



Conservation Collective - Trustee Recruitment Pack (2026)

Welcome

Thank you for your interest in becoming a Trustee of Conservation Collective. We are entering an ambitious new phase of growth. With a strong track record, an expanding geographic footprint, and a clear strategy to scale funding for locally led environmental action, to drive global impact, this is a pivotal moment for Conservation Collective.

We are seeking two exceptional individuals to join our Board — optimistic people who combine strategic thinking, energy and experience with a deep commitment to effective biodiversity and climate philanthropy. The Board works in close partnership with an expert leadership team to:

- Ensure strong governance and fiduciary oversight
- Guide strategy and growth
- Support fundraising and partnerships
- Safeguard the mission, values and reputation of the charity.

This is not a ceremonial role. We are looking for a Trustee who will actively engage in shaping the organisation's next stage of development. Some, but not all of, our Trustees are funders themselves.

About Conservation Collective

Over the past five years, Conservation Collective (CC) has built a professional and trusted global network supporting environmental restoration in some of the world's most critical ecosystems — from the Mediterranean and Caribbean to East Africa and Asia. Our model is simple but powerful:

- We establish, strengthen and support place-based environmental Foundations. We also expand our global network through associated members.
- The local Foundations raise funding locally from individuals, businesses and institutions. They award grants to high-impact locally-led organisations. In some cases, they also design and deliver local projects directly. Each Foundation is supported by a small, agile team and strengthened through being part of a global network.
- Our central team mobilises resources, empowers and champions the network members, in order to drive more funding to effective grassroots nature restoration projects.

By combining local leadership with shared systems, expertise and strategic support from our central team of ten based in the UK, we enable communities to restore ecosystems, protect species, reduce pollution and build climate resilience more effectively. We have established a strong reputation, operational know-how and a growing donor base. The next phase is about scale.

Mission & Vision

Our **mission** is to drive vital funding and support to the most effective local organisations working to protect and restore nature at the grassroots level. We believe that those closest to environmental challenges are best placed to create lasting change — and they should not have to do it alone. Our **vision** is a healthier, more resilient future for people and the natural world, with empowered local communities leading the way.





Fiduciary Oversight

- Review financial performance and budgets
- Approve audited accounts
- Approve significant project expenditure beyond management thresholds
- Ensure appropriate financial controls are in place.

Strategy and Growth

- Contribute to strategic discussions and decision-making
- Advice on expansion and partnership development
- Support refinement of funding and growth models
- Challenge constructively and provide independent judgment.

Fundraising and External Engagement

Trustees are expected to play an active role in supporting fundraising efforts by:

- Developing fundraising relationships alongside the management team
- Reviewing proposals and offering strategic input
- Making introductions to potential donors and partners
- Suggesting and cultivating prospective leads
- Hosting and/or attending events in the UK and internationally.

Person Specification

We are particularly interested in candidates who bring:

- Experience in philanthropy, institutional funding, corporate partnerships or impact investing
- Strategic growth or scale-up experience
- Senior leadership experience (executive or non-executive)
- Legal experience within the sector
- An understanding of systems-level environmental change or similar not for profit organisations
- A strong network relevant to our growth ambitions.

In addition, all Trustees must demonstrate:

- Sound judgement and independent thinking
- Commitment to good governance
- Integrity and discretion
- Willingness to contribute time and energy beyond quarterly meetings

We welcome applications from candidates with diverse backgrounds and perspectives. We are committed to building a Board that reflects the global communities we serve.

Time Commitment

- Initial term: Three years (renewable by majority vote)





- Board meetings: Quarterly (3x online, 1x in person in December).
- Additional engagement: Fundraising support, strategic input, direct support to the Executive Director and occasional event attendance.

While the formal time commitment is modest, Trustees are expected to be responsive and engaged between meetings where necessary.

Legal Duties and Eligibility

Trustees must understand and accept the legal duties, responsibilities and liabilities of trusteeship under UK charity law.

You cannot serve as a Trustee if you:

- Are under 18 years of age
- Are disqualified under Sections 178 and 180 of the Charities Act 2011
- Have been removed from trusteeship by the court or Charity Commission
- Are subject to a disqualification order under the Company Directors Disqualification Act
- Are a paid member of staff of the charity
- Don't live permanently in the UK/have UK residency for tax and legal purposes.

All Trustees are expected to exercise reasonable care and skill, avoid conflicts of interest, and act in the best interests of the charity at all times.

Why Join Us?

- Help scale a proven model at a pivotal moment
- Unlock transformative funding for nature restoration
- Support locally led solutions with global impact
- Work alongside passionate and experienced environmental leaders
- Contribute to meaningful, systems-level change for biodiversity and climate resilience

This is an opportunity to shape the future of an organisation driving tangible environmental impact around the world.

Apply

If you'd like to throw your hat in the ring, contact executive director Jade Brudenell (jade@conservation-collective.org) by 31st March. Include a bio, CV or other detailed description of your background and why you'd like to come on board. The leadership team will conduct an initial screening, and the Trustee Board will meet candidates in April.

Further reading: [Conservation Collective Annual Report 2024](#) | [Theory of Change](#) | [Who we are video](#) | [Annual Accounts 20204](#)

