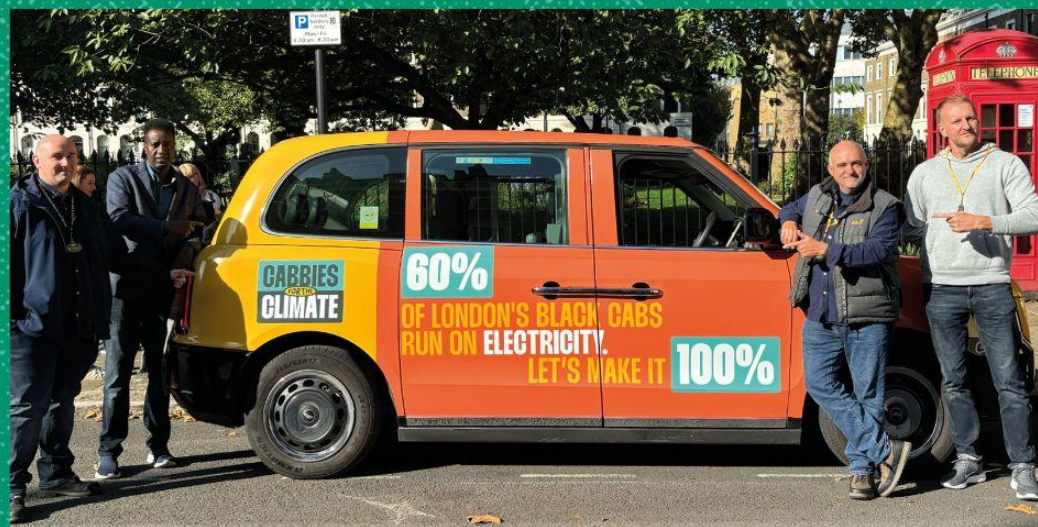




Chairing the board at

Possible.

Inspiring climate action



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Introduction from the Co-Chairs



Thank you for considering the role of Chair at Possible.

We have been Interim Co-Chairs of the Board of Trustees at Possible for 8 months, temporarily stepping into this joint position when the previous Chair of the Board completed her term. We stepped in as Interim Co-Chairs to allow the recruitment of our next Chair to align with having our new strategy completed. Having been on the Board for over 4 years, our passion and dedication to the organisation drove us to take on this important role. We love Possible, from the brilliant, energised staff who are the heart and soul of the organisation, to the impactful and iconic climate projects they spearhead.

There are few organisations who can say they have enabled communities from so many different walks of life to take climate action in a way that benefits them and the world. From the pioneering Cabbies for Climate campaign, to improving biodiversity and wellbeing through the Kerbside Greening project, to the widely acclaimed Fixing Factories driving circular economy principles and community cohesion.

This is an exciting and unique time to be joining the Possible Board. We have been developing Possible's new organisational strategy, a bold and ambitious plan to increase public support for climate action by demonstrating how it improves people's everyday lives, through community-led projects and relatable, moving stories. The context we are operating in is one of rising costs of living and stretched livelihoods, which put climate action further down people's list of priorities. We are seeing the rise of the far right spreading mis- and dis-information about both climate action and who is to blame for declining living standards, which drives wedges in communities, and the impacts of the climate and ecological crisis are hitting the most marginalised in society the hardest. Possible is in a unique position to work with communities to bring back hope and shift the narrative that things can be different. Together, we can reverse the climate crisis and make all our lives better. Joining as chair in this important time for the organisation is guaranteed to be a rewarding experience.

We have learnt so much from the brilliant minds at this committed organisation during our time here, driven by creativity and innovation, while bringing people along with us on the journey. Every month provides new insights, different perspectives and collaborative working. An organisation that is underpinned by values of being daring, working from a place of joy and limiting inequalities and oppression, is one we are proud to be a part of. We believe this organisation has the ability to drive community-led climate action with a positive message, to combat the doom around the climate crisis.

Possible now needs a knowledgeable and experienced chair to offer guidance through this exciting and critical period for climate action and growth of the organisation.

Sara Telahoun and Natasha Yorke-Edgell

Co-Chairs of the Board of Trustees

What is Possible?



Our work

At Possible, we know we need to tackle the climate crisis, and we need to move fast. We wrote our last strategy in 2022 when the climate movement had momentum, and something nearing political consensus on climate—a shared agreement that this was real, urgent, and worth acting on.

Since then, the ground has shifted under our feet. Intolerable pressures on the cost of living have seen climate action cast as a villain, while those who profit by furthering the climate crisis continue unimpeded. The disempowerment which so many people experience in an economy which does not work for them has created considerable scepticism about any policy programme seen to be imposed from above.

Britain's climate movement has spent years talking to policymakers. That has achieved real things, including specific wins that Possible has been proud to contribute to, but **it's time for a different approach**. People have more immediate problems to deal with, so support for climate action is not rooted deeply enough to survive a hostile political context. Ultimately **when forced to choose, a dominant majority state that the cost of living is more critical than cutting carbon emissions**.

Our 2026–2030 strategy represents a deliberate choice to be bolder, sharper, and more present in the lives of the people we're trying to reach.

Our new strategic goals are to increase public support for climate action, strengthen belief that climate action will positively benefit lives, grow community-led climate action and grow the information power backing climate action.

Through practical projects and strategic storytelling, we'll show people that climate action is something which can make their lives better. This strengthens support for climate action among the millions most at risk of being targeted by the climate deniers.

As Possible prepares to launch and implement this new strategy, now is a crucial time to join us as Chair of the board and make a significant contribution to the organisation's successful delivery of this strategy.

Our story

Possible was born in the summer of 2009, with our ambitious founding challenge to cut carbon by 10% over 2010 – hence our original name, 10:10. Our work since then has encompassed our world-leading Solar Schools campaign, popularising repair and reuse, our Cabbies for Climate campaign, and lobbying MPs for a tax on private jets. Whatever we've done, we've always been about the positives of climate action.

Our new strategy, launching in autumn 2026, builds on everything we've learned to date. It aims to strengthen public support for climate action by focusing robustly on how it helps people's lives here and now, with a target audience of people who are climate ambivalent and economically insecure. By building strong relationships with organisations already embedded in local places, we will support work led by communities that brings them clear benefits – to the cash in their pockets, their health, their homes, their social spaces – as well as helping the climate. By supporting the people involved to tell the stories of this work, including through digital content that reaches people where they are, we will demonstrate the benefits of climate action to many more members of our target audience.

The new strategy will build on the best bits of our recent work – here are just a few recent projects we're especially proud of:

- With our partners at Restart, we run five highstreet Fixing Factories which reach hundreds of people in their local communities to save them money and demonstrate the value of repair and reuse, with hundreds more of our supporters calling on the government to issue stronger repair policies.
- We've been working on three community heat and energy projects across Birmingham, West London and Hampshire, supporting people to take ownership of their energy supply rather than have the costs of heating and cooling their homes dictated by profit-motivated energy companies.
- With key partners, we're collaborating with hyper-local residents in nature-deprived regions of East London to greenup our streets with fewer cars, more trees, shade and green spaces.
- We worked with the Careworkers Charity on our Clean Cars for Carers project. Together, we called for national subsidies to help rural careworkers – who often drive long distances on low incomes to make home visits – access the benefits of switching to electric vehicles.

"Possible is that rare beast which applies a true campaigning spirit to achieving positive climate outcomes. They also consistently punch above their weight, are creative, inspiring and innovative."

Baroness Bryony Worthington

"The work Possible does is absolutely brilliant on the local and regional level. People haven't realised the importance of starting with local buy-in, if they don't have that we lose support, (and) I recognise how important this is."

Ed, European Climate Foundation

Team, governance and finances

Although we work under 'Possible', our legal name is the 10:10 Foundation, and we're a charitable incorporated organisation (CIO) registered with the Charity Commission (registration number 1157363).

Our offices are in Camden and [most of our current team](#) of 20 staff are London-based, but we are aiming to change this under the new strategy. We work closely with partner organisations across the UK. Instead of a single executive director, we're currently led by a team of two co-directors, which reflects our commitment to shared leadership and minimising hierarchies wherever we can.

[The board](#) currently comprises eight trustees with a range of expertise from campaigning, business, science, engineering and fundraising. Following the recruitment for the Chair role we plan to recruit additional trustees to the board.

The majority of our income comes from trusts and foundations, though we have also had success with individual giving and major donor income. . Our latest audited Trustees' Annual Report and Accounts can be found [on our website](#).

Our values

Daring

We believe we can make the world a better place by finding bold, practical and creative solutions to big problems. We're not afraid to try things, fail, learn, and try again.

Joy

We're stubbornly optimistic and try to find joy in everything we do – even when it's not easy. We value everyone's contributions, celebrate our wins and take the time to brighten each other's day.

Community

We're doing the work to undo inequalities and oppressive systems reflected in wider society. We are an inclusive and welcoming group that wants our team mates and the communities we work with to be able to thrive.

Our commitment to EDI & Anti-Oppression

Since 2020, Possible has been taking active steps towards being an anti-oppressive organisation. That means being an organisation that cultivates a working environment, culture and structure that does not reproduce the structural injustice of wider society, and is thus accessible, safe and fulfilling for anyone to work at.

Possible is an organisation and workplace that supports, affirms and welcomes staff from all backgrounds, recognising its responsibility to proactively address the different experiences and needs of team members that are rooted in social injustice and

structural or institutional failings. You can read more about [our Anti-Oppression journey here](#).

Some of the existing progressive practice at Possible includes:

- A flat executive team of co-directors in place of a CEO that underpins our aim for minimal hierarchy.
- A collaborative decision-making approach, that seeks to delegate as many decisions as possible away from the director team.
- Open, fair and proactive recruitment. We see every recruitment process as an opportunity to strengthen our work through increasing diversity.
- A 3:1 pay ratio and a clear, open and accessible pay policy. We are an accredited Living Wage employer.
- Flexible working options.
- Multi-year Anti-Oppression Strategies that seek to embed progressive practices in all sections of the organisation, from our operations and people practices to our leadership and governance.

Being Possible's Chair



What we need from you

As our new Chair (or Co-Chairs), you'll lead the team of trustees, ensuring they provide on-going strategic direction, critical challenge and helping hands to ensure we continue to land our work with the size of impact the climate crisis demands. If you've not acted as a chair before, you might find the [NCVO's guide to roles on boards](#) a useful guide.

You'll also work closely with Possible's Co-Directors, offering more detailed support and oversight. We currently have a team of two Co-Directors, rather than one ED, but appoint one as a Lead Director on a rotating basis to lead liaison with the board.

You'll have the basic duties of a board member, attending quarterly board and committee meetings and reading papers in advance. You'll also be expected to help plan these meetings and papers, typically discussing the agenda by email with co-directors a few weeks in advance. Our financial year is July-June so typically there are slightly more papers for the summer meeting.

Between these quarterly meetings, there will be occasional updates and questions from the team by email. Currently the Co-Directors and Co-Chairs have a meeting once a fortnight. This is the model we'd suggest for the new chair too, but we are happy to be led by the chair's preference and we can be flexible about timings.

The Possible Co-Directors peer-manage each other and the chair provides oversight, especially around annual reviews. We would welcome views from our new chair about how these arrangements might be flexed.

All four of our board meetings are currently held over three hours on Tuesday afternoons. We alternate between in-person and remote meetings, with April and October's meetings being primarily in-person, and July and January's being remote. In April, we invite all trustees to have lunch with our staff team at Possible's offices in Camden Town, London. This time slot has been chosen as it is easiest for those travelling to London from the North, however the board sets their own meeting times (so, if you join the board, you can discuss a change).

For in-person meetings we reimburse expenses including travel and support for childcare or care of other dependents, and if you can't attend in person for whatever reason there is always the option to call in remotely.

There may occasionally be other meetings or events which we'd invite you to attend to represent Possible, or working groups or training you might be asked to join. This is occasional and hard to predict, and the extent to which you attend events to represent Possible will be driven in part by your availability.

We expect our Chair to stick with us for a three-year term, which can then be renewed for one further three-year term, before stepping down.

We estimate the time commitment of being Chair at Possible to be **between 2 to 8 hours per week**, depending on what is happening in the organisation.

This includes:

- Preparing for and chairing four board meetings annually.
- Some emailing and reading before each board meeting.
- A fortnightly 1 hour meeting with Co-Directors.
- Attendance at one or more committee and quarterly working group meetings,
- Annual co-director post review meetings,
- Occasional attendance at other events, workshops or training,
- Occasional emails outside of preparation and follow up from board meetings.

Duties of a trustee

As per Charity Commission guidelines, **it's the job of our trustees to:**

Ensure Possible is carrying out its purposes for the public benefit. This means we expect you to understand our charitable purposes and help set our vision, mission and strategy, providing support and challenge when we present plans and updates on projects. In the period from summer 2026 onwards, the emphasis will be gearing the organisation towards the implementation of its new strategy.

Act in Possible's best interests. You'll work with the other trustees to make balanced and adequately informed decisions about the long term and short term health of the charity. It might go without saying, but we expect you to avoid putting yourself in a position where your duty to Possible conflicts with other personal or professional interests or loyalties.

Manage our resources responsibly. You'd work with the other trustees to make sure Possible's assets are only used to support or carry out our purposes and avoid exposing our assets or reputation to undue risk. This means asking the appropriate questions to ensure financial, strategic and operational risks are managed effectively.

Make use of your skills and experience, giving time, thought and energy to your role. For us, this boils down to:

- Scrutinising the quarterly board papers and attending board meetings.
- Reading and responding to emails from Possible senior staff.
- Providing guidance, expertise or access to networks when it comes to developing new projects and strategy.
- Helping us identify funding opportunities and develop relationships with existing and potential funders.
- Acting as an advocate for Possible, representing us to external stakeholders and/or donors as one of the public faces of the organisation.

Ensure Possible is accountable and we're upholding the law. The Charity Commission expects you to "take reasonable steps to find out about legal requirements" by reading relevant guidance or taking appropriate advice when you need to. Aside from the law, we don't have a formal membership to be accountable to, but we do seek to be open and acceptable to our various audiences and stakeholders as well as to the staff, so you can and should challenge us on this too.

"Possible is exactly the kind of organisation Britain needs today to deliver positive climate action for all communities. They have brilliantly combined ambition, creativity and joy, while grounding their work in a genuinely anti-oppressive approach. That is why I am proud to be a Trustee here."

Hiba, current trustee

"You're a lifeline. I don't know what I'd do without this service."

Fixing Factory user

Person specification



Our Chair plays a vital role in making sure that Possible achieves its core purpose. They provide leadership and direction to the board of trustees, enabling effective governance of the charity, and they closely manage the Director team to support—and challenge—they to achieve their vision for the organisation.

Possible is about to embark on its next phase as an organisation with the implementation of its new four year organisational strategy. This is a really exciting, important time to join the team in such a pivotal role, and have a real impact on the successful delivery of this work.

Note: Possible has traditionally had a single Chair, but recently appointed two interim Co-Chairs when our previous Chair stepped down. We're open both to applications to be a single chair, and applications from pairs interested in performing the duties as Co-Chairs. We're unable to accept applications from individuals wishing to be paired with other candidates as Co-Chairs.

Duties

As our Chair, it is your responsibility to:

- **Lead Possible's board in its key role to ensure that the organisation carries out its purposes for the public benefit.**
- **Lead the board's role in its work to set the organisational vision, mission and strategy** that delivers on our charitable objects, working closely with the Co-Director team.
- **Act as a team leader for the board**, working with the Co-Directors to prepare for quarterly board meetings. Chair regular and extraordinary board meetings.
- **Act as key liaison between Co-Directors and the board between board meetings**, with regular meetings that actively support the Co-Directors to unblock, negotiate, mitigate or resolve issues that are challenging the organisation's ability to deliver.
- **Oversee annual reviews for Co-Directors**, ensuring they are fulfilling their job description and meeting established expectations, and, where necessary, help recruit new Co-Directors.
- **Lead the recruitment of Co-Directors, new trustees and future Chair.**

What you will bring

We're looking for someone with prior experience of serving on a charity board and demonstrable leadership experience. However, you do not need experience of being a

Chair if it is clear that you are ready to step up, and you do not need experience working in the climate sector, either, although we are looking for someone with knowledge of it.

It is really important to the Board and staff team that the Chair shares their passion for the organisation and are realistic about their capacity to provide their full attention when needed.

These are the qualities and skills that we think are essential for a successful chair:

- **Strong, proactive communicator** who can liaise between Co-Directors, other senior Possible staff and the Board.
- **Excellent facilitation skills, ideally integrating anti-oppressive practices**, with the ability to guide conversations towards conclusions and hold space in such a way that ensures all voices are heard.
- **Confidence holding disagreement and conflict** with understanding and empathy, while encouraging resolution.
- **Passionate about finding innovative solutions** to obstacles and challenges.
- **Robust understanding of charity law and best practice**, including legislation around political impartiality and campaigning.
- **Experience working or volunteering with values-based organisations or grassroots groups** that have a commitment to EDI and/or anti-oppression.
- **Knowledge about the UK climate movement** and climate policy and action.

We ask that all our trustees can speak to the following criteria:

- Interest in tackling the climate crisis by strengthening public support for climate action by focusing robustly on how it helps people's lives here and now.
- Demonstrable enthusiasm for Possible's approach to climate action.
- Able to devote time, enthusiasm and effort to the duties and responsibilities of being a trustee.
- Commitment to Possible's [values](#) and ongoing anti-oppression work.
- Independent judgement and willingness to ask questions and challenge.

Terms of appointment

Terms of office

- Trustees are appointed for three year terms of office, which can usually be renewed for one further term for a maximum of six consecutive years in office, but in extraordinary circumstances the board may agree to a further renewal for a third term and maximum of nine consecutive years in office.
- This is a voluntary position, but reasonable expenses relating to trustee duties are reimbursed e.g. travel, childcare.

Meeting attendance commitments

- Preparing for and chairing four board meetings annually, of which two are currently held remotely and two are held in or near Possible's Camden office. Board meetings are for half a day on Tuesdays. We aim to do at least one staff/trustee lunch in person, per year.

- Fortnightly 1 hour meeting with Co-Directors.
- If acting as a Co-Chair team, monthly 1 hour meetings with Co-Chair.
- Attending other ad hoc meetings e.g. organisation-wide meetings to which trustees are invited, or trustee away days.

Committee membership

- The Chair must attend the Finance and Fundraising Committee, which takes place a few days before each board meeting for 1.5 hours.
- The Chair might be asked to support (or at least be in good communication with) the Operations and Governance Committee.
- Other time-bound groups might be set up to manage things like trustee recruitment or strategy development, which the Chair must also be in good communication with, or sometimes participate in (particularly for strategy development, for example).

UK charity law stipulates that you must be 18 to act as a trustee. Unless authorised with a waiver from the Charity Commission you cannot act as a trustee under some circumstances, e.g. if you have an unspent conviction for an offence involving dishonesty or deception (such as fraud) or have been removed as a trustee of another charity. If you're concerned that there may be a reason you would not be allowed to become a trustee, but are interested in joining us – please just get in touch.

For more information, see the Charity Commission's guide: [The essential trustee: what you need to know, what you need to do - GOV.UK](#)

Equal opportunities

At Possible, our vision is a climate-friendly society, built by and for the people of the UK. To achieve this, it is essential that the whole spectrum of the British public is represented in our organisation—with the Board being no exception.

We encourage applications from those who are from marginalised groups, in terms of sexual orientation, race, religion, ethnicity, age, neurodiversity, disability status, with experience of the care system and/or a carer themselves, or any other aspect which makes them unique.

We particularly welcome applications from people who are underrepresented in the climate movement, including people of colour, D/disabled people, those from a working class or low/ no income background, people who are trans, non-binary or gender fluid, and people who live outside of London and other major UK cities.

How to apply



Please [apply via the portal](#) no later than **9am, October 1st 2026** (we have extended the original deadline).

First round interviews will take place online on **Thursday October 22nd**, and **second round interviews** will take place in person at our office in Camden on **Friday October 30th**. Interviews will be approximately 1 hour in length.

The successful candidate will be inducted in November and December, and officially start at the January board meeting.

We'd also appreciate it if you could complete an [equal opportunities monitoring form](#). This will be stored separately to your application and is to help us assess and improve our recruitment processes.

Any further questions?



Current members of the board and Possible staff are happy to respond to questions, either by email or, if you'd prefer, a longer chat over the phone/ video call.

Email Rosie Clarke, Head of Operations and People, in the first instance, with an overview of what you want to know. They will put you in touch with the right person: rosie.clarke@wearepossible.org.

