



CHIEF EXECUTIVE OFFICER

March 2026

LETTER FROM THE BOARD

The Trustees of Bees for Development (BfD) are excited to be recruiting a permanent Chief Executive Officer (CEO) for this growing charity with exceptional potential. Following the retirement of our founder Nicola Bradbear in May 2024 after 30 years of inspirational leadership, we appointed a new CEO. While this appointment didn't work out as planned, it has helped us clarify exactly what BfD needs in its next leader to build on our strong foundations. Four of the trustees, including the original interim CEO, Megan Denver, are managing the organisation currently, ensuring continuity and stability as we find the right candidate.

BfD has developed long-term relationships with partners in Ethiopia, Ghana, Uganda and beyond, pioneering Natural Beekeeping as a tool that benefits both people and planet. Our programme management is highly professional, refined over 30 years of teaching beekeeping in countries with developing economies to help elevate household incomes.

WHAT WE'RE LOOKING FOR

We need a leader who can take BfD from its current income of £900K to £1.4M within three years, expanding our work to new regions using what we've learned from our established partners. This means diversifying income streams—individual giving, major donors, corporate partnerships, and ESG opportunities. Our influential patrons (including The Queen, Monty Don, Martha Kearney, Kate Humble, and Hugh Fearnley-Whittingstall) are ready to actively support ambitious growth.

The right candidate will be comfortable as the external face of BfD—speaking credibly about our work, developing corporate partnerships, and personally engaging in high-level fundraising. You'll need genuine passion for environmental sustainability and poverty alleviation, the commitment to understand sustainable beekeeping, and the people skills to nurture our small but excellent team. Most importantly, you'll be energised by networking and seizing opportunities wherever they present themselves.

If you want to lead BfD to achieve this step change, this role is for you.



ABOUT THE ROLE

The CEO works alongside the seven members of the Board of Directors in developing strategic goals for Bees for Development.

The CEO turns strategy into action. They coordinate our team of staff and programme managers to deliver integrated programmes of advocacy, fundraising, and community support. Together, we promote sustainable beekeeping that combats poverty, builds resilient livelihoods, and protects biodiversity in rural communities.

The CEO manages an annual operating budget of ~£1M, and a team of three direct reports who oversee operations, human resources, finance, fundraising and program management. Responsible for the wellbeing and sustainability of the organisation, the CEO will manage, motivate, and develop the full staff of seven.

The incoming CEO will build upon Bees for Development's 30-year legacy and, in partnership with the Board of Directors, set the strategy and plan that leads to organisational sustainability and continued scale.



RESPONSIBILITIES

Responsibilities include, but are not limited to:

STRATEGIC LEADERSHIP

- Partner closely with senior leadership and the Board to create and implement the strategic plan and growth model that sustainably scales the organisation's impact
- Work closely with senior managers and key stakeholders to articulate program scope and goals at the organisational level, including an emphasis on developing innovative approaches to delivery
- Uphold Bees for Development's mission and vision and foster an organisational culture consistent with Bees for Development's core values, ensuring these are reflected in the day-to-day work of the organisation
- Champion and integrate equity and inclusivity in all systems, processes, resources, and functions across the organisation and model an inclusive, equitable, and welcoming culture in all of our endeavours

ORGANISATIONAL MANAGEMENT

- Manage, lead, and collectively empower team members at all levels of the organisation; demonstrate a shared leadership model alongside members of the onsite team.
- Maintain and improve the use of data across the organisation enabling learning and better decision making. Ensure programs continue to deliver strong results by championing a strong measurement and evaluation culture.
- Oversee and partner with the Finance Manager and Director of Programmes to ensure sound fiscal management that anticipates operating within the approved budget, ensures maximum resource utilisation, and maintains a positive financial position
- Partner with the Program Management team ensuring our global initiatives run smoothly by aligning resources, managing timelines, and addressing challenges, helping us achieve operational excellence and drive impact
- Set tone and expectations in building protocol, systems and processes that support continuous improvement and dynamic innovation across all teams
- Act as primary liaison to the Board of Directors, engaging Board members in the current and future needs of the organisation, soliciting input and support on an ongoing basis
- Communicate effectively with the Board and provide, in a timely and accurate manner, all information necessary for the Board to function properly and to make informed decisions

FUNDRAISING AND COMMUNITY ENGAGEMENT

- Serve as Bees for Development's most senior spokesperson to the organisation's funders, partners, patrons, government agencies and the public
- Act as lead fundraiser, responsible for raising and growing the organisation's annual financial targets
- In partnership with the Head of Communications and Fundraising, develop and execute fundraising strategies that continue to engage existing donors, cultivate new funders, and capitalise on ongoing opportunities. This is likely to include development of new relationships with corporate bodies who are keen to explore new ways of meeting their ESG targets
- Personally engage in high-level external fundraising and serve as lead ambassador for Bees for Development in high-level donor meetings that build the path to Bees for Development's future
- Contribute to external messaging strategy, marketing and communications and resource allocation; ensure all marketing and communications are consistent with the Bees for Development brand and mission

PERSON SPECIFICATION

EXPERIENCE

- Significant experience at senior management level—ideally within the third sector, though we welcome strong leaders from other sectors who are committed to our mission
- Leadership through strategic planning and management of continuous improvement
- Knowledge & experience of income generation, diversification of income streams and preparing successful funding bids
- Substantial experience of building positive relationships and collaborative working across their current sector and ideally the third sector
- Demonstrable experience of financial management

ATTITUDE & APPROACH

- Genuine passion for BfD's mission—you must be personally moved by the mission of using beekeeping to alleviate poverty and protect biodiversity
- Natural people leader who genuinely enjoys managing, developing and empowering our small, dedicated team
- Confident networker who actively seeks out and capitalises on opportunities through relationship-building with donors, partners, and stakeholders
- Strategic and creative thinker with the agility to adapt in a changing funding landscape

KNOWLEDGE & SKILLS

- Ability to lead, manage and motivate a team successfully with a focus on future development and delegation
- Awareness of the current opportunities and challenges faced by organisations operating in the charity sector
- Financial and commercial awareness with proven ability to adapt to a changing environment
- Excellent communication skills with the ability to be articulate, and present ideas clearly and coherently
- Knowledge of operating a governance framework and the legal environment in which either a charity or company operate
- Collaborative and open approach to relationship management and problem solving



BEES FOR DEVELOPMENT VALUES & VISION

VALUES

Bees for Development (BfD) holds values centred around the promotion of sustainable beekeeping, environmental sustainability, and community empowerment.

Our core principles include:

1. Empowering Communities: Focusing on helping people in poor and remote communities build resilient livelihoods through beekeeping
2. Biodiversity Protection: Supporting practices that preserve and protect the natural environment and promote healthy ecosystems
3. Sustainability: Ensuring that all initiatives and programs contribute to sustainable development and responsible natural resource management
4. Education and Knowledge Sharing: Providing accessible and practical information to beekeepers and supporting knowledge exchange

VISION FOR THE FUTURE

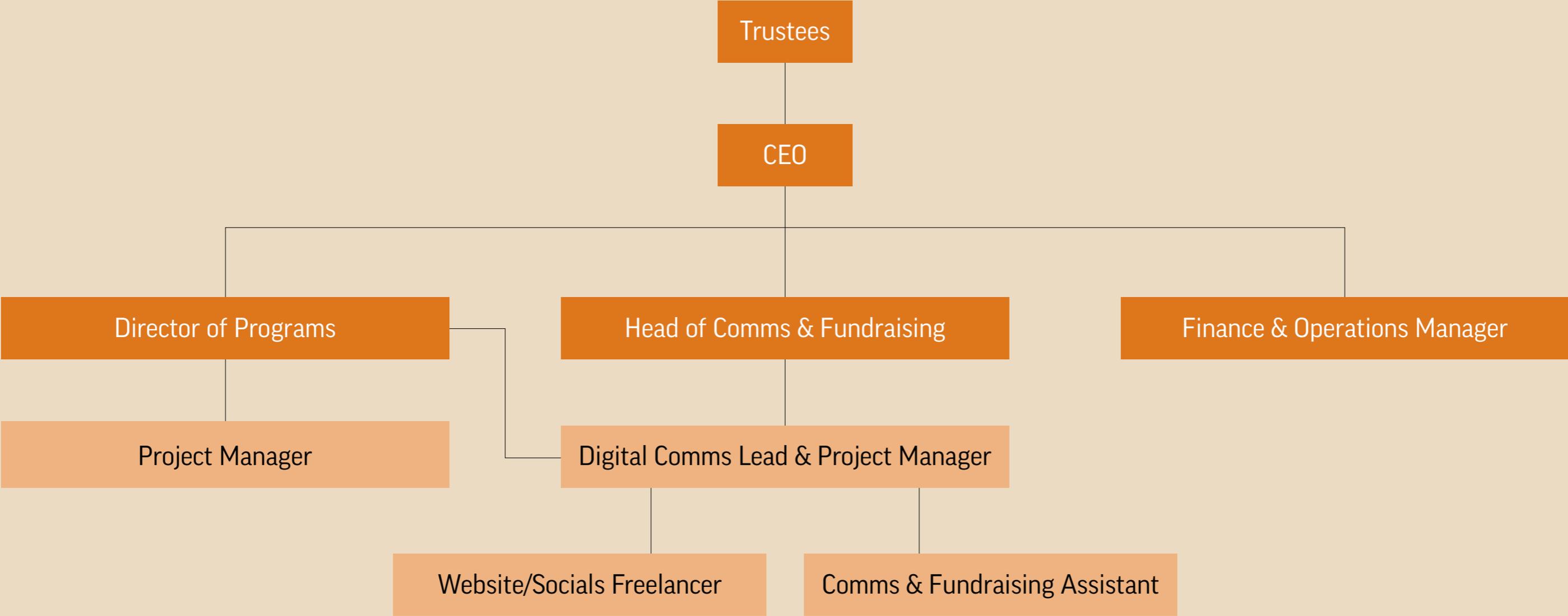
BfD envisions a world where communities in the poorest and most remote regions thrive by sustainably using beekeeping to improve their livelihoods while protecting the environment.

The story so far: Since its founding in 1993, BfD has focused teaching beekeeping in countries with developing economies to help elevate household incomes, conserve biodiversity, and encourage sustainable beekeeping practices. By empowering communities with the skills and knowledge to keep bees, BfD has helped countless people earn a sustainable living. BfD's efforts have supported beekeeping projects across many countries, emphasising education, capacity building, and access to fair markets.

Looking ahead, BfD aims to expand its impact by scaling up successful programs, enhancing partnerships, and investing in new initiatives that respond to environmental and economic challenges. The vision involves a deeper integration of technology and research to make beekeeping even more accessible and sustainable, while continuing to advocate for biodiversity protection on a global scale.

This future path seeks to amplify the benefits of beekeeping for poverty reduction and environmental stewardship, with the goal of building resilient and empowered communities worldwide.

ORGANISATIONAL CHART 2026



PARTNER ORGANISATIONS/RESOURCES 2026

CURRENT PARTNERS

- Working for Bees, Zimbabwe
- BfD Ghana
- BfD Ethiopia
- TUNADO, Uganda
- Amazon Research Internacional, Peru
- Malawi Bee Products Association

PAST PARTNER

- Keystone, India

FUNDRAISING PARTNER

- BfD, North America

RESOURCES

- Resource Centre (Website Digital Publications)
- YouTube (Online Video Training to be completed 2027)
- BfD Journal



TERMS AND CONDITIONS

ORGANISATION

Bees for Development

TITLE

Chief Executive Officer

SALARY

£65,000-£70,000 per annum depending on experience.

PURPOSE OF ROLE

To lead all aspects of BfD's work including an ambitious growth programme.

HOLIDAYS

25 days plus Bank Holidays

PENSION

Statutory, but open to negotiation on package

REPORTING TO

The Board, led by The Chair of Trustees

DURATION

Permanent, full time

LOCATION

This is a hybrid role based at our office in Monmouth for at least three days per week. The in-person time is important for team collaboration, partner engagement, and maintaining our strong organisational culture. Some international and national travel will be required.

HOW TO APPLY

In no more than 750 words, please outline:

- Why you are interested in this role at this stage in your career
- What you believe are the organisation's key strategic challenges and opportunities
- How has your experience equipped you to lead it successfully

Please send your CV and covering letter, including your answers to the questions above, to vacancies@beesfordevelopment.org

Please confirm the following details:

- Salary expectations
- Notice period
- Flexible working requests

If you would like an informal conversation about the role before applying, please contact, one of our trustees, Megan Denver, at megandenver@beesfordevelopment.org

TIMELINE

Deadline for applications

13th April