

A woman with curly hair, wearing a grey hoodie, is speaking into a microphone. She is addressing a group of students in a hallway. The students are looking towards her with interest. The hallway has white walls, a door with a green exit sign, and fluorescent lights on the ceiling.

# Treasurer recruitment pack

Spring 2026

**HIAS + JCORE**

# Chair and Executive Director's Introduction

Thank you for your interest in HIAS+JCORE and in becoming our new Treasurer. This is a pivotal and exciting moment to be joining our welcoming and committed Board of Trustees.

Since the launch of our partnership in March 2023 – which combines the work of HIAS, the world's oldest refugee protection agency, and JCORE, founded in the UK in 1976 – we have grown significantly.

Together, we are ensuring that politicians and policy makers hear a bold, Jewish values-led case for fairer, more compassionate asylum policy. We are helping shape national level narratives and building a confident UK-wide Jewish movement for refugees.

Perhaps most importantly, our transformative practical support projects are also flourishing. Every day, our JUMP programme empowers refugee and asylum-seeking young people to rebuild their lives and thrive.

We are now in the second year of our four-year strategy. Joining us at this stage means stepping straight into critical strategic discussions that will shape the future of the organisation.

The position of Treasurer is key to our board, responsible for overseeing the financial affairs of HIAS+JCORE. You will help ensure the organisation's financial stability, transparency, and compliance with financial regulations.

HIAS+JCORE is unique within British Jewry: working to build a better future for today's refugees, with a mission rooted in Jewish values, experience, and history. We are delighted that you are considering becoming part of our journey, and we look forward to speaking with you further.



**Judith Flacks-Leigh**  
Chair of Trustees



**David Mason**  
Executive Director

# About HIAS+JCORE

HIAS+JCORE is the UK Jewish response to refuge and asylum. We are led by our Jewish values and history of compassion, responsibility, solidarity, and partnership.

Our organisation came into this form through the joining of operations between two organisations: the UK-based JCORE (Jewish Council for Racial Equality, founded in 1976) and HIAS, the international humanitarian agency (headquartered in the United States).

HIAS+JCORE's vision is a UK where displaced people find safety, community, and are welcomed by good neighbours. Our work is guided by our vision of a country where refugees and people seeking asylum can flourish – free from racism and xenophobia.

We work in three key areas: advocating, mobilising, and supporting.

Firstly, we play an active role in the movement for a reformed asylum system. We lead and inspire Jewish involvement, bring our Jewish values-led approach to politicians and policy makers, and work for narrative change.

Secondly, we directly support displaced people, empowering them to integrate as they rebuild their lives. This is primarily through JUMP, our transformative project for refugee and asylum-seeking young people in London.

Thirdly, we lead the Jewish movement for refugees. We provide meaningful volunteering opportunities, drive engagement with our work through education, and encourage activism.

This work is driven by our belief that the Jewish community should play an active part in building a society where refugees have a fair chance to thrive.



# Trusteeship

The Board of Trustees has overall legal and financial responsibility for the direction and management of HIAS+JCORE. As the trustees of a registered charitable organisation, the board is collectively responsible for compliance with charity law and other regulatory requirements.

Becoming a trustee is a voluntary role, which should be undertaken by individuals committed to furthering the purposes of HIAS+JCORE and have the skills, experience and personal qualities needed for the strategic oversight of our organisation.

Trustees are expected to give around one day per month to their role.

The day-to-day operations of HIAS+JCORE are conducted by staff and volunteers under the overall leadership of our Executive Director and the oversight of our Trustees.

Board meetings take place four times a year in London, with a mixture of online and in-person meetings. Trustees serve for a term of three years, which can be renewed once.

As Treasurer, you would also be required to Chair our quarterly Finance and Fundraising sub-group. Such meetings are held virtually.

To serve as a Trustee you must be over the age of 16 and not disqualified because of bankruptcy, unspent criminal convictions for offences of deception or dishonesty, or a legal order for removal/disqualification as a Trustee or company director. It is a criminal offence to act as a trustee while disqualified.

The successful candidate will receive an induction covering all relevant areas of HIAS+JCORE's work. We can provide training to those unfamiliar with their role.

**Prior trustee experience is desirable, but not essential. We particularly encourage applications from those who may not typically see themselves on trustee boards: women, those who identify as LGBTQ+, those with disabilities, those from black, Asian and minority ethnic backgrounds, and those who have experience of the asylum system.**

# Job description

## Role purpose

The Treasurer will be a key member of the Trustee Board, responsible for overseeing the financial affairs of HIAS+JCORE. You will help ensure the organisation's financial stability, transparency, and compliance with financial regulations. This is a voluntary position that requires a strong commitment to our mission.

## Key responsibilities

- **Strategic development:** to assist and advise on strategy, and to ensure that HIAS+JCORE has the resources to deliver on its strategy.
- **Financial management:** Oversee and monitor the charity's financial operations, including budgeting, financial reporting, and ensuring proper financial controls are in place.
- **Financial planning:** Collaborate with the board and senior management to develop annual budgets and financial plans that align with the charity's strategic objectives.
- **Financial reporting:** Prepare and present regular financial reports to the board, highlighting key financial metrics, risks, and opportunities.
- **Compliance:** Ensure compliance with all financial regulations, Charity Commission requirements, and accounting standards relevant to charitable organisations in the UK.
- **Audit and risk management:** Coordinate the annual audit and accounts process, liaising with external auditors and accountants as necessary, and addressing any audit findings or recommendations. Manage financial risks and internal controls.
- **Fundraising support:** Collaborate with professional team to provide financial oversight of fundraising activities, donor contributions, and grant management.
- **Financial policies:** Review and update financial policies and procedures to ensure they remain effective and compliant with changing regulations.
- **Trustee board contributions:** Actively participate in board meetings, providing financial insights and guidance on strategic decisions.

## Qualifications

- A strong commitment to HIAS+JCORE's mission and values, including a passion for refugee support and racial justice.
- Professional accounting qualification (e.g., ACA, ACCA, CIMA) or equivalent financial management experience.
- Demonstrated experience in financial management, budgeting, and financial

## Qualifications (continued)

- reporting, preferably within the charitable sector.
- Analytical mindset, attention to detail, and the ability to communicate financial information to non-financial stakeholders.
- Integrity, transparency, and ethical conduct in financial matters.
- Knowledge of UK charity financial regulations and compliance requirements. (Desirable).



# Next steps

If you are interested in applying for this role, please email [admin@hiasjcore.org](mailto:admin@hiasjcore.org) to arrange an informal chat.

If you would like to make a formal application, please send a CV and cover letter outlining your qualifications, commitment to HIAS+JCORE's mission, and relevant expertise and CV to the above. Please put your name and the role you are applying for in the subject line.

Interviews are likely to be conducted over video call.

# Timeline

**March 2026:** applications open.

**April 2026:** applications close at 5pm on Thursday 30 April 2026. Interviews will be conducted over Zoom with HIAS+JCORE staff and trustees.

**June 2026:** successful candidates are invited to attend the June board meeting as observers before a final decision is taken.

A photograph showing the silhouettes of a woman and a man from behind, looking out at the ocean. The woman on the left has her hair in a bun, wears glasses, and has a backpack with a water bottle. The man on the right is wearing a dark jacket. The background is a bright, hazy sky over the sea.

# Learn more

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or follow us on social media at  
[@hiasjcore](https://twitter.com/hiasjcore)

[hiasjcore.org](https://hiasjcore.org)

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