



Advisory Committee Members

Terms of reference

I. About the Alliance for Gender Equality in Europe

The Alliance for Gender Equality in Europe (the Alliance) is a philanthropic initiative created in 2021 to support and strengthen the grassroots gender equality movement in Europe.

It is composed by Bodossaki Foundation, Fondation CHANEL, Fondation de France, Fondation RAJA-Danièle Marcovici, JPMorgan Chase, King Baudouin Foundation, and L'Oréal Fund for Women.

Through grant-making, capacity strengthening, and awareness raising, the Alliance improves gender equality for all by transforming harmful gender norms and addressing the structural barriers that reinforce inequality and exclusion.

The Alliance is governed by a steering committee made up of the foundations participating in the initiative. They approve strategies, budgets, workplans, and grants. Hosted by the Network of European Foundations, its daily operations are managed by a small and dynamic program team of three.

An **advisory committee** provides guidance to the steering committee members and the Alliance team. The term of the first advisory committee is coming to an end in 2025. We are looking for new advisors to join as of January 2026.

II. Terms of reference

Role

The advisory committee is a consultative body that provides strategic guidance and acts as a critical friend to the steering committee and program team. Its duties may include:

- Advising on specific trends, best practices, and approaches to sustaining and/or advancing gender equality in Europe.
- Providing recommendations on the development of grant making strategies, including the framing of calls for proposals, selection processes, and criteria.
- Offering input into capacity-strengthening support that the Alliance offers its grantee partners.
- Proposing strategies and approaches to raise awareness within the philanthropic community on the need for increased funding for gender equality in Europe.
- Supporting the growth of the Alliance as a donor collaborative by leveraging networks, sharing contacts, making introductions, and raising awareness about our work.
- Participating in the Learning, Monitoring, and Evaluation activities of the Alliance, for example, by completing surveys, participating in interviews, and attending group discussions with the aim of assessing the work and impact of the Alliance.

Composition

The advisory committee will be composed of five diverse members in terms of gender, age, nationality, ethnicity, religion, professional background, and geographical and area of expertise.

Selection

Members are appointed for three years from January 2026 to December 2028. They will be selected through an open call for proposals. A pre-selection will be made by the program team. The steering committee will approve final appointments.

Functioning

- Advisors may participate in all or selected steering committee meetings, depending on the needs identified by the program team and steering committee. There are approximately four meetings per year, two of which are online and two take place in person (different locations across European cities).
- During these meetings, advisors are expected to give their opinion on the work of the Alliance and participate constructively in the discussions.
- Advisors don't hold formal decision-making power.
- Meetings are designed as safe and inclusive spaces that foster open discussion and consensus-building. Recognising that no space is exempt from power dynamics, the Alliance team or external facilitators will be attentive to ensure everyone can express themselves freely. Moreover, the Alliance is currently developing a Relational Charter to establish shared principles for participation. All future members of the advisory committee will be expected to adhere to this charter.
- When relevant, advisory committee members may also be invited to deliver a presentation or training to the steering committee.
- When relevant, advisory committee members may also contribute to shaping research initiatives commissioned by the Alliance as part of its awareness raising and advocacy work.
- All advisors will receive regular updates on the Alliance's work via monthly updates and will be supported in their role by the program team.
- The working language is English.

Compensation

- The minimal time commitment of advisors is around 4 working days per year.
- For this work, each advisor will receive an honorarium of 2 000€ (based on 500€/day worked) excluding VAT.
- If additional working days are needed, particularly to support our growth, donor mobilisation, and awareness raising, they will be compensated at the same rate.
- Other expenses related to this position, such as travel costs will be reimbursed.

Members will be included on the Alliance website and annual reports, and their contributions acknowledged in communications outputs of the Alliance.

Commitments

Members are expected to:

- Respect the confidentiality of the discussions and documents shared with them.
- Sign NEF conflict of interest declaration.

- Abide by the Alliance guidelines on safeguarding.
- Adhere to the Relational Charter during meetings.

III. Profiles we are looking for

Essential criteria

- Senior professional in philanthropy, social impact, or civil society.
- Extensive expertise in philanthropy, grant-making and/or gender equality.
- Knowledge of the European political, economic, and social context and/or several national contexts within Europe.
- Knowledge of or demonstrated experience in applying intersectional methods and perspectives in their work
- Be a constructive, diplomatic, and effective communicator.
- Good at building and maintaining productive working relationships with people from a wide diversity of backgrounds, both in-person and online.
- Aligned with and committed to the Alliance vision, mission and values.
- Resident in the European Union or the United Kingdom.

Desirable criteria

- A sound understanding of the realities of small grassroots organisations and social movements.
- Experience in mobilising private donor and high net worth individuals.
- Wide and diverse network of philanthropic contacts.
- Expertise in one of the three cross-cutting priorities of the Alliance: economic opportunities, feminist movement building, gender and democracy.
- Experience in mapping research, as well as qualitative and quantitative research.

IV. How to apply

You need to complete this [short application form](#) by June 27, 2025, COB. The form asks you to detail your profile, why you are interested in this role, and how you would like to contribute.

The Alliance program team will make the first selection of applicants and organise short calls during one of the following weeks: 14 to 25 July 2025; 18 to 22 August 2025 & 8 to 12 September 2025.

The steering committee will approve the new advisors by mid-October 2025. A briefing meeting will be organised in mid-November 2025 to onboard the selected advisors. They will be formally introduced to the steering committee on December 11, 2025.