

THE HUMANE LEAGUE UK TRUSTEE INFORMATION PACK

Who we are

We exist to end the abuse of animals raised for food. We are part of a global force advocating for animals here and around the world and are empowering more people than ever to take meaningful action to protect those who need it the most. We were recently rated [Animal Charity Evaluators Top Charity](#) for 2021, making us the only animal welfare charity to have been awarded that status in every rating period since 2012.

We believe in institutional change and we've secured hundreds of commitments from food companies in the UK, Europe and Globally to improve the welfare of animals raised for food in their supply chains. We have helped secure commitments from all major UK food companies to end the use of cages for laying hens by 2025. Leading companies such as KFC and Nestlé have committed to the [Better Chicken Commitment](#), and the commitment we secured from Nando's will help over 30 million chickens every year. You can review our recent Annual Impact Report [here](#).

The Humane League UK (THL UK) is an equal opportunity employer. We are committed to furthering equity and inclusion, and we value diversity. We seek people from a wide range of backgrounds who will bring a fresh perspective to the team, not just because it is the right thing to do, but because it makes us stronger. We make employment decisions by matching our organisational needs with the skills and experience of candidates, irrespective of race, colour, religion, gender, gender identity or expression, sexual orientation, national origin, disability, neurodiversity, age or veteran status.

Having reviewed existing Trustees' diversity we would particularly welcome applications from ethnic minorities, disabled people and marginalised groups.

The position

We are seeking two new Trustees to add to the current Board of four voluntary members who will help in broadening THL UK's ability to fundraise and grow for the future.

Whether you are an experienced charity trustee or looking for your first board position; if you believe you can share our commitment for ending the abuse of animals raised for food and have the qualities, knowledge and experience we are looking for, then we'd love to hear from you.

What the role provides

Trusteeship is a wonderful way of gaining new skills and experience, and a powerful sense of giving something back. Some of the specific benefits of being a trustee include:

- Support and training to develop new skills
- Opportunity to make strategic decisions
- The chance to contribute to creating a kinder, more compassionate world

Your experience

In order for THL UK to achieve the goals in our strategic plan, it has been recognised by the board that we would benefit from board members with several areas of experience. We would welcome hearing from individuals who have experience and a successful track record of:

- Fundraising
- Charity governance
- Effective Altruism

Person specification and requirements for this role

- An alignment to the values of THL UK and to our mission to end the abuse of animals raised for food.
- Understanding of the legal duties, responsibilities and liabilities of trusteeship
- Willingness to put in the time and effort required
- Commitment to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.
- Commitment to moving forward with Diversity, Equity and Inclusion best practices

Key competencies

- **Strategic thinker:** Looks at consequences, implications, interdependencies, and indirect effects, all in both the short and longer term. Looks beyond the immediate goal

or issue and with the greater context, not just the content of the moment. Is able to think and act creatively in difficult situations.

- **Problem solver:** Identifies issues, effectively structures problems, analyses information to produce insights and generates wise, actionable recommendations. A forward-looking thinker who anticipates the needs of the organisation.
- **Effective:** Strategically able to focus our energy, resources and talent toward impactful actions that will reduce, and ultimately end, the abuse of animals for food.
- **Communication and strong interpersonal skills:** An exceptional communicator and can adapt to different tones and styles and be able to engage with people from all walks of life.

We will be holding a webinar on Wednesday 11th October at 7pm GMT for you to find out more about the role and ask any questions you may have. The webinar will be hosted by Sean Gifford, Managing Director and two of our current Trustees Ben Wickham and Samantha Batey. If you're interested, please [register here](#).

As it's a webinar you'll only be able to see the presenter and not others watching. The webinar will be recorded and available on our jobs page, with captions, within 48 hours of the event.

Induction and support

Once appointed, trustees will be given an induction programme which will involve getting to know the organisation and becoming familiar with the role of trustee, if appropriate. You will also be offered regular meetings with the chair and have the opportunity to buddy with an existing member of the board.

We are committed to making the role of trustee a positive and mutually beneficial experience and welcome feedback on how we can continue to improve our governance processes.

Our current Board of Trustees

Vicky Bond, Board Chair: *I'm the former Managing Director of THL UK, and now the President at THL in the US. I moved from Brighton to San Diego where I foster kittens and enjoy the California sunshine! I'm a veterinarian with years of experience in corporate outreach, campaigning, and leadership.*

Edie Bowles: *I am a solicitor and a co-founder of the UK's first animal protection law firm, Advocates for Animals. I am based in Brighton with my awesome (but spoilt) cat Toby. As a huge fan*

of its work and the commitment each and every team member shows towards bettering the lives of animals, it was a no-brainer to join the THL UK board.

Ben Wickham: *I currently work with the leadership team at Sky Sports, after a long career in UK news, entertainment and sport production. Outside of the TV or charity worlds you'll mostly find me running, swimming or cycling somewhere. I've volunteered with a number of animal protection charities in the years since I've been involved in the movement, and these days share my home in East London with an unruly (but always entertaining) flock of rescued chickens.*

Rizlane Baladi: *I am an effective altruist and Impact Investment Consultant with roots in the London area. Originally from France, I've been living in London for many years and frequently work overseas, and am passionate about travelling, hiking and Thai boxing. I regularly volunteer for various organisations such as Kiva, Migrateful and Made In Hackney. As a member of the Plant-Based Health Professionals UK association, I have a special interest in plant-based and sports nutrition. I have always had a passion for animal and nature protection. In addition to my commitment to The Humane League UK and animal welfare, I also support nature conservation and anti-poaching organisations.*

Nicola Green: *I was delighted to join THL UK as a Trustee so that I could help support their vital work and really make a difference for the animals. My career experience in HR and management enables me to contribute to this effective, friendly and highly focussed board. I live in Glastonbury with my partner and a cat who walked in one day and hasn't left since.*

Samantha Batey: *I care deeply about THL UK's cause, having for many years been trying to raise awareness of the realities of the lives of animals raised for food, and fighting for legislative change, whilst investing in animal welfare and vegan startup businesses and innovative, sustainable technologies. I am the Founder & CEO of a technology firm helping to expedite the energy transition by proving the value of a sustainable future and driving capital in the right direction. In my personal time, I train as a boxer and practise Muay Thai and I enjoy hiking and mountain climbing.*

Overview of the Trustee role

The board trustees have and must accept ultimate responsibility for directing THL UK's affairs, ensuring it is solvent, well-run, and delivering the outcomes for which it has been set up.

Trustees should focus on THL UK's strategic direction and avoid becoming involved in day to

day operational decisions and matters. Where trustees do need to become involved in operational matters, they should separate their strategic and operational roles.

The commitment

The trustee role is unpaid pro bono, but reasonable expenses can be claimed.

Board meetings occur at the end of every quarter and are conducted in the evenings (UK time) via 2-hour virtual meetings and therefore willingness to travel is not necessary.

We would expect this voluntary position to account for no more than 2-3 hours per month maximum.

There are opportunities to join the team for our annual workshops as well as regular opportunities to join and take part in our actions such as protests if this is something that interests you.

All Charities have a public benefit responsibility and in carrying out their role, THL UK's Trustees are expected to adhere to the [Seven Principles](#) for holders of public office (also known as the Nolan Principles).

Generic statutory duties

- To ensure that the organisation complies with its governing document, charity law, company law and any other relevant legislation or regulations
- To ensure that the organisation pursues its objects as defined in its governing document
- To ensure the organisation uses its resources exclusively in pursuance of its objects: the organisation must not spend money on activities which are not included in its own objects, no matter how worthwhile or charitable those activities are
- To contribute 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
- To safeguard the good name and values of the organisation
- To ensure the effective and efficient administration of the organisation
- To ensure the financial stability of the organisation

- To protect and manage the property of the charity and to ensure the proper investment of the charity's funds
- To appoint the chief executive officer and monitor their performance
- Other Trustee responsibilities In addition to the above statutory duties, each trustee should use any specific skills, knowledge or experience they have to help THL UK's Board of Trustees reach sound decisions and ensure the organisation fulfils its objectives. This will involve:
 - Attending board and other THL UK meetings as appropriate
 - Participating in one or more board sub-groups as required
 - Scrutinising board papers and other communications
 - Leading discussions and providing guidance on new initiatives, particularly in areas where the Trustee has specific skills, knowledge or expertise
 - Abiding by THL UK's policies and procedures including the Safeguarding, Diversity and Equal Opportunities and Information Governance Policies, ensuring these are effectively implemented
 - Acting as a signatory on behalf of THL UK, when mandated by the board to do so
 - Participate in activities to promote THL UK to our beneficiaries, funders and the wider public
 - Contributing to other issues or areas of special expertise

To find out more about our financials [visit the Charity Commission](#) website to download our latest report.

Legal requirements in the role of trustee

All trustees are individually and legally responsible for the charity they govern. If you would like to find out more about these responsibilities, the Charity Commission have released some helpful guidance: [The essential trustee: what you need to know, what you need to do](#)

How to apply

We want to give you the opportunity to find out more about the role of trustee, and whether you feel it is right for you, without going through a lengthy or complicated application process.

If you are interested in applying, or would like to find out more, please [sign up](#) to attend our webinar on Wednesday 11th October at 7pm GMT. Alternatively contact hiring@thehumaneleague.org.uk and we can organise an informal call with one of our current Trustees.

Once you have all the information you need and you have decided you would like to apply, send a copy of your CV and a short covering letter outlining why you would like to be a Trustee of THL UK and what skills and experience you can bring via our [jobs page](#).

The interview process

The closing date for applications is Sunday 29th October 2023.

We will be carrying out telephone screening calls from Monday 6th November 2023 and interviews will be held from Monday 20th November 2023 .

You will be able to attend a board meeting before being voted in.

If you have any questions or concerns regarding accessibility, please contact us via hiring@thehumaneleague.org.uk and we will be happy to discuss, via email or telephone, reasonable adjustments that you may require throughout the process.