Population Matters – Trustee Recruitment

Population Matters is a UK-based charity working with partners, friends and stakeholders globally to achieve a better future for people and planet.

It’s hard to disagree with our patron, Sir David Attenborough, when he says “All our environmental problems become easier to solve with fewer people, and harder - and ultimately impossible - to solve with ever more people” but despite this, it is still hard for us to get the issue of population high on the public agenda.

Population is a global issue, with different challenges and solutions appropriate for different parts of the world, for individual countries, their cultures and societies. That’s why we work with partner organisations, grassroots community groups, and individuals across the world through our Empower to Plan programme to empower more women and men to choose and plan their family size – for their own sake, and for the wellbeing of future generations and the planet that sustains us all. However, if we are to have a global impact we recognise the need to become a truly international organisation.

As a first step towards this strategic objective, we are seeking a trustee either from, or currently located in, the Global South with experience of social change; but we also welcome applications from people who feel passionate about our mission and values and bring a range of other skills, experience and networks. We would be particularly interested to hear from you if you have a good level of financial literacy and/or experience in communications and the psychology of change.

We are committed to improving diversity throughout our organisation, so are especially keen to hear from sections of the community usually under-represented in governance bodies.

If you believe, as we do, that human population growth should be considered as a factor adding to climate change and that investing in empowering population solutions offers real benefits to people and planet, please consider joining our Board of committed trustees.

About Population Matters

We are a small charity with a mission to drive positive, large-scale action through fostering choices that help achieve a sustainable human population and regenerate our environment. We campaign, undertake research, and do all we can to encourage an open, fair-minded debate about population. The solutions we promote are positive, practical and ethical: encouraging smaller families, inspiring people to consume sustainably, all with the aim of enabling everyone to enjoy a decent quality of life whilst respecting and sustaining the natural ecosystems upon which all life on earth depends.

Our Patrons include David Attenborough, Jane Goodall and Chris Packham; Jonathon Porritt is our President, our Executive Director is Robin Maynard, and the Chair of the Board is Sara Parkin.

You can find out more about us and what we do on our website and in our Annual Report. You may also be interested in our peer-reviewed journal, The Journal of Population and Sustainability.
Trustee Responsibilities and Duties

Applicants should be familiar with the formal duties of any Trustee of a charitable organisation as recommended by the Charity Commission, and which are summarised here:

- To ensure the organisation pursues its stated objects (purposes), as defined in its governing document, by developing and agreeing a long-term strategy
- To ensure the organisation complies with its governing document (i.e. memorandum and articles of association), charity law, company law and any other relevant legislation or regulations
- To ensure that the organisation applies its resources exclusively in pursuance of its charitable objects for the benefit of the public (i.e. the charity must not spend money on activities that are not included in its own objects, however worthwhile or charitable those activities are)
- To ensure the organisation defines its goals and evaluates performance against agreed targets
- To safeguard the good name and values of the organisation
- To ensure the effective and efficient administration of the organisation, including having appropriate policies and procedures in place
- To ensure the financial stability of the organisation
- To protect and manage the property of the charity and ensuring the proper investment of the charity’s funds
- To follow proper and formal arrangements for the appointment, supervision, support, appraisal and remuneration of the Executive Director

In addition to their statutory duties, each trustee should be willing to use any specific skills, knowledge or experience they have to help the Board of Trustees reach sound decisions.

Term of Office and Time Commitment

The term of office is three years, renewable once. Trustees are expected to attend quarterly Board meetings, and Board sub-committee meetings as appropriate, and to read papers in preparation for the meetings. They should also keep themselves informed about the activities of the charity and wider issues which affect its work, with occasional intra-Board conversations to allow for a deeper exploration of the topics.

Over the last twelve months, meeting have been a mixture of virtual and in person. It is anticipated that some form of hybrid meeting will become the norm, although at least one in person meeting a year is desirable. Trustees give their time voluntarily and reasonable expenses are reimbursed.

What else are we looking for in our trustees?

A commitment to the organisation

A willingness to devote the necessary time and effort

Strategic vision
Good, independent judgement
An ability to think creatively
A willingness to speak their mind
An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship
An ability to work effectively as a member of a team
A commitment to Nolan’s seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

How to apply
Applications should be addressed to julie.lewis@populationmatters.org, enclosing your CV together with a letter highlighting the capabilities you will bring and your personal reasons for wishing to contribute to Population Matters as a Trustee.