



Appointment of **Trustees**

Information Pack

ClientEarth





ClientEarth
Appointment of Trustees



Letter from Our Chair

ClientEarth is one of the world's leading legal environmental organisations. We use the power of the law to bring about the positive change we urgently need to protect all life on Earth.

Our team deploys a wide range of approaches; from strengthening the law to change behaviours and practices, to using strategic litigation to enforce laws, set precedents, raise awareness, and influence government and corporate mindsets. We also train lawyers, prosecutors, and judges, and work with local communities.

Our interventions are innovative and often high risk, and our expertise spans jurisdictions, borders, and areas of the law. We collaborate with partners to focus on the most strategically important places around the world, adapting our approach to the local political and cultural context. Our legal work is underpinned by scientific data and supported by advocacy and strategic communications.

Founded in 2007, ClientEarth now employs nearly 300 people in nine offices in Europe, Asia, and North America, working in over 60 countries. Our CEO, Laura Clarke OBE, took up post in September 2022, and I joined in April 2024 for an exciting new chapter in the organisation's rapid evolution. What we do now will determine whether we hit, or miss, essential targets on climate and nature, health and justice.

The Board of Trustees brings together experts from the private sector, B-Corps, and non-profits, law, and the arts to guide and champion the ambition of ClientEarth in the wider environmental movement. They are driven by the urgency of climate change and the relentless destruction of nature, and united in their belief in the law's essential role in defending people and planet.

As some of our Trustees reach the end of their tenure in 2024 and early 2025, and as we look to the challenges and opportunities ahead, we want to recruit an additional two or three new Trustees to help strengthen ClientEarth's impact.

We are seeking outstanding people with diverse insights and experiences to help support this unique organisation in its next chapter. Will you join us?

With best wishes,

Emma Howard Boyd CBE
Chair of Board of Trustees



Trustee Person Specification

ClientEarth is looking to add two to three new Trustees to the Board, to join in the course of 2025.

When seeking Trustees, ClientEarth looks for people who are well-regarded in their chosen careers, committed to the aims of the charity, and able to share their judgment, experience, and connections with ClientEarth.

The general skills and experience required of Trustees are:

- A commitment to ClientEarth's mission and values, and willingness to devote the necessary time and effort.
- Knowledge of or a strong interest in conservation, biodiversity, climate change, and social justice.
- Strategic vision, sound and independent judgment, and an understanding of the opportunities and challenges of working in a global organisation.
- An ability to communicate persuasively and work as part of a team.
- An understanding and acceptance of the legal duties, responsibilities, and liabilities of Trusteeship, and a commitment to openness and transparency.
- An understanding of and commitment to equality, diversity, and inclusion.
- Leadership experience, whether in the NGO sector, finance, business, strategic communications, tech, law, or other relevant sectors.

Highly desirable:

- An ability to serve on and potentially Chair our People & Culture Committee.
- Significant and/or relevant experience working in the EU, Asia, or South America.

Responsibilities of Trustees

The Board of Trustees is responsible for agreeing ClientEarth's overall programmatic and financial strategy; approving the annual budget; and ensuring sound governance, administration, and financial management. Trustees also have oversight of arrangements for the appointment, supervision, support, appraisal, and remuneration of the Chief Executive and other Executive Officers. Day-to-day management of ClientEarth is delegated to the Chief Executive Officer and Executive Team, as well as the Global Leadership Group.

In addition to statutory duties, each Trustee uses any specific skills, knowledge, or experience they have to help the Board of Trustees reach sound decisions. An ability to champion ClientEarth, and help expand our network of supporters and donors is highly desirable but not essential.



Each Trustee is expected to be able to dedicate sufficient time to the role

Trustee Time Commitment

Each Trustee is expected to be able to dedicate sufficient time to the role.

There are normally four Board meetings in a year, one of which is in-person lasting 2 days, and the others of which are virtual meetings, typically lasting a few hours. Preparation time for Board meetings varies, and will usually require at least 2 hours, but occasionally more, e.g., for approval of annual filings and accounts.

In addition, Trustees generally serve on at least one of the Board's committees, which meet virtually, for two hours, approximately two weeks before each of the four annual Board of Trustee meetings. Many Trustees also serve on the governance board of one or more of ClientEarth's related entities, which tend to meet once or twice annually according to national legal requirements.

We estimate that Trustees commit on average 8–10 days a year, not including travel.

Terms and Compensation

The Trustees serve a three-year term, and will be eligible for re-appointment for one additional term. In exceptional cases, where necessary to fill a needed skill gap, a Trustee may be offered a third term.

Trustee roles are not accompanied by any financial remuneration, although Board-related travel expenses may be claimed.





ClientEarth
Appointment of Trustees

We are one of the world's most ambitious environmental organisations.

ClientEarth is an environmental law charity with a unique focus – using the power of the law to bring about systemic change that protects all life on Earth.

Headquartered in London, and with offices in Beijing, Berlin, Brussels, Tokyo, Los Angeles, Luxembourg, Madrid, and Warsaw, our approach is increasingly global.

Working across a staff team of around 300 people, and with a wide network of strategic partners, we are dedicated to protecting life on Earth. We work in over 60 countries, using the law to create systemic change. We focus on the most pressing environmental challenges because a future in which people and the planet thrive together isn't just possible – it's essential. Our approach works because law is a language that governments and businesses understand. Over the last 17 years, we have become an increasingly recognised and relied-upon legal voice in the environmental movement, and our work to improve legal systems and enforce existing laws has already brought about powerful and lasting change.

About ClientEarth





Our Vision

We strive for a healthy planet where nature and all people can thrive together. A planet with resilient, species-rich ecosystems; a safe and stable climate; an environment that is free of toxins, with clean air, soil, and water – all underpinned by strong environmental justice and rule of law.



Our Approach

Just as there are negative tipping points in terms of environmental degradation, there can be positive tipping points in our collective action to address these crises.

We believe that the law is a powerful tool in this respect. Used in the right way, it can leverage the change we need for people and planet to live in balance. We use legal tools in different ways, adapting our work to the legal system and political culture in the geography.

We work to **strengthen the law**: Advocating for the right legislation and policy positions, and even drafting it for governments. **We build the field**: Training lawyers and prosecutors in the use of environmental law, building the legal capacity of community groups and partner NGOs, convening key stakeholders; and providing legal guidance to citizens, authorities and businesses. **We use strategic litigation**: We ensure compliance with legislation, hold governments and corporates to account, and establish new norms and precedents.

Partnerships and collaboration are core to our work, recognising that transformational change requires co-ordinated action across multiple sectors and collaborative action from organisations, communities and people from all walks of life.

What makes us unique is our global reach; our breadth of legal expertise across multiple jurisdictions and areas of law; and our reputation for remaining at the cutting edge. We avoid the path most followed, choosing instead to trail blaze on innovative and even high-risk interventions that push new boundaries.

Partnerships and collaboration are core to our work, recognising that transformational change requires co-ordinated action



Our Values

We are an organisation that is deeply rooted in our values.

- We focus on impact.
- We oppose injustice.
- We embrace collaboration.
- We prize diverse experience.
- We act courageously.
- We learn continuously.

Our values are key to our organisational culture at ClientEarth. We want a culture that fosters creativity and innovation; encourages calculated risk-taking, responds to challenges and opportunities in a dynamic and flexible way, builds our community, creates space for diversity and differences supports the well-being of our staff, and recognises the critical role that we all must play in delivering our mission.

ClientEarth's Future

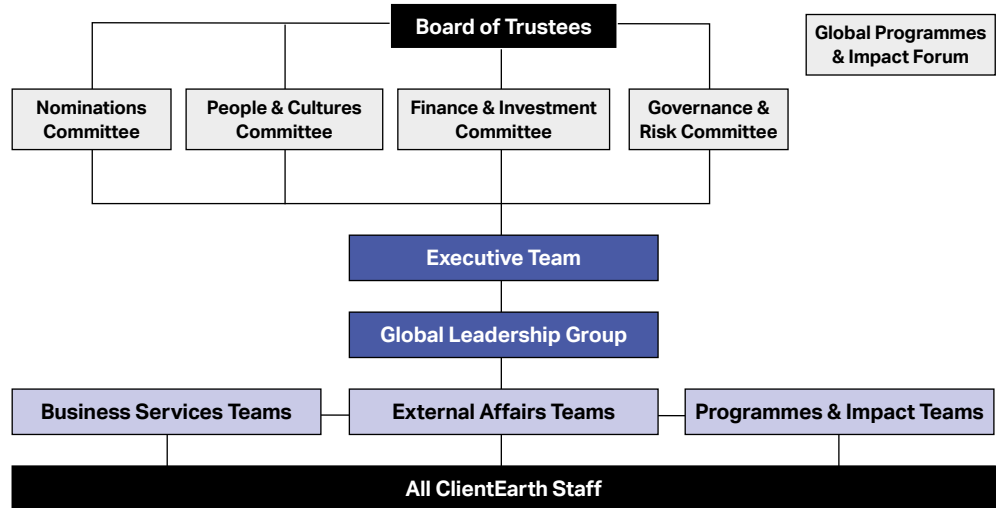
ClientEarth recently adopted a new Strategic Framework, completed a major internal restructure, and agreed a new Global Impact Strategy to ensure strategic alignment across the organisation. This will enable ClientEarth to deploy staff expertise in the most impactful way in this crucial decade, while providing flexibility to adapt to shifting circumstances and pursue creative and innovative work. We are consolidating our impact in Europe, growing our impact and presence in Asia and North America, and working with partners in Africa and South America.





Structure and Finance

Our Structure



Our Board of Trustees

ClientEarth’s Board of Trustees is composed of 15 members, including our Chair. The Board has 4 formal subcommittees, as well as a Global Impact Forum.

ClientEarth has an active and international Board of Trustees. Trustees range in experience and backgrounds from former NGO and company Chief Executives, bankers, performing artists, philanthropists, consultants and lawyers. As we extend our activities, we are looking to build the range of experience and geographies represented on our Board.

Our Trustees

Emma Howard Boyd CBE (UK), Chair	Dr Kilaparti Ramakrishna (USA)
Frances Beinecke (USA)	Assaad W. Razzouk (Singapore)
Hermann Bruhn (EU)	Alex Reid (USA)
Sarah Butler-Sloss (UK)	Tom Rivett-Carnac (UK)
Brian Eno (UK)	Sir Martin Smith (UK)
Winsome McIntosh (USA)	Georg Stratenwerth (UK)
Sonia Medina Gomez (UK)	Hilary Wild (UK)
Dr Champa Patel (UK)	

Our Executive Team

ClientEarth’s Executive Team consists of:

Chief Executive Officer	Laura Clarke
Chief Financial Officer	Rachel Hewitt
Chief People & Operations Officer	Cheryl King-McDowall
Chief Programmes & Impact Officer	Maria-Krystyna Duval



Our Global Leadership Group

ClientEarth's Global Leadership Group is composed of the Executive Team, plus the following additional Directors and Heads:

Regional Director of Programmes, Europe	Adam Weiss
Regional Director of Programmes, Asia	Dimitri de Boer
Head of North America	Danielle Lackey
Global Director of Operations	Simon Fletcher
Global Director of Litigation, Governance & Legal Services	Amy Rose
Global Director of Communications & Policy	Amy Fairbairn
Global Director of Development	Hannah Braithwaite

The majority of our income is from foundations, with a growing proportion coming from individual donors

Our Income

ClientEarth is funded by large, charitable foundations, government programmes, and individual donors. The majority of our income is from foundations, with a growing proportion coming from individual donors. Most of our funders are based in the UK, Europe, and the USA.

Our Accounts

Our top funders in 2023 were as follows:

- Children's Investment Fund Foundation (CIFF)
- Grantham Foundation and Trust
- Bloomberg Philanthropies
- Postcode Earth Trust
- The Norwegian Agency for Development Cooperation (Norad) – Norway's International Climate and Forest Initiative (NICFI)
- AKO Foundation
- Sequoia Climate Foundation
- The Tilia Fund via ClientEarth USA Inc
- UK Foreign, Commonwealth and Development Office (FCDO) – Forest Governance, Markets and Climate Programme (FGMC)
- European Climate Foundation (ECF)
- Arcadia

You can review our annual reports and accounts here:

- [2023 Annual Report](#)



For a conversation in confidence about the role of Trustees, or alternative formats of these documents, please contact:

Peter Tims: jobs@clientearth.org

The application deadline is 30 September 2024

Your application, which can be submitted through our [online system](#) and should comprise:

- A covering letter outlining your motivation and relevant experience.
- A full CV or resume showing the more significant positions, responsibilities held, and relevant achievements.

We expect to interview shortlisted applicants online (via Zoom or Teams) before the end of **31 October 2024**, with an anticipated appointment date of **28 November 2024**.

Diversity and inclusion

ClientEarth values diversity and inclusion and the benefits they bring. We aim to appoint the most suitable candidate at all times and positively welcome applications from people from many different backgrounds.

If you require any reasonable adjustments to assist you in the selection process, please advise us of these so that we can make appropriate arrangements.

Your data

As defined under the General Data Protection Regulation (GDPR) ClientEarth is a Data Controller and a Data Processor, and our legal basis for processing your personal data is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy please visit our website at: <https://www.clientearth.org/about/careers/privacy-notice>.

How to Apply

