

The FIND network

Terms of reference for the FIND network

Purpose and aims of the FIND network:

FIND is a network for females interested in, or involved in international development. The network was established in 2015 by two women working in the sector at the time- Madeleine McGivern and Rebecca Sinclair.

FIND aims:

- to provide women in the sector with space to explore opportunities to support their careers and personal development
- to provide women with the opportunity to connect and learn from peers inside and outside of the sector
- to support women working in International Development to maximise the difference they're making in their work, both to their peers and to themselves.

Membership:

FIND is a professional network open to any woman interested or involved in international development. There is no limit to the number of people who can join the network (although depending on venue space we may have to limit attendance at events- we hope to avoid this by ensuring large enough event venues and asking for accurate RSVPs).

Membership of the network is voluntary, and we encourage members to extend the reach of the network by inviting others to join and contribute. The FIND network will be as useful, supportive, positive and constructive as its members want it to be- so please engage. Membership is free of charge. We will charge a nominal fee for attendance at certain events – we will communicate costs when we publicise individual events.

Network activities:

The network hosts a series of networking events, based on themes chosen by the network's members. We invite a range of speakers to work with and present to the network; these speakers are from a range of sectors and backgrounds, and are chosen with a view to responding to the needs and preferences of the members, as sought by FIND's organisers at events and via Twitter, Linked In and the website.

These are approximately every 3 months, based on feedback from members. The events are organised by the FIND network's coordinators, with support from members where this is (kindly) offered. These events are run with the aim of giving people the opportunity to hear from different women across the sector at varying stages of their careers, providing insight into the world of International Development. At these events we endeavour to always have opportunity to hear from others, in small group and plenary discussions, as well as informal networking time. We circulate information about these events via email/Linked In and Twitter.

Alongside these events we also run a mentoring scheme and regular action learning sets.

We run a series of smaller skill series events, based on member feedback, and in collaboration with professional coaches and leaders. These events focus on practical areas such as reflective practice, confidence building or leadership that have been suggested by members. We are very supportive and encouraging of network members leading initiatives such as these.

Through the website, we will encourage blogging and this will be space to members to use to connect with each other between events. This is a space to share information and resources.

Accountability:

The FIND network founders and organisers seek feedback after every event and welcome ongoing input, feedback and suggestions from all members at any time via the website, email, Linked In or other methods. We collect feedback via a feedback form following every event and we transparently share feedback received with members via the website, email and Linked In, in an anonymous format. In this way decisions about the network are transparent. We regularly review the relevance and value of the network and its aims, through engagement with members.

Ways of working:

We communicate and engage via email (thefindnetwork@gmail.com) and social media, using Twitter. Please follow and engage with us on Twitter - @thefindnetwork

We use our website to communicate news and encourage members to participate and develop the network.

All of the network's events and the Linked In group operates under Chatham House rules- the network is designed to be a safe, supportive space where people can discuss their challenges in a constructive and confidential environment and we ask everyone to respect that. We also hope that members can have fun and meet new people whilst participating in the network.

FIND people:

Madeleine McGivern and Rebecca Sinclair- founders and organisers of FIND

Please feel free to contact us at thefindnetwork@gmail.com or on Twitter @thefindnetwork

We also have some great volunteers who oversee our membership, mentoring and skills series: Anna- Therese, Cassie and Emily. We also have event volunteers who we are really grateful to. We are always looking for volunteers to help run FIND so if you'd like to get more involved, please do get in touch.