

# Treasurer – Foundation Board Member

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Workplace Pride Foundation | Amsterdam | Voluntary Board Role

## **Context**

Workplace Pride Foundation is seeking a new Treasurer to join its Foundation Board. Our current Treasurer, Aad Buis will be stepping down after more than 10 years of dedicated service to the Foundation.

The Treasurer plays a key role in safeguarding the financial sustainability and governance of the foundation as it continues to grow its global impact in advancing LGBTIQ+ inclusion in workplaces.

## **The Organisation**

Workplace Pride is an international not-for-profit foundation based in Amsterdam dedicated to advancing LGBTIQ+ inclusion in workplaces worldwide.

Founded in 2006 and formally established as a foundation in 2008, the organisation has grown into a globally recognised platform connecting employers, public institutions, NGOs and academic partners committed to inclusive workplace environments.

Through its Global Benchmark, learning programmes and international conferences, Workplace Pride supports organisations in translating inclusion commitments into measurable organisational change.

## **Governance**

Workplace Pride is governed by a Foundation Board responsible for strategic oversight, financial stewardship and safeguarding the organisation's mission and integrity.

Operational leadership is provided by the Executive Director, supported by a small international team based primarily in Amsterdam. The Board operates at a strategic level and does not engage in day-to-day management. The Board is currently guiding the organisation through a renewal process to ensure that it will be well-aligned with future developments in the LGBTIQ+ workplace arena.

The Treasurer works closely with the Board Chairs, Executive Director and Finance Manager.

## **Financial Context**

Workplace Pride operates with an annual budget of approximately €1 million, primarily funded through membership fees and complemented by programme income and international events.

The organisation follows a disciplined financial model aligning expenditure closely with secured income to ensure long-term stability.

## **The Role**

The Treasurer provides oversight of the financial governance and sustainability of the foundation.

Key responsibilities include:

- Monitoring financial performance and reviewing actuals versus budget
- Ensuring the foundation maintains a sound cash-flow position
- Reporting financial status to the Foundation Board
- Supporting preparation of the annual budget
- Ensuring clear audit trails for financial transactions
- Safeguarding sound financial governance and segregation of duties
- Ensuring compliance with fiscal and regulatory requirements

The Treasurer operates at a strategic oversight level and does not engage in operational financial management.

## **Candidate Profile**

The Board seeks a candidate who brings:

- Senior financial expertise (finance, accounting, auditing or governance)
- Experience with board-level or supervisory governance
- Strong judgement and risk awareness
- Ability to work collaboratively in an international environment
- Affinity with Workplace Pride's mission and values.

## **Commitment & Application**

- Five-year appointment (renewable once)
- Approximately six board meetings per year
- Voluntary position

Expressions of interest should be submitted via the Executive Director of Workplace Pride at [david@workplacepride.org](mailto:david@workplacepride.org) Applications should include a CV and short motivation letter.

Application deadline: **Friday May 15th at 09:00 CET.**