



student action on world poverty and the environment

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peopleandplanet.org

## Trustee Job Description

### Organisational overview

People & Planet (P&P) is the largest student network in the UK, campaigning for social and environmental justice. We envision a future in which spiraling inequality, instability, climate crisis and resource depletion are reversed, and a world in which the balance of power in society has fundamentally shifted to an equal world that benefits all of us.

Our mission is to build an empowered generation of change-makers who are equipped with life-long skills, motivation and networks to be a force for change in achieving a more equitable and sustainable world.

### Background

Established fifty years ago, People & Planet supports the largest student network in Britain. We work with students at universities and colleges across the UK in supporting them to campaign on social and climate justice. We work with partners and coalitions, such as Global Justice Now, Greenpeace and 350.org.

People & Planet is registered as a not-for-profit company and is governed by a Board of Trustees. The People & Planet office in Oxford is staffed by highly committed and professional people, and is run in an open and supportive way. Unlike most organisations that have a Director or CEO, People & Planet is run by a collaborative management team made up of Co-Directors.

Funding is largely grants from statutory bodies and charitable foundations. Unrestricted income from consultancy and personal giving is comparatively low, due to the age profile of most of our supporters, but we are aiming to grow income from 'alumni' and other well-wishers.

The Board of Trustees comprises 8 student trustees and 5 non-student trustees, the latter including the post of Treasurer. One of the distinctive features of People & Planet is the extent to which decision-making is led by the students. The staffing organisation has a flat organisation structure, with no overall executive director (aspects of directorship and general management roles being shared among the Management Team, each of whom are co-directors).

We currently have the following campaigns democratically chosen by our student network: Fossil Free and Divest Barclays, Sweatshop Free and Undoing Borders. Our Campaigns and Movement Building Coordinators will work together with the Co-Directors to support these core campaigns as well as supporting our network and working with wider student movements.

More details of our campaigns and other activities can be found on our website:  
[www.peopleandplanet.org](http://www.peopleandplanet.org)

## **Role summary**

As P&P is a student-led campaigns organisation, the P&P Board of Trustees is largely made up of democratically elected student Trustees, and the Board is Chaired by a student Trustee. However, Non-student trustees are also necessary as they bring valuable knowledge, expertise and experience to the Board, for the organisation and in supporting our non-student trustees. The Board is currently looking for 3 more non-student trustees to join the Board, for a minimum of a two year term.

We are seeking an experienced board member with a strategic grasp of Third Sector issues, who is willing and able to support young people in achieving the aims of People & Planet. Board meetings are held four times per year in Oxford, London or in the North, varying locations to improve accessibility for trustees, having the ability to travel to these is necessary.

Trustees are an important and valued part of People & Planet. Board members play a critical role, taking responsibility for the governance of People & Planet and ensuring that it is effectively and properly managed. We do our best to make volunteering with us as enjoyable and rewarding as possible. You will receive a thorough introduction to the work of People & Planet, its staff and your role. You will receive ongoing support from People & Planet staff and other board members. People & Planet will reimburse all reasonable expenses associated with the role (e.g. travel costs).

We particularly encourage applications from people of colour as these groups are under represented throughout the environmental campaigning sector.

## **General responsibilities**

As a member of the Board, to assist the Trustees in:

- Ensuring that the organisation complies with its governing document, charity law, company law and any other relevant legislation or regulations.
- Ensuring that the organisation pursues its objectives as defined in its governing document.
- Ensuring the organisation applies its resources exclusively in pursuance of its objectives.
- Contributing actively to the Board of Trustees' role in giving firm strategic direction to the organisation, setting overall policy, defining goals and setting targets and evaluating performance against agreed targets.
- Safeguarding the good name and values of the organisation.
- Ensuring the effective and efficient administration of the organisation.
- Ensuring the financial stability of the organisation.
- Ensuring the proper investment of the charity's funds.
- Maintaining good communication with the staff team, including taking on a staff buddy and occasionally attending quarterly reviews and any other relevant meetings.

## General Person Specification

- Commitment to the aims and objectives of People & Planet.
- Willingness to devote the necessary time and effort to provide effective support to the Board and staff.
- Strategic vision and independent judgement and ability to think creatively.
- Willingness to speak their mind, and sensitivity to the environment in which People & Planet works.
- An understanding of the nature of oppression, how it manifests in society and a commitment to challenging inequality and addressing power and privilege.
- A commitment to building solidarity with diverse groups in society, for example communities of colour, indigenous groups, disabled people or LGBTQI groups.
- Understanding, experience and acceptance of the legal duties, responsibilities and liabilities of trusteeship.
- Ability to work effectively as a member of a team and to work collaboratively with others.

We are particularly looking for trustees with any or some of the following skills and experience:

- Knowledge and experience of working with heterodox organisational structures, including HR understanding for small and radical organisations, and able to provide guidance on the best ways of working for People & Planet
- Legal expertise in relation to charity, employment and data protection laws
- Experience of working within the Education sector or with Trade Unions
- Facilitation, coaching and conflict management expertise
- Experience and networks with the UK charity sector and/or UK media
- Financial qualifications or equivalent experience, preferably including the charity sector and its characteristics

## How to apply

Please send a copy of your CV and an expression of interest letter detailing how you meet the person specification and skills and experience (no more than one page) to [recruitment@peopleandplanet.org](mailto:recruitment@peopleandplanet.org)

**Closing date:** 8th November

Short-listed applicants will be invited to attend a Skype interview in November.