THE HUMANE LEAGUE UK TRUSTEE INFORMATION PACK

Who we are

The Humane League UK (THL UK) is dedicated to ending the abuse of animals raised for food by influencing the policies of leading food companies, advocating for stronger animal protection laws, and encouraging individuals to take action. We are part of a global network of organisations working to create a future where all animals are treated with respect and compassion.

Thanks to our effectiveness, The Humane League has been named Top Charity by the independent evaluator Animal Charity Evaluators for every rating period since 2012.

You can review our most recent Annual Impact Report here.

THL UK is an equal opportunity employer. We are committed to furthering equity and inclusion, and we value diversity. We seek people from a wide range of backgrounds who will bring a fresh perspective to the team, not just because it is the right thing to do, but because it makes us stronger.

We are proud to be a Disability Confident Committed Employer, demonstrating our commitment to recruiting, retaining, and supporting disabled people and people with health conditions, based on their skills and talent.

The position

We are seeking two new Trustees to add to the current Board of four voluntary members.

Board members (trustees) of THL UK are responsible for providing strategic leadership, ensuring strong governance, and safeguarding the organisation's mission, values, and financial sustainability. This is a voluntary position, and trustees are expected to act in the best interests of the charity and in accordance with legal and regulatory requirements.

Whether you are an experienced charity trustee or looking for your first board position; if you believe you can share our commitment for ending the abuse of animals raised for food and

have the qualities, knowledge and experience we are looking for, then we'd love to hear from you.

What the role provides

Trusteeship is a wonderful way of gaining new skills and experience, and a powerful sense of giving something back. Some of the specific benefits of being a trustee include:

- Support and training to develop new skills
- Opportunity to make strategic decisions
- The chance to contribute to creating a kinder, more compassionate world

Key Responsibilities

- Contribute actively to the Board's role in giving strategic direction, setting overall policy, defining goals, and evaluating performance.
- Ensure that THL UK complies with its governing document, charity law, and any other relevant legislation or regulations.
- Oversee the financial health of the charity, approving annual budgets and monitoring financial performance.
- Champion the fundraising work of THL UK in various ways–for example by introducing new donors from your network, actively promoting THL UK's fundraising initiatives (like our end of year appeal), or by donating directly if you have the means to do so.
- Protect and promote the charity's values, reputation, and effectiveness.
- Support and challenge the executive team to achieve the organisation's objectives.
- Act as an ambassador for THL UK, promoting its work to stakeholders and the public.
- Participate in Board meetings (typically four per year) and occasional sub-committee meetings, as well as contributing advice and guidance outside formal meetings when required.

Person specification and requirements for this role

While specific experience in animal protection is not essential, all Board members must:

- Demonstrate a commitment to the aims and values of THL UK.
- Understand and accept the legal duties, responsibilities, and liabilities of trusteeship.
- Bring a strategic mindset and the ability to make well-reasoned, independent decisions.

- Be able to communicate in ways that build understanding and trust, and contribute positively to collaborative team working.
- Be willing to devote the necessary time and effort to the role.
- Be committed to moving forward with Diversity, Equity and Inclusion best practices.

Specialist Expertise Sought

In addition to the general requirements above, we are particularly seeking candidates who can bring expertise in one or more of the following areas:

1. Charity Governance

- In-depth knowledge of charity governance best practice, preferably gained through prior trustee, board, or senior charity leadership experience.
- Understanding of regulatory compliance and governance frameworks for UK charities.
- Legal skills relating to charity law, contracts, risk management, or related fields (desirable).

2. Charity Fundraising

Experience and understanding of charity fundraising, with particular relevance to EA-aligned funding environments.

- Knowledge of charity fundraising principles, governance considerations, and ethical fundraising practice.
- Understanding of the Effective Altruism funding landscape, including grant-making bodies, donor expectations, and impact-led funding criteria.
- Experience supporting or advising on grant applications, funder relationships, and individual donor stewardship.

3. Farmed Animal Campaigning

Knowledge of campaigning and advocacy within animal protection movements, with a particular focus on farmed animals.

- Understanding of the strategic landscape of farmed animal protection, including corporate campaigns, legislative advocacy, public engagement, and movement priorities.

- Experience of designing, advising on, or evaluating campaigns that seek measurable improvements for farmed animals.
- Awareness of the wider animal protection movement, including key organisations, campaign tactics, risks, and opportunities for collaboration.
- Scientific or veterinarian understanding and experience with farmed animals (desirable).

We welcome applications from individuals from all backgrounds and with a range of perspectives. Having reviewed existing Trustees' diversity we would particularly welcome applications from ethnic minorities, disabled people and marginalised groups.
Where candidates bring similar skills and experience, we may take lived experience or background into account to help us build a more representative and inclusive board.

Key competencies

- **Strategic thinker:** Looks at consequences, implications, interdependencies, and indirect effects, all in both the short and longer term. Looks beyond the immediate goal or issue and with the greater context, not just the content of the moment. Is able to think and act creatively in difficult situations.
- **Problem solver:** Identifies issues, effectively structures problems, analyses information to produce insights and generates wise, actionable recommendations. A forward-looking thinker who anticipates the needs of the organisation.
- **Effective:** Strategically able to focus our energy, resources and talent toward impactful actions that will reduce, and ultimately end, the abuse of animals for food.
- **Communication and strong interpersonal skills:** Ability to communicate in ways that build understanding and trust and can adapt to different tones and styles and be able to engage with people from all walks of life.

We will be holding a webinar on Tuesday 18th August at 7pm GMT for you to find out more about the role and ask any questions you may have. The webinar will be hosted by Ben Wickham, Board Chair and Alison McCants, Head of Operations. If you're interested, please register here.

As it's a webinar you'll only be able to see the presenter and not others watching. The webinar will be recorded and available on our jobs page, with captions, within 48 hours of the event.

Induction and support

Once appointed, trustees will be given an induction programme which will involve getting to know the organisation and becoming familiar with the role of trustee, if appropriate. You will also be offered regular meetings with the Chair and have the opportunity to buddy with an existing member of the board.

We are committed to making the role of trustee a positive and mutually beneficial experience and welcome feedback on how we can continue to improve our governance processes.

Our current Board of Trustees

Ben Wickham, Board Chair: *I've always wanted to help out those in the world who haven't had the same advantages some get, and my passion for animal advocacy was ignited when I started to rescue commercial chickens from caged farms and broiler sheds. What they go through breaks my heart every day, and it's my lifelong mission to rebuild the world, leaving it better for everyone who comes after them, and us.*

In my day job, I'm part of the leadership team at Sky Sports, looking after the live output, graphics, studios, and styling. Before that I spent 20 years as TV director in News, across most of the main UK channels, and various fun projects. I've shot a hidden camera show where we broke into a car on live TV, and I've directed the Queen at Christmas. And most things in between! I want to bring this insight into story telling, media, and the years embedded in leadership teams of some of the best media organisations in the UK to THL, and help make a better world for the animals, and the people that love them.

Emma Stevenson: *I'm a qualified accountant with 20 years' experience, including senior roles across a range of organisations. I have particular strength in partnering with teams across the business - building strong relationships and providing clear, insightful analysis to help them plan effectively and achieve their goals.*

In addition, I have experience as a charity trustee, supporting organisations to strengthen their financial reporting and develop improved, robust processes and governance.

I care deeply about animal welfare and have been vegan for over eight years. I welcome the opportunity to combine my professional experience and personal commitment to support THL UK in delivering its mission.

Nicola Green: *My journey with THL UK started in May 2021 when I was delighted to join as a Trustee.*

I grew up on a small dairy and beef farm in Devon. When I turned 50, I discovered the joy of health and fitness podcasts while I learnt to run. As my running distances increased, so my awareness grew. I learnt more about the benefits of a plant based diet and experienced a transformation of my original beliefs and attitudes. As the lights of new knowledge were being turned on, I felt deep grief at the real suffering of so many animals raised for food. This was my motivation for personal change and for joining the movement at THL UK. My passion is learning about what makes us become open to new information and to transform - what drives this process and what prevents it.

My professional background is in Human Resources and leadership. I work in the non-profit sector for an INGO focussed on global school feeding and international aid and as a freelancer HR consultant in Exeter and South West UK. THL UK shows what we can achieve when we join together and I am so proud of all the staff, volunteers and contributors to this vital movement.

Samantha Batey: *I care deeply about THL UK's cause, having for many years been trying to raise awareness of the realities of the lives of animals raised for food, and fighting for legislative change, whilst investing in animal welfare and vegan startup businesses and innovative, sustainable technologies.*

I work in engineering so I am a little obsessed with data and research! When I first stopped consuming animal products (in food, cosmetics, cleaning products, etc.) I studied plant-based nutrition for a few months to ensure I had all the facts for when people questioned, ridiculed or doubted the importance and safety of removing animal products from our diet. I studied the Animal Welfare and Agriculture Acts, and related regulations, to really understand the facts, metrics and case studies when discussing and campaigning for the welfare of the billion mammals and birds, and billions of fish, reared every year in the UK.

Currently, I spend time building my company, Refraction, a climate technology firm (our objective is to help move capital urgently in the right direction through the climate crisis), alongside trustee work for various charities which I care about deeply. I love boxing, Muay Thai and yoga, as well as hiking and mountain climbing.

Overview of the Trustee role

The board of trustees have and must accept ultimate responsibility for directing THL UK's affairs, ensuring it is solvent, well-run, and delivering the outcomes for which it has been set up. Trustees should focus on THL UK's strategic direction and avoid becoming involved in day to day operational decisions and matters. Where trustees do need to become involved in operational matters, they should separate their strategic and operational roles.

The commitment

We are looking for trustees that are able to commit the time needed to support the growth and aims of our charity. You should be able to spend at least four hours per month on regular trustee business. In addition to this, we also ask trustees to commit to:

- Four quarterly Board meetings per year, plus preparation time. Quarterly board meetings tend to happen in the evenings between 6:30 - 9 pm.
- Two other ad hoc board meetings throughout the year, which may happen in the evenings or during regular working hours.
- Participation in sub-committees or working groups where relevant.
- Attendance at our in person all team summer workshop, held at the end of July.
- Occasional attendance at in-person fundraising or public engagement events.

All Charities have a public benefit responsibility and, in carrying out their role, THL UK's Trustees are expected to adhere to the Seven Principles for holders of public office (also known as the Nolan Principles).

The trustee role is unpaid pro bono, but reasonable expenses can be claimed.

Term of Appointment

Trustees are usually appointed for an initial term of three years, with the possibility of reappointment for further terms in line with our constitution.

Location

UK-based (meetings are typically held online, with occasional in-person gatherings).

Generic statutory duties

- To ensure that the organisation complies with its governing document, charity law, company law and any other relevant legislation or regulations
- To ensure that the organisation pursues its objects as defined in its governing document
- To ensure the organisation uses its resources exclusively in pursuance of its objects: the organisation must not spend money on activities which are not included in its own objects, no matter how worthwhile or charitable those activities are
- To contribute actively to the board of trustees' role in giving firm strategic direction to the organisation, setting overall policy, defining goals and setting targets and evaluating performance against agreed targets
- To safeguard the good name and values of the organisation
- To ensure the effective and efficient administration of the organisation
- To ensure the financial stability of the organisation
- To protect and manage the property of the charity and to ensure the proper investment of the charity's funds
- To appoint the chief executive officer and monitor their performance
- Other Trustee responsibilities In addition to the above statutory duties, each trustee should use any specific skills, knowledge or experience they have to help THL UK's Board of Trustees reach sound decisions and ensure the organisation fulfils its objectives. This will involve:
    - Attending board and other THL UK meetings as appropriate
    - Participating in one or more board sub-groups as required
    - Scrutinising board papers and other communications
    - Leading discussions and providing guidance on new initiatives, particularly in areas where the Trustee has specific skills, knowledge or expertise

- Abiding by THL UK's policies and procedures including the Safeguarding, Diversity and Equal Opportunities and Information Governance Policies, ensuring these are effectively implemented
- Acting as a signatory on behalf of THL UK, when mandated by the board to do so
- Participating in activities to promote THL UK to our beneficiaries, funders and the wider public
- Contributing to other issues or areas of special expertise

To find out more about our financials, visit the Charity Commission website to download our latest report.

Legal requirements in the role of trustee

All trustees are individually and legally responsible for the charity they govern. If you would like to find out more about these responsibilities, the Charity Commission have some helpful guidance: The essential trustee: what you need to know, what you need to do

How to apply

We want to give you the opportunity to find out more about the role of trustee, and whether you feel it is right for you, without going through a lengthy or complicated application process.

If you are interested in applying, or would like to find out more, please sign up to attend our webinar on Tuesday 18th August at 7pm GMT. Alternatively you can email us at hiring@thehumaneleague.org.uk.

Once you have all the information you need and you have decided you would like to apply, please send a copy of your CV and answer the application questions found via our jobs page.

The interview process

- The **closing date** for applications is Sunday 13th September 2026.
- We will be carrying out **telephone screening calls** from Monday 14th September to Friday 2nd October 2026.
- We will **inform all candidates if they will be invited to interview** by Thursday 8th October 2026.

- **Interviews** will be held remotely from Monday 12th to Thursday 29th October 2026.
- The successful candidates will be **invited to attend a board meeting** on Monday 16th November 2026 before being voted in.

If you have any questions or concerns regarding accessibility, please contact us via hiring@thehumaneleague.org.uk and we will be happy to discuss reasonable adjustments that you may require throughout the process.