



ISEAL Board Member Vacancies (voluntary)

About ISEAL

ISEAL supports ambitious sustainability systems and their partners to tackle the world's most pressing challenges. With our growing global network and our focus on credible practices, we drive impact and make markets a force for good.

We're on a mission to accelerate positive change by improving the impacts of ambitious sustainability systems and their partners.

[Our members](#) are sustainability standards and similar systems that collaborate to scale and demonstrate positive impact, in sectors from forestry and seafood to biomaterials and extractives. Our convening power accelerates change on the most critical challenges, so companies and governments can meet their sustainability commitments and the UN Sustainable Development Goals.

Find out more about ISEAL: www.isealalliance.org

Current Board vacancies

ISEAL is opening Board seats for representatives external to our membership with ambitions to diversify strategic input and oversight. Until now ISEAL's Board of Directors has been made up solely of representatives from our member organisations.

In this round of recruitment, we are looking for three candidates to appoint to the Board. Please see below for a general person specification as well some specific skills and perspectives that we are seeking.

General person specification

Each Director must have:

- a commitment to the mission and values of ISEAL
- integrity
- strategic vision
- good, independent judgement
- an ability to think creatively
- a willingness to speak their mind and ability to engage in open, transparent, and meaningful discussions in a respectful and collaborative way
- a recognition of the importance of bringing in and considering different views, backgrounds and experiences for more inclusive and effective decision making
- a willingness to understand and accept the legal duties, responsibilities, and liabilities of trusteeship

- an ability to work effectively as a member of a team and to take decisions for the good of ISEAL
- a willingness to meet the minimum time requirement
- experience working in sustainability with knowledge of sustainability standards and similar systems

The Board of Directors collectively needs skills and experience in the following areas. These are not all required of every trustee and training can be provided where essential:

- non-profit governance & Board member responsibilities
- ISEAL member needs & aspirations
- external environment & trends
- equality, diversity & inclusion (EDI)
- strategy and performance management
- risk management
- financial strategy and management
- income generation
- marketing, communications, and campaigning
- people management
- digital strategies

Specific skills and perspectives

We are particularly interested in applications from candidates who could bring the following skills and perspectives:

- perspectives from outside Europe and North America, such as experience working in Asia, in particular India, Indonesia, Malaysia, or China
- expertise in financial management and oversight

Role of the Board

The ISEAL Board of Directors governs the organisation, acting in ISEAL's best interests, ensuring ISEAL's work advances its mission, considering the long term as well as the short term, and providing responsible management, not overcommitting the organisation, or taking inappropriate risks.

The duties of Board Members are to:

- › provide strategic direction to the organisation, including approving and monitoring strategic plans
- › ensure that ISEAL operates according to its Articles of Association, in compliance with the [Charities Act](#), and in compliance with relevant international legal frameworks
- › ensure responsible management of resources, including financial health, risk management, and reputation management
- › ensure accountability by approving annual audited financial statements, appointing external board members and Board committee members, championing diversity, equity & inclusion, and reporting annually on how the organisation has been managed

In addition to the above statutory duties, each Board member uses their specific skills, knowledge, or experience to help the Board of Directors reach sound decisions. This may involve leading discussions, identifying key issues, providing advice and guidance on new initiatives, and evaluating or offering advice on other areas in which the Board Member has expertise.

For more information see: [The essential trustee - Gov.uk](#)

Commitment

Standard Board terms are for three years. If all three external seats are filled in this round, the term expiries will be initially staggered.

The ISEAL Board have three regularly scheduled meetings per year, with additional or informal meetings scheduled as needed. Meetings are currently virtual, with plans to return to some in-person meetings over the coming year. Board members are expected to attend all meetings and are included in planning the annual meeting schedule.

Board members participate in two induction sessions prior to their first Board meeting and attend an online training for charity trustees in the first six months.

At some point during their term Board members are asked to join a committee, currently including Executive Committee, Nominations Committee, and Finance Committee.

The Board members serve on a voluntary basis and may submit a claim for reimbursement of travel expenses to ISEAL Board meetings if their organisation is not able to cover the cost.

Diversity, equality, and inclusion

ISEAL highly values diversity and supports the election and appointment of diverse candidates to the Board. We believe that having directors of diverse gender, race, and age, along with varied skills and experiences, contributes to a balanced and effective Board, and we welcome applications that support this goal.

How to apply

To apply, download and complete the [application form](#) and provide an up-to-date CV and a cover note (max one page) elaborating on why you are interested in the Board member position, what makes you a suitable candidate, your previous engagement with sustainability standards and similar systems, and how you, as a Board member, would help ISEAL to achieve its [strategic plan](#).

Send your application documents to poppy@isealalliance.org by **18 March 2022**. You may also contact Poppy if you have any questions about the position or application process.