

## Trustee Recruitment Pack

### Introduction

We appreciate your interest in joining Feedback's Board of Trustees.

This application pack gives an overview of the organisation, the role and the application process.

Feedback was founded in 2009, and in 2013 was established as a charity. The Board of Trustees introduced then has overseen Feedback's development as an organisation and a programme that has helped make food waste the massive issue it now is in society. Today we are known for tackling issues like food access, justice, and the environmental impact of food production and for piloting alternative models for a fair and sustainable food system for all.

Feedback is at an exciting time in its development. We are looking for someone who can bring passion, experience, knowledge and insight as we continue to help further our mission of a food system that regenerates the natural world while sustaining people on a fair basis.

We have taken positive steps to increase the diversity of trustees on the Feedback Board, but like a lot of environmental charities we don't have the level of diverse backgrounds, particularly around race and disability, on our governing body we really should. We want to change that.

If you would like an informal discussion about any aspect of the role and / or the organisation, please don't hesitate to get in touch with Shirley ([shirley@feedbackglobal.org](mailto:shirley@feedbackglobal.org)) who will arrange a telephone call with our Executive Director, Carina Millstone or Chair of Trustees, Ruth Chambers.

[Here](#) are the profiles for current staff and Trustees at Feedback.

### Aims and Activities

Anti-oppressive statement: Feedback is actively seeking to move through an anti-racist and anti-oppressive journey in every aspect of its work. We acknowledge that the environmental sector is less open to people from under-represented backgrounds, and we are strongly committed to identifying and correcting where we may be perpetuating patriarchal, white supremacist values and other forms of oppression in our organisational culture, partnerships, and community work. We especially want to hear from you if you feel that you have lived experience of power structures preventing you from accessing opportunities like this.

Feedback is a UK- and Netherlands-based campaign group working for food that is good for people and planet. We want a world where:

- All people have secure access to delicious, culturally appropriate food that is nutritious and does not cause environmental harm

- Global supply chains, farming and fishing contribute to food sovereignty, good livelihoods, mitigate climate change and enable nature to thrive
- Communities have agency to create food economies that are inclusive, equitable, resilient and celebratory

To meet these objectives, we carry out the following activities:

- We delegitimize corporations
- We ideate and advocate for policy change and regulation
- We nurture community agency
- We widen our circle of allies
- We change culture and public discourse

More information is set out in Feedback's Strategic Framework [here](#)

## **The Role of the Board**

The Board of Trustees is responsible for the overall governance and strategic direction of the charity, developing the organisation's aims, objectives and goals in accordance with the governing document, legal and regulatory guidelines. Specifically, the Board is responsible for:

- Ensuring that the charity and its representatives function within the legal and regulatory framework of charities and in line with the organisation's governing document, continually striving for best practice in governance.
- Upholding the fiduciary duty invested in the position, undertaking such duties in a way that adds to public confidence and trust in the charity.
- Determining the overall direction and development of the charity through good governance and clear strategic planning.

## **Trustee - Role Description**

- Ensuring the charity complies with legislative and regulatory requirements, and acts within the confines of its governing document and in furtherance to organisational activities contained therein.
- Acting in the best interest of the charity, beneficiaries and future beneficiaries at all times.
- Promoting and developing the charity in order for it to grow and maintain its relevance to society.
- Maintaining sound financial management of the charity's resources, ensuring expenditure is in line with the organisations' objects, and investment activities meet accepted standards and policies.
- Interviewing, appointing, and monitoring the work and activities of the senior paid staff if necessary.
- Ensuring the effective and efficient administration of the charity and its resources, acting as a counter-signatory on charity cheques and any applications for funds if necessary
- Maintaining absolute confidentiality about all sensitive/confidential information received in the course of trustee's responsibilities to the charity.

### **Accountable to**

- Funders, beneficiaries, the Charity Commission, and Companies House.

### **Time commitment**

- Attendance at quarterly meetings (held in central London on a weekday from 2–5pm)
- Ad hoc advice and support to senior staff and Board members, usually via email.
- Term for all Trustees is 3 years, with the option of re-election by mutual agreement for one further term.

### **Person Specification**

- A commitment to the organisation and fixing our broken food system, including a commitment to Feedback's core values of collaboration, celebration, audacity, solidarity and impact
- Previous governance experience and an understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship
- Demonstrated ability to work collaboratively and effectively as a member of a team
- A commitment to Feedback's anti-oppression work
- Experience in either marketing, community work and safeguarding, or law

### **Remuneration**

This is an unsalaried position. Appropriate expenses associated with travel will be reimbursed by the charity.

### **The Recruitment Process**

Please write a statement of no more than 500 words detailing why you'd like to be considered and how you meet the criteria in the person specification. Please submit this with your CV to Charity Jobs.

Deadline to apply: Wednesday 15<sup>th</sup> May, 9am

Interviews: Week commencing 3<sup>rd</sup> June 2024

Board meeting dates (successful candidates will be invited to join):

Thursday 25<sup>th</sup> July 2024

Thursday 24<sup>th</sup> October 2024

### **Further reading**

[Website](#)

[Current Strategic Framework](#)