Call for Applications: Board of Directors

Application Deadline: 12 January 2026
Location: Virtual/Remote
Duration: 10 hours/month, 3-year term
How to Apply: Complete this application form

Summary

The Board of Directors provides pro-bono strategic oversight and high-level leadership for GATE. Board members work closely with the organization's senior leadership to set long-term direction, ensure sound financial governance, and help secure the resources required to advance GATE's mission and objectives.

GATE is currently recruiting **three highly committed Board Members** with a strong interest in nonprofit governance, transformative advocacy, and innovative political and social change. We are seeking individuals who are eager to contribute their expertise to a diverse, international Board and to support the organization through its next phase of growth and impact.

Board Members are expected to meet specific responsibilities and time commitments as outlined below.

Responsibilities of the Board of Directors

The Board of Directors is required to:

- Support and articulate GATE's mission, vision and values.
- Support with fundraising and resource development.
- Enhance GATE's public image.
- Ensure strong fiduciary oversight and financial management.
- Provide strategic and organizational planning.
- Respond to staff and fellow board members in a timely fashion.
- Assess its own performance as the governance body of GATE.

Responsibilities of individual Board members

Individual board members are required to:

- Know GATE's mission, policies, programs and needs.
- Read and understand GATE's financial statements.
- Serve as an active advocate and ambassador for GATE and fully engage in identifying and securing the financial resources and partnerships necessary to advance its mission.
- Leverage connections, networks, and resources to foster collective action and fully realize GATE's mission.

- Help identify personal connections that can benefit GATE's fundraising and reputational standing.
- Ensure that GATE is functioning within relevant laws, its mission and its Bylaws.
- Sign an annual conflict of interest disclosure and update it during the year if necessary. Also, disclose any conflicts before meetings and actual conflicts during meetings.
- Sign a board member agreement that outlines the expectations, responsibilities and commitment of board members serving on the Board of Directors.
- Support the organization's sustainability by actively supporting fundraising efforts and participating in any board-directed fundraising initiatives. This could include building GATE's donor program through individual networks, enlisting friends and associates to contribute to GATE, assisting with online campaigns, and promoting GATE in the community.
- Follow GATE's bylaws, policies, and board resolutions.
- Maintain confidentiality about all internal matters of GATE.

Expectations of Board Members

GATE's Board of Directors is made up of dedicated trans and gender diverse activists and community members from different regions and identities around the world. Members respect each other's experiences and abilities, and put the organization's mission before individual interests. GATE board members are expected to bring the following to their role:

- An understanding of trans and gender diverse communities and needs.
- Time and motivation to prioritize GATE and board service.
- A willingness to follow through with commitments.
- A passion for GATE's work.
- Leadership skills.
- Knowledge of group work in a change process.

Specific Skills Sought

GATE is currently seeking Board members with concrete skills in one or more of the following areas:

- Fundraising
- Relationship building with the private/corporate sector
- International human rights law
- Non-profit management/organizational development
- Strategic oversight
- Finance
- Communications/media relations

Time Commitment

GATE's Board members are expected to:

- Serve at least one three-year term on the Board of Directors.
- Attend most scheduled meetings and actively participate by reading all materials and coming to board meetings prepared to discuss agenda items. The GATE board currently meets at least quarterly via online conferencing. Meetings generally last 1 to 1.5 hours. On occasion, special meetings may be scheduled as needed.
- Dedicate on average ten hours each month to GATE, which includes attending board meetings, responding to emails, serving on committees, and performing other activities related to the successful operation of the organization.

Application Process

We encourage applications from trans and gender diverse people from the Global Majority, Black, Indigenous, and Latinx people and people of color, D/deaf and disabled people, people from a migrant background, and sex workers.

Particular priority will be given to applications from trans women and trans feminine persons from the SWANA and EECA regions.

- **To apply, please complete this application form by 12 January 2026**

Please note: Only shortlisted candidates are contacted.

About GATE

GATE is an international advocacy organization advancing justice and equality for trans and gender diverse communities. The organization operates within a membership model to strengthen connections between trans groups around the world, working across three programmatic pillars: Human Rights, Health, and Movement Building. GATE is a 501(c)(3) nonprofit organization registered in New York (USA).