



Appointment of **Trustees**

Information Pack 2026

ClientEarth





Letter from Our Chair

ClientEarth is one of the world's leading environmental legal organisations. We use the power of the law 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, and raise awareness; to influencing government and corporate mindsets. We train lawyers in roles across the legal system to effectively leverage and apply environmental law.

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

Founded in London in 2007, ClientEarth now employs more than 300 people in offices across Europe and Asia-Pacific, and partners closely with ClientEarth Americas (an independent 501(c)(3) corporation), together engaging in around 50 countries globally. 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 ClientEarth UK Board of Trustees brings together experts from the private sector, B-Corps, non-profits and foundations, law, and the arts to guide and champion the ambition of ClientEarth in the wider environmental movement. They are driven by the urgency of the climate crisis 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 2026 and early 2027, and as we look to the challenges and opportunities ahead, we want to recruit an additional two to three new Trustees to join us over the coming year to help strengthen ClientEarth's impact. We are specifically seeking potential candidates with significant experience living and working in the EU or Asia-Pacific, given our depth of work in the former and rapid growth in the latter. We are also looking for candidates with the skills and willingness to take up roles on our Finance, Audit, & Investment Committee or our Governance & Risk Committee.

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](#)



UK Trustee Person Specification



ClientEarth UK is looking to add two to three new Trustees to the ClientEarth UK Board of Trustees, to join in late 2026 or 2027.

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.

UK Trustee Person Specification

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/or 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 UK Trusteeship, and a commitment to openness and transparency
- An understanding of and commitment to equity, diversity, and inclusion
- Leadership experience, preferably in finance, business, strategic communications, tech, law, or other relevant sectors

Highly desirable:

- Ability and relevant skill set to serve on our Governance & Risk Committee or our Finance, Audit, and Investment Committee, which each meet separately in the run up to each Board meeting
- Significant, relevant experience working in the EU or Asia-Pacific
- Expertise in EU policy issues, and knowledge of EU institutions
- Expertise and networks in Southeast Asia and Japan
- Expertise in some of the following: technology and IT (including AI); environmental science; social media and digital strategy, business, finance



Responsibilities of UK Trustees

The ClientEarth UK 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 Officer and the rest of the Executive Team. Day-to-day management of ClientEarth is delegated to the Chief Executive Officer, who onward delegates certain functions to the Executive Team, as well as members of 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.

Trustee Time Commitment

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

There are normally three or four ClientEarth UK Board meetings in a year, one of which is in-person in London lasting 1.5 days, and the others of which are virtual meetings, typically lasting 2-3 hours. Preparation time for Board meetings varies, and will usually require at least two 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 Board of Trustee meetings. Many Trustees also serve on the governance board of one or more of ClientEarth's Group National 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 Remuneration

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

There is no financial remuneration for Trustees, although Board-related travel expenses may be claimed.

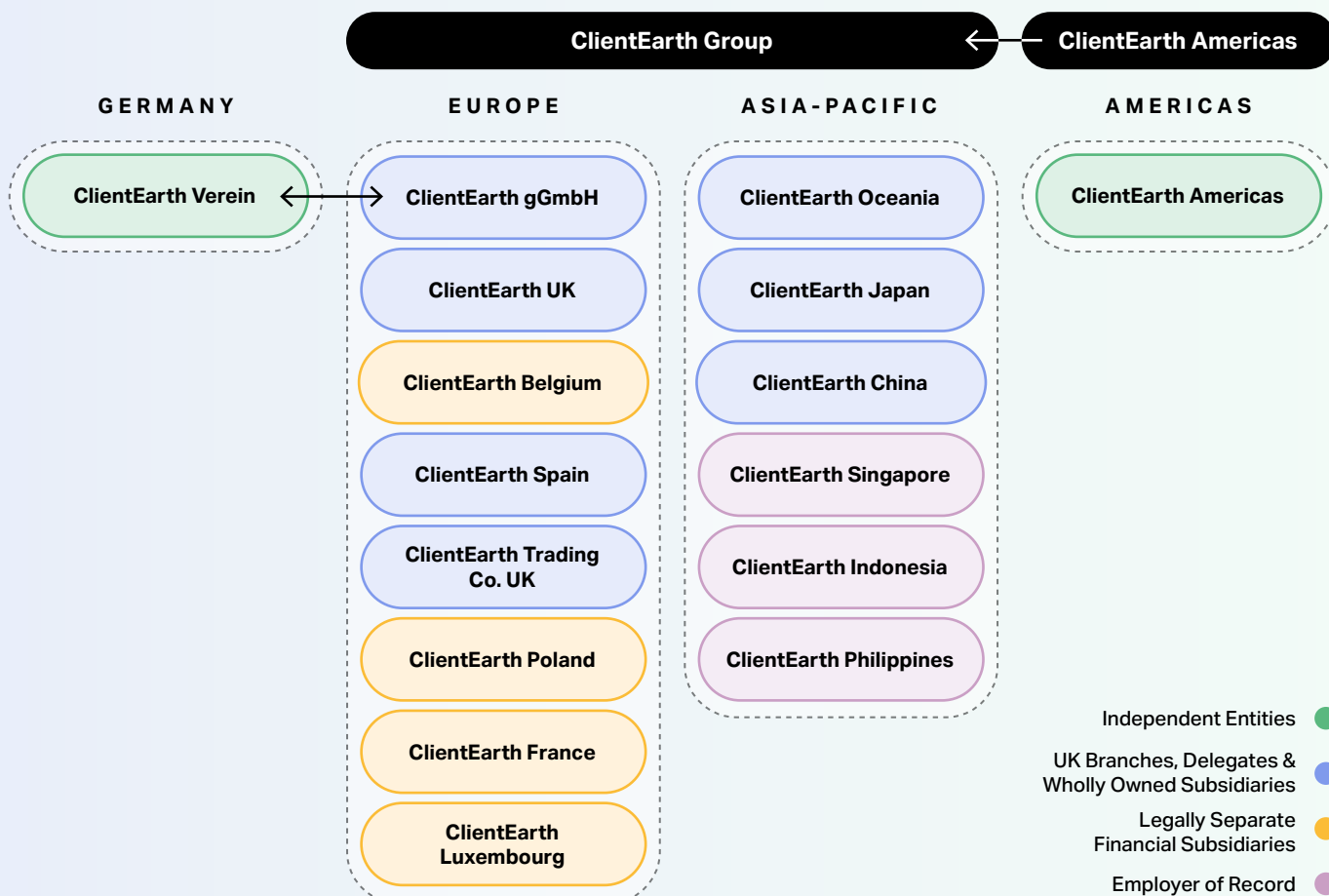


About ClientEarth

We are one of the world's most ambitious environmental organisations. ClientEarth is a global environmental law charity with a unique focus – using the power of the law to bring about systemic change that protects all life on Earth.

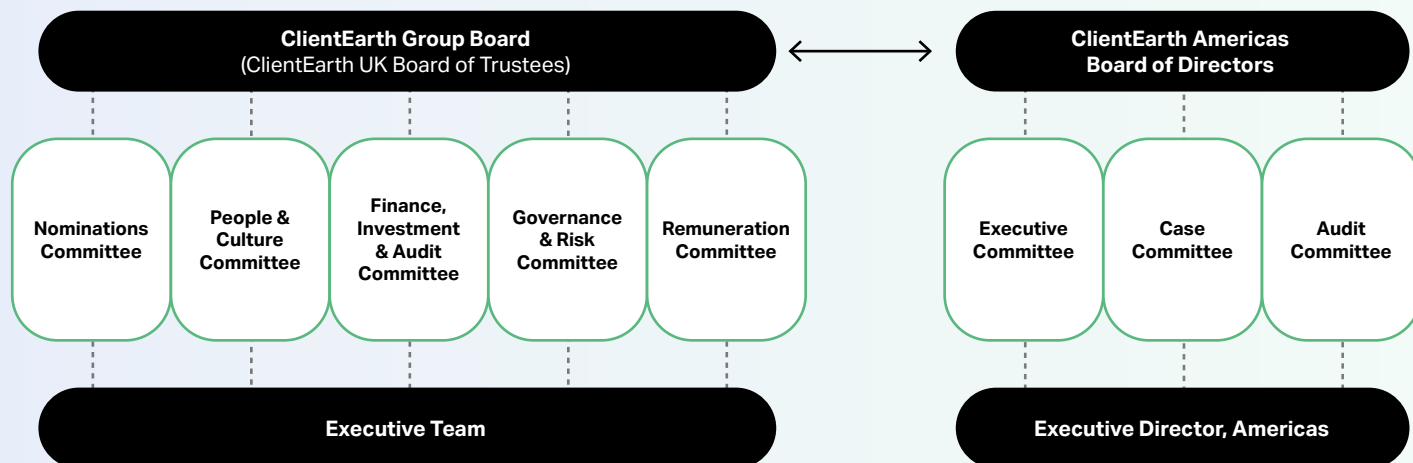
ClientEarth Group is headquartered in London, with Group National Entities established in Australia, Belgium, China, Germany, Japan, Luxembourg, Poland, and Spain. We also work closely with ClientEarth Americas, an independent 501(c)(3) organisation headquartered in Los Angeles, California, USA. Together, our approach is increasingly global and systems focused.

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| <ul style="list-style-type: none">• ClientEarth Global consists of ClientEarth Group and ClientEarth Americas | <ul style="list-style-type: none">• ClientEarth Group consists of ClientEarth Limited (the UK entity), and all of its branch, wholly-owned, and financially consolidated entities |
| <ul style="list-style-type: none">• ClientEarth Americas and ClientEarth Verein are fully independent entities | <ul style="list-style-type: none">• Most (but not all) ClientEarth entities are governed by a Governance Board and managed by a Management Body |





ClientEarth Appointment of Trustees



Working across a team of more than 300 people, and with a wide network of strategic partners, we are dedicated to protecting life on Earth. We work in around 50 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 almost 20 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.

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.

About ClientEarth





About ClientEarth

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 sometimes even drafting proposals or amendments for governments and lawmakers. We **build the field**. Training lawyers, prosecutors, and judges 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 relevant laws and regulations, 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.

Our Values

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

- We are courageous
- We embrace collaboration
- We act with integrity
- We care for people and planet

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 completed a major internal restructure (effective 1 January 2023), and is currently in the process of refreshing its Organisational Strategy (2027 to 2030). This will enable ClientEarth to deploy staff expertise in the most impactful way at the end of 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 working closely with partners in Africa and – together with ClientEarth Americas, in South America.



ClientEarth UK's Board of Trustees is composed of 14 members, including our Chair.

The Board has 4 formal subcommittees, as well as a Remuneration Committee (responsible for CEO remuneration) and its members are part of the Global Impact Forum (composed of all Governance Board Members of all ClientEarth entities globally). ClientEarth UK 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

UK, Chair	<u>Emma Howard Boyd CBE</u>
USA	<u>Winsome McIntosh</u>
UK	<u>Dr Champa Patel</u>
USA	<u>Dr Kilaparti Ramakrishna</u>
Singapore	<u>Assaad W. Razzouk</u>
USA	<u>Alexander Reid</u>
UK	<u>Tom Rivett-Carnac</u>
UK	<u>Georg Stratenwerth</u>
UK	<u>Hilary Wild</u>
UK	<u>Justin Johnson</u>
UK	<u>Amy Clarke</u>
Kenya	<u>Rachel Wanyoike</u>
UK	<u>Brian Eno (patron)</u>

Our Board of Trustees



Our Executive and Global Leadership Group

Our Executive Team

Chief Executive Officer	Laura Clarke
Chief Finance and Operations Officer	Scott Rutherford
Chief Strategy and People Officer	Cheryl King-McDowall
Chief Programmes and Impact Officer	Adam Weiss
General Counsel	Amy Rose

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 for Europe	Anna Heslop
Acting Associate Director for Japan and SE Asia	Tim Guanzon
Executive Director, ClientEarth Americas	Danielle Lackey
Director for China	Dimitri de Boer
Director of Communications and Policy	Amy Fairbairn
Director of Development	Hannah Braithwaite
Head of Innovation Lab	Apolline Roger
Head of FOLU African Partnerships	Catherine Lalonde

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 Spend

[Our top funders in 2025 were as follows:](#)

- Waverley Street Foundation
- Children's Investment Fund Foundation
- Sigrid Rausing Trust
- Quadrature Climate Foundation
- Postcode Lottery Players
- AKO Foundation
- ClimateWorks Foundation
- Sequoia Foundation
- Gaudio Family Foundation
- Arcadia

Our Accounts

You can review our latest annual report and accounts here: [2024 Annual Report](#). Our 2025 Annual Report will be published in the late summer or early autumn of 2026.



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.

An online Question and Answer session will be scheduled for **10:30 BST, Wednesday 5th August**. Please [click here to register](#). If you are unable to attend, but have a question or are interested in learning what questions were answered, please contact our Recruitment Team at jobs@clientearth.org to submit a question or request a copy of the written FAQ that will be prepared following the session.

The application deadline is 23:59 BST, 15th September 2026.

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

- Answers to the screening questions posed in the system
- A full CV or resume showing the more significant positions, responsibilities held, and relevant achievements

We expect to interview shortlisted applicants online (via Microsoft Teams) during the month of October 2026, with an anticipated confirmation of appointment at our 3rd December 2026 Board (official start date to be agreed with individual successful candidate).

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

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 see our [Recruitment Privacy Notice](#).



How to Apply



www.clientearth.org

Beijing Berlin Brussels London Los Angeles Luxembourg Madrid Tokyo Warsaw

ClientEarth is an environmental law charity, a company limited by guarantee, registered in England and Wales, company number 02863827, registered charity number 1053988, registered office The Joinery, 34 Drayton Park. London, England, N5 1PB a registered international non-profit organisation in Belgium, ClientEarth AISBL, enterprise number 0714.925.038, a non-profit limited liability company in Germany, ClientEarth gGmbH, HRB 202487 B, a registered foundation in Poland, Fundacja "ClientEarth Prawnicy dla Ziemi", KRS 0000364218, NIP 7010254208, a registered delegation in Spain, Fundación ClientEarth Delegación en España, NIF W0170741C, a registered 501(c)(3) organisation in the US, ClientEarth US, EIN 81-0722756, a branch office in China, ClientEarth Beijing Representative Office, Registration No. G1110000MA0095H836, a registered subsidiary in Japan, Ippan Shadan Hojin ClientEarth, corporate number 6010405022079, a registered subsidiary and company limited by guarantee in Australia, ClientEarth Oceania Limited, company number 664010655.