

Recruitment Pack

Board of Trustees

Earthwatch Europe



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Welcome letter from Lucian J.Hudson, Chair

Thank you for your interest in becoming a trustee of Earthwatch Europe.

We are living through a pivotal moment for our planet. The urgency of the climate and nature crises demands bold thinking, grounded in science, and powered by collaboration. At Earthwatch, we are proud to be part of the solution — engaging people of all ages and backgrounds in meaningful action for the environment.

Our Board plays a central role in guiding this mission. As Chair, I have the privilege of working alongside a committed and thoughtful group of trustees who bring diverse skills, challenge us to be better, and support the executive team with clarity and purpose.

We are now looking to welcome new trustees who can contribute expertise in environmental science, fundraising, or influential networks. Specifically, we are looking for a trustee with the necessary leadership and skills to take up the role of Chair in the coming year.

If you share our passion for creating a world in balance with nature and want to help steer a charity with science and impact at its heart, I hope you'll consider joining us.

Earthwatch Europe works to create a world where we live in balance with nature.

We help people to protect the nature around them. We build meaningful nature connections and give people the tools they need to fight for our planet.

Working alongside communities and organisations, we build an understanding and a love of nature and help everyone to protect the natural world. Guided by science and powered by people, we create change through connection.

People are the heart of everything we do. From the classroom to the boardroom and the field to the laboratory, we bring everyone together with the shared goal to protect our planet. We work where we can have the most impact, creating knowledge and inspiring action. We fight for our fragile planet with passion and with science – with our hearts and our minds.



What we do

[Our Work - Earthwatch Europe](#)



Towns and Cities

We help urban communities bring nature back into their lives — from greener schools and inspired teaching to tree planting and shared green spaces. By supporting people’s own nature ambitions, we create cities where both people and nature thrive.



Rivers and Lakes

We’re restoring rivers and freshwater habitats by empowering communities to monitor pollution, gather evidence, and drive local action. With citizen science tools and expert support, we’re building a movement to protect water for people, wildlife and the future.



Farming and Countryside

We’re working with farmers and the food industry to reimagine farming that works with nature, not against it. By supporting farmer-led innovation and nature-friendly practices, we’re helping to reverse biodiversity loss and build a sustainable future for food and farming.



Science & Innovation

We are continually innovating to make our science more impactful and to stay at the forefront of the global citizen science movement. We lead and contribute to a range of projects that advance the field of citizen science by researching its impact on society, sharing expertise and developing new technological tools.

Our values



We are driven by people

We always show humanity in our bid to save humanity. As colleagues, we treat each other with genuine warmth and respect. In a polarised world, we're proud to build a friendly movement of local groups, schools, scientists and businesses. Everyone's voice is welcome and valued.



We connect with nature

Disconnection from nature is at the heart of ecological crisis. Connection is a driving force for change. So, let's get our boots – and our hearts – muddy. With smiles on our faces, we inspire people to get out into nature, have fun, discover what we all stand to lose, and take action.



We are powered by science

Powered by science, it's science that makes us powerful. We champion findings collected by people at the grassroots to spark change in our neighbourhoods and at the highest levels of government. We're committed to debate, openness, honesty, listening and always learning.



We fight for our planet

The environmental crisis is relentless. We, too, never give up. Each day we fight for our fragile earth, not through protest, but practical science. From planting Tiny Forests to protecting the world's freshwater habitats, our evidence-based solutions are the seeds of our planet's survival.

Building an inclusive culture

- At Earthwatch, we are committed to creating an inclusive environment where individuality is embraced and everyone has the opportunity to thrive. We aim to embed equity, diversity and inclusion across everything we do — from our programmes and partnerships to the way we recruit, develop and support our staff and trustees.
 - Our EDI Working Group, including our CEO, leads on implementing this commitment, with clear goals embedded in our performance framework.
 - In 2024, we joined the RACE Report (Racial Action for the Climate Emergency), affirming our dedication to transparency and action on racial equity within the environmental sector. We know we're on a journey — and we're committed to listening, learning and doing the work needed to drive meaningful, lasting change.
- Our 5 key priority areas are:
- Ensuring Earthwatch is a place where individuality is embraced, and everyone has the opportunity to thrive
 - Identify and remove any barriers to greater equality and inclusion within our recruitment processes and to staff retention
 - Continue to build and support a diverse Board of Trustees
 - Review equity within the organisation, starting with a gender equity plan
 - Review our existing programmes and develop new programmes aimed at giving increased equity and increased diversity, starting with young minority ethnic people -

Our impact to date – example from Freshwater

WHAT FRESHWATER WATCH GROUPS HAVE ACHIEVED SO FAR

175

FreshWater Watch community groups across the globe

30,000

people taking action for fresh water

2,460

waterbodies monitored

65,000

freshwater quality datasets collected

By 2030, we want to see 100,000 people safeguard 10,000 waterbodies across Europe and Africa. We need your help to reach this milestone!

 Nature in Cities

 Fresh Water

Our fourth Great UK Water Blitz in September 2025 involved 5,708 people monitoring 3,430 freshwater sites, creating a comprehensive citizen science-led snapshot of water quality across the UK.

Some of our achievements in 2025

- 45 Tiny Forests planted among other urban nature-based solutions
- 12 peer reviewed scientific publications
- Reports published on subject including urban run off in the river Cherwell, metal pollution in Corby, the benefits of Tiny Forests and tyre pollution on the river Evenlode
- An international conference on Citizen Science held in Nairobi, Kenya
- The Oman Field Research Programme started to build capacity for young scientists in the region
- Work to enhance school grounds in schools across South Wales
- A successful soil blitz programme held in Austria



Financial overview

Our financial performance in the financial year 2024-25

	£
Total income	4,083,809
Total expenditure	4,015,927
Investments gains & foreign exchange losses	58,660
Surplus for the year	126,542
Funds balance at 1.10.24	2,491,963
Funds balance at 30.9.25	2,618,505

How we spent our funds

	£
Nature in Cities	1,973,122
Freshwater	700,991
Farming with Nature	363,542
Innovation	601,252
Raising funds	377,020
Total	4,015,927

Earthwatch Transition

Earthwatch Europe is currently managing a complex transition process. There are two major factors behind this: -

- The funding and political environment has changed dramatically and is much more challenging for all eNGOs
- We are embarking a new strategy, through which we intend to refine our focus onto citizen science and engagement that lie at the heart of what we are about and where we believe we can achieve the greatest traction

Over the course of 2026 we are reducing the size of the team significantly. This will be tough, but it will enable the organisation to operate in a much more financially sustainable model.

Our intention is that this proactive action will put us in a position from which we can grow again when the funding and political situation improves

Plans have been co-created with the Executive Team and trustees and have the full support of both. We expect the transition to be complete by the end of the current financial year, September 2026.

Our new ten-year Strategy

Our goals

Citizen Science will be more accessible, more popular, broader in its application and more influential in policy decisions

Communities everywhere will be taking meaningful, evidence-based action for nature

Our living and working spaces will be greener, more nature-rich and more accessible

Our outcomes

Citizen Science will be more accessible, more popular, broader in its application and more influential in policy decisions

Communities everywhere will be taking meaningful, evidence-based action for nature

Our living and working spaces will be greener, more nature-rich and more accessible

Active community groups will be operating in every country where Earthwatch Europe works

Communities through Europe, SW Asia and Africa will have the opportunity to learn about the science of the natural world

Every community working with Earthwatch will be inspired to put their knowledge into action

We will grow our global community of talented scientists

We will create more and better quality green spaces near to where people live and work

We will ensure everyone has opportunities to engage with green and blue space

Some things we plan to achieve

By 2050 we will...

A global leader in citizen science and its application in the natural world

Support every community we work with to turn the data and evidence they collect into a powerful call for action

Apply the principles of 3-30-300 across Europe, where everyone has sight of at least three trees, there is 30% canopy cover and nobody lives more than 300 metres from high quality green or blue space.

By 2035 we will...

Increase the number of active citizen scientists contributing to our programmes to 100,000 across 50 countries

Roll out the WaterBlitz model to ten European countries

Set up or join mental health partnerships, enabling 100,000 people to benefit from nature connection

In the next three years we will...

Broaden our freshwater monitoring work to include PFAS (“forever chemicals”), road run-off and heavy metals

Pursue new investigative community-led water testing projects following our successful work in Corby and Kidlington

Diversify our small-scale interventions to include food and forest gardens, wildflower rich meadows and wetlands

Board of Trustees and Executive Team

Our Board of Trustees provides strategic leadership and strong governance, helping to shape Earthwatch's direction and impact. Trustees act as ambassadors for our mission, bringing diverse perspectives and expertise to guide our work.

The Board meets **four times a year**, usually for full-day meetings on a **Friday**, held either in person or online via Microsoft Teams. Meetings usually take place in London or Oxford. Two standing committees — Finance (meets quarterly) and Nominations (meets twice a year) — provide additional oversight. We also form ad-hoc working groups as needed, typically involving staff and trustees, to support strategic priorities or to manage the organisation through a challenging process

Earthwatch Europe has a board of 12 trustees. Trustees come from a wide variety of backgrounds and have a wide range of skills and experience, including governance, science, communications and finance. The Chair of the board is supported by two Vice Chairs and an Honorary Treasurer

The Executive Team exists to help the CEO manage the organisation, including drafting business plans and budgets, and to help implement strategies and work plans.

The Executive Team is made up of the Chief Executive and senior staff; directors and/or senior managers. There are currently five people on the team representing all the key areas within the organisation.

The team meets weekly for quick catch ups, monthly for more in depth sessions, and at least twice annually for away days.

Members of the team are generally invited to board meetings

About the role

Location:

London or Oxford (Hybrid)

Start date:

March 2027 (with handover; earlier by discussion)

Time commitment:

8-12 days

Term of appointment:

The term of appointment is for 3 years with the possibility of renewal for further periods of three years up to a maximum of nine years.

The position of Trustee is unpaid. However, all reasonable out-of-pocket expenses incurred on charity business will be reimbursed in line with our expense policy.

Chair of the Board (Trustee)

Role Purpose

To lead the Board of Trustees in providing strategic direction, excellent governance and effective support-and-challenge to the executive team, ensuring Earthwatch Europe delivers maximum impact and builds long-term sustainability.

Key Responsibilities

- **Board leadership:** Set the tone for a high-performing, inclusive Board that is focused, constructive and appropriately challenging
- **Governance:** Ensure robust governance, effective decision-making and oversight of risk and compliance
- **Strategy:** Lead the Board's contribution to strategy, priorities and impact; maintain focus on the big questions
- **CEO relationship:** Build an effective partnership with the CEO; ensure clarity of delegation and accountability.
- **Income and sustainability:** Help steer the organisation's approach to income growth and long-term sustainability, using experience and networks where appropriate.
- **Representation:** Act as an ambassador for Earthwatch Europe, supporting profile, partnerships and credibility.
- **Board effectiveness:** Support succession planning, Board development and continuous improvement.

About the role continued

Person Specification

Essential

- Credible senior leadership experience, strong judgement and an inclusive style.
- A strong track record of income generation and growth (fundraising, partnerships, commercial development, philanthropy or similar).
- Experience leading organisations through significant change (stabilisation, reset, renewal or recovery) while protecting mission and people.
- Confidence chairing meetings and enabling high-quality decisions.
- Strong alignment with Earthwatch Europe's mission and evidence-led approach.

Desirable

- Prior Chair experience (or clear readiness to step up).
- Knowledge of environmental science / citizen science / the wider environmental NGO landscape.
- Strong external profile and networks that can support partnerships and visibility.

How to apply

How to Apply

If you're excited by the opportunity to help shape the future of Earthwatch Europe, we'd love to hear from you.

Please submit your **CV** and a **supporting statement** (max 1 page) via the link below. In your statement, we'd like you to tell us:

1. What motivates you to become a trustee of Earthwatch Europe, and how your values align with our mission
2. What relevant experience, skills, and perspectives you would bring to our Board, how you can fulfil the requirements outlined in this pack



How to apply continued

Interview Process:

Stage 1 – Video interview with a panel from Earthwatch Europe

Stage 2 – In-person interview with members of the Earthwatch Europe Board

Diversity and Inclusion:

Earthwatch Europe is an equal opportunities employer and welcomes applications from people of all backgrounds.

We actively encourage applications from individuals who are Black, Asian or from other minority ethnic communities, as well as those with disabilities.

Accessibility and Adjustments:

We are committed to providing reasonable adjustments throughout our recruitment process and will always do our best to accommodate individual needs. If you would like to discuss any specific requirements, please contact Nana Asante at nasante@earthwatch.org.uk.

Closing date: 19 June 2026

