK focused on migration and refugee issues with a combined income of £176 million. A further 700 have this issue as a key part of their wider

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<sup>1</sup> Registered charity [Global Dialogue](#) has provided fiscal and administrative hosting to MEX since 2015. Global Dialogue is an independent, international platform for philanthropic partnership which enables innovative and collaborative philanthropy, enabling funders to work together and realise ambitious goals and create lasting change.

work.<sup>2</sup> In the absence of state support, independent funders support a significant proportion of this activity. Together, charities and independent funders deliver vital welfare and legal services, campaign and advocate for reform, develop research and policy alternatives, distribute funding, and organise communities to mobilise for safety and welcome.

Combined, these actors have huge passion, reach and expertise. But they have limited ability to sustain, deepen or broaden their work in order to create systemic change. Despite the current level of threat to the rights and safety of those who migrate, and the depth of change needed, there are limited opportunities for shared action. Unhelpful dynamics of short-termism, competition, burn-out and institutional inequality persist against a backdrop of constantly fluctuating immigration rules and political failings.

### **Our response**

In this context, our **mission** is to cultivate **insight, connection and action** across the UK migration and refugee field, focusing particularly on independent funders and charities to achieve this mission.

MEX recognises that the ecosystem working for justice and welcome in the UK needs **breadth, depth and interconnection to succeed in making change**.<sup>3</sup> In such a challenging context, the abundance of desire for change is our best collective asset. We are inspired by movement-building, community organising, narrative change and strategic communications approaches. We take a ‘systems change’ lens which encourages us all to think about the wider ecosystem in which we act. This means connecting with other social justice fields, building solidarity and cultivating relationships. We aim to motivate and inspire existing and future funders of the refugee and migration sector to listen to and respond to the needs of frontline communities and organisations, working for the long term to help build the narrative and relational power of this field.

**We have two ultimate goals:** an equitable, power-aware and intersectional funding landscape, better able to resource systems change in the migration field, and a connected and action-focused refugee and migration sector, better able to drive systems change.

**Our work includes:** Commissioning research and analysis on trends and patterns; connecting people through convening, events and a funder network; providing support to groups led by and for impacted communities; sharing insights on trends and patterns; developing and co-designing responses to shared challenges and opportunities; offering practical support to implement responses to shared concerns and providing critical challenge to funder practice.

You can read more about our **values** and our **delivery and development objectives** in our [2023-2028 strategic framework](#):

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<sup>2</sup>Initial data from an independent review of the migration sector and funding landscape, Migration Exchange (forthcoming June 2023)

<sup>3</sup> Laybourn-Langton L, Quilter-Pinner H and Treloar N (2021) Making change: What works?, IPPR.  
<http://www.ippr.org/research/publications/making-change-what-works>

## How MEX is governed

MEX is hosted by [Global Dialogue](#), registered as a charity (1122052) and limited company (05775827) in England and Wales. Global Dialogue's board of trustees holds ultimate legal and financial accountability for MEX, and MEX's strategic direction and management to the MEX Advisory Group.

In 2022, MEX developed a new staffing structure and strategic framework. The former funder-led management committee has been disbanded and we are recruiting a new group to support the delivery of a new strategic framework for MEX.

## Our team

MEX is made up of a small staff team of four; Co-Directors Marchu Belete and Sarah Cutler, Programme Manager Anna Camilleri and Programme Officer Li-En Yapp. Marchu joins MEX in Spring 2023 from her role at CEO of Hibiscus Programmes and was former Deputy Director at Women for Refugee Women. Sarah has a background in social change work and migration and has been involved in MEX since 2016, alongside her freelance work. Anna and Li-En joined MEX in summer 2022, Anna having worked for UNHCR in Malta, and Li-En who recently graduated with a Masters in Global Development.

## Joining our advisory group: About the role

**Time commitment:** We anticipate an overall commitment of approximately six days each year. We conduct most of our meetings online, using Zoom.

- All members of the MEX Advisory Group are expected to take part in up to four, two-hour meetings each year
- These meetings will usually be held in the late afternoon but the exact timing will be agreed with members to take account of personal circumstances, such as caring responsibilities and accessibility wherever possible.
- Members will also be invited to meet one to one with the MEX staff team least annually.
- Members will also be encouraged to participate in other aspects of MEX decision-making – for example, sitting on fixed-term working groups or sub-committees overseeing specific projects or programmes.
- We ask members to commit to an initial term of two years, with the potential to renew.
- *This year, we will be inviting members of the Advisory Group to come together in person for an away day in September 2023. MEX would meet the costs of this meeting (including travel, subsistence) in full. If you are concerned about your ability to meet in person (due to health, caring responsibilities, or other) the team will meet with you to discuss how we might manage your participation in another way.*

## Remuneration

Joining the MEX Advisory Group is a voluntary role. We value members' time and contributions and offer an honorarium payment to reimburse loss of earnings or to enable participation. This will be up to a maximum of £3000 per year and further information will be shared with successful applicants.

## **Ways of working**

All members will be supported by a thorough induction programme. This is a significant shift in MEX's governance and we will invest time in supporting the Advisory Group to get to know each other and build ways of working that are inclusive, equitable and productive. Chairing will be rotated within the group, with secretariat support provided by the team. Meetings will be supported by concise briefing papers shared in advance to support engagement. Adjustments will be made to support full participation by everyone.

## **Skills and experience**

We are looking for up to nine people, and expect that this will include: three people working, volunteering or with other experience in the migration and refugee field; three from allied social justice fields such as gender justice, disability justice and racial justice; and three people currently working in funders within the MEX network.

We are looking to appoint a range of individuals who will:

1. Between them bring a blend of skills and perspectives relevant to MEX's mission, for example:
  - Understanding of the issues facing people in the UK immigration system
  - Knowledge of how social change happens, including the role of at least one of the following approaches to change: movement-building, community organising<sup>4</sup>, narrative change and strategic communications, or policy and public affairs.
  - Experience of working within networks, across silos and organisational<sup>4</sup> boundaries.
  - Understanding of public attitudes and the political environment and how these combine to drive law, policy and practice on migration and related issues.
  - Intersectionality and approaches to tackling structural disadvantage in social change work.
  - Experience of funding practice and philanthropy.
  - Commitment to addressing power dynamics in our work.
2. Broaden MEX's network, understanding and perspective across geographies and issues.
3. Can commit collectively to providing challenge and holding the staff team to account – helping us balance our ambition to be bold and take risks with our legal and fiscal responsibilities, and values.
4. Able to devote sufficient time to MEX, to attend meetings remotely or in person, to read and comment on materials and to help to shape and uphold a positive dynamic for the Advisory Group.

**To apply:** send us a CV or Linked In profile along with a short cover email (no more than a page) telling us who you are, what interests you about MEX, and what you would bring to this group, to [mex@global-dialogue.org](mailto:mex@global-dialogue.org)

We will be holding an online Q & A session on 22<sup>nd</sup> March from 1-1.45 pm for interested people to find out more. Register [here](#) to join or to receive a recording.

If you would like to arrange an informal conversation to discuss the role or your application, please email [mex@global-dialogue.org](mailto:mex@global-dialogue.org) to arrange a time.

The **timeline** for appointments is:

- Application information advertised and shared with networks
- 22<sup>nd</sup> March – online Q & A session, 1-1.45 pm
- 4<sup>th</sup> April - deadline for applications
- Interviews will take place in April
- The first meeting with the Advisory Group will take place in May 2023

We strongly encourage people from underrepresented groups to apply to join our Advisory Group, and are particularly keen to hear from people who have lived experience of immigration control and structural disadvantage.

We are committed to developing our working practices in ways that include people with disabilities. We will make reasonable adjustments during the recruitment process and during your membership of the Advisory Group. Please contact us to discuss your requirements.