



FEEDBACK

CHAIR OF TRUSTEES Recruitment Pack

Closing date: 14th February 2016

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1. Introduction

We appreciate your interest in the position of Chair of the Board of Trustees of Feedback. This application pack gives an overview of the organisation, the role and the application process.

By way of background, Tristram Stuart founded the organisation in 2009 on the back of his widely acclaimed book: "Waste: uncovering the global food scandal". As a result of relentless, innovative campaigning ever since, this issue is now firmly on the international agenda.

Our overarching aim is to ensure that biodiversity and natural capital is protected for future generations. In view of the self-evident public benefit of our work towards this, coupled with the imperative to expand our programme and to raise more funds in support, we decided in 2013 to establish Feedback as a charity.

Since then we have been honoured to receive widespread recognition for our work. Our Founder Tristram Stuart was selected as a National Geographic Emerging Explorer in 2014, and a World Economic Forum Young Global Leader in 2015. Our Managing Director Niki Charalampopoulou was chosen as Environmental Campaigner of the Year 2015 by the Sheila McKechnie Foundation. Feedback was awarded the BBC Food and Farming's Best Initiative in British Food accolade in 2014.

Louise Mousseau has chaired and championed the Board from Feedback's launch and remains an engaged and avid supporter. However, owing to health concerns, Louise has had to step down from the Board. Feedback is therefore recruiting her successor to lead the Board through the next phase of Feedback's development. We are in no doubt that the next few years are going to be exciting, full of challenges and opportunities. If you are inspired by Feedback's mission and believe you have the attributes set out in the person specification, we hope you will consider putting yourself forward.

If you would like an informal discussion about any aspect of the role and / or the organisation, please don't hesitate to get in touch with me, or our Managing Director, Niki Charalampopoulou, through the Feedback office.

Stewart Crocker
Interim Chair of Trustees



2. Our achievements and priorities

Since our first Feeding the 5000 event in London in 2009, Feedback has grown into a flourishing, dynamic and successful organisation, working in Europe, US, Africa and Latin America to catalyse national food waste movements.

In 2014/15 we grew in terms of size and reach, but also in the number of campaigns that we now run. We continue to work on the Pig Idea, Gleaning Network and Feeding the 5000. We also kicked off Stop Dumping, a campaign calling for an end to unfair trading practices by Western supermarkets that lead to huge amounts of waste in the supply chain both at home and in the Global South.

Our staff and volunteers in Brussels have also launched the Food Surplus Entrepreneurs Network, designed to harness and support the huge and growing interest in creating social enterprises and innovations using food that would have been wasted.

Feedback's mobilisation, awareness raising, lobbying and advisory work has had an important role to play in the growing grassroots, industrial and political movements against food waste. The issue has risen up the political and social agenda dramatically over the last year: 2015 saw the culmination of years' work as the UN adopted a Sustainable Development Goal to halve food waste by 2030, a target the US government has committed to support; new legislation in France and Belgium obliges supermarkets to avoid wasting good food; the EC has indicated that EU Member States will have to measure food waste for the first time; food redistribution has risen exponentially in the UK and beyond.

Feedback has been at the forefront of all these initiatives and is ready to take on the challenge of steering the global food waste movement towards the achievement of the UN 2030 target and protecting our planet's priceless ecosystems.

Despite important progress in terms of public attention and institutional target setting on food waste internationally, the food industry and the public still have a very long way to go. The UK has shown that significant reductions are possible – with a 21% reduction in household waste since 2007 and a lesser but significant reduction on the part of industry. By current estimates, the UK should beat the UN target, and we aim to hold a beacon for other countries to follow – and improve upon.

Feedback sees its role as a catalyst for action across civil society, businesses and governments and is in a unique position to continue setting the agenda on the priorities for action on food waste internationally. Crucially, we will continue to shed light on the food waste hotspots and business practices that lead to food waste to ensure there is sufficient transparency and public scrutiny to hold businesses accountable.



We have identified the US as a key area of growth in the coming financial year owing both to the groundswell of interest in the issue as demonstrated by media coverage, government food waste reduction targets and new initiatives by civil society. Feedback has recently been awarded \$500,000 from the Rockefeller Foundation to take our work to the USA. This comes on top of significant funding from the EC to continue our work in the EU; more than £500,000 from UK foundations and a network of supporting partners across the globe.

The fact that we have secured significant amounts of new funding in the last 12 months gives us the opportunity to expand our research work in supply chain food waste both in the UK and overseas. It also makes it possible to undergo a substantial expansion of our organizational capacity. As a result, we aim to build the necessary processes, staff structures and systems that will enable us to expand effectively and sustainably, whilst maintaining our focus on our values and strategic direction.

3. Our work in graphs and pictures



TOTAL FRUIT GLEANED

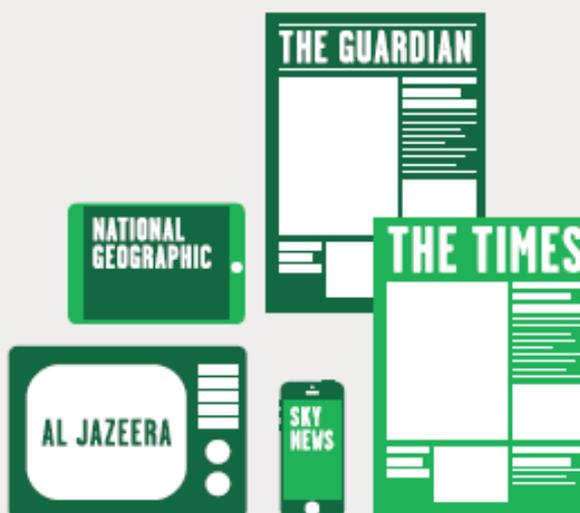


TOTAL VEGETABLES GLEANED



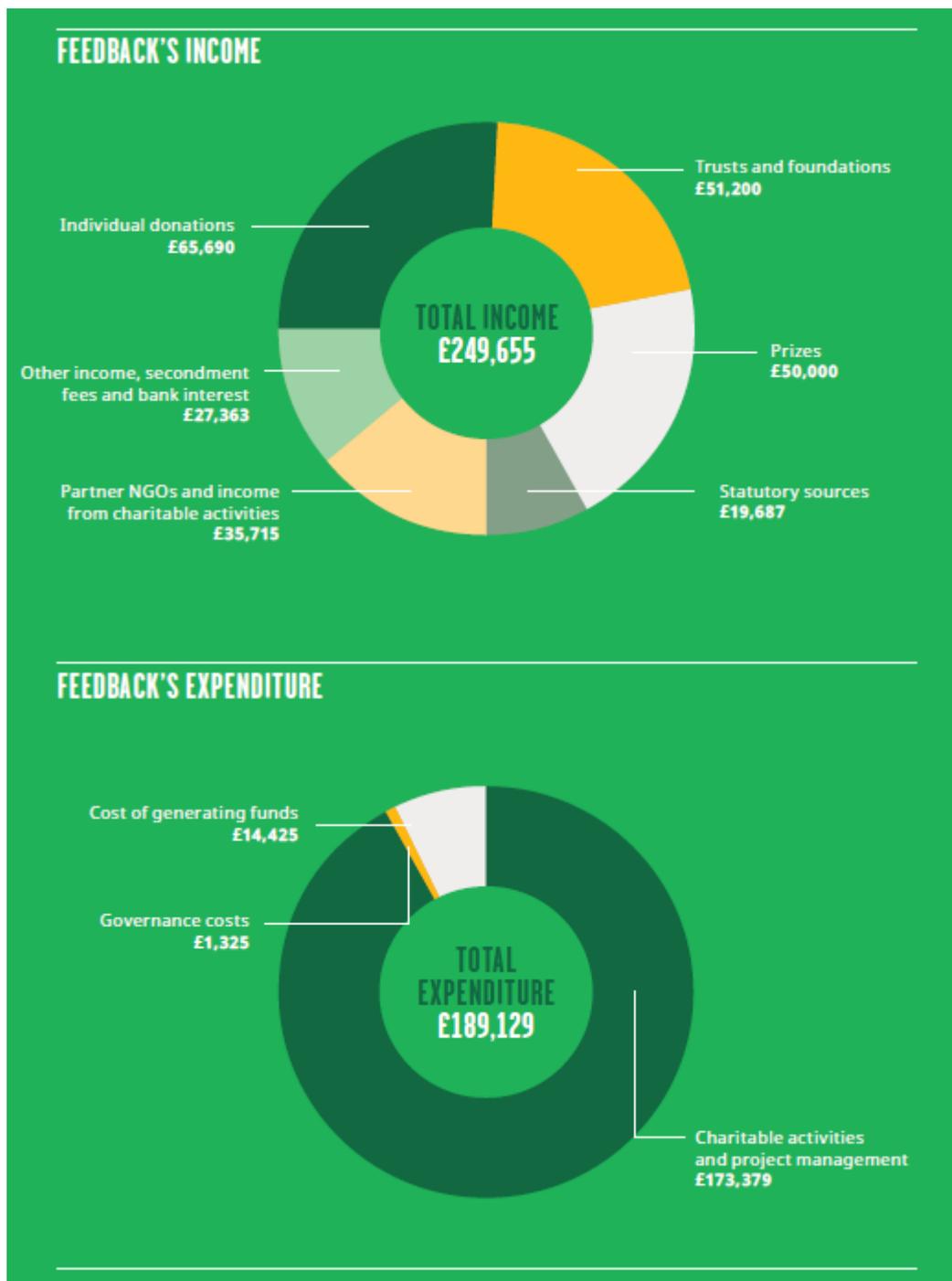
SUBSTANTIAL MEDIA COVERAGE

FEATURES, INTERVIEWS
AND ARTICLES IN NATIONAL
GEOGRAPHIC, THE TIMES, THE
GUARDIAN, SKY NEWS, EL PAIS,
AL JAZEERA, FRENCH, GREEN &
CANADIAN TV, THE INDEPENDENT,
BBC RADIO 4 FARMING TODAY
AND THE BIG ISSUE, PLUS
NUMEROUS LOCAL NEWS MEDIA.



1,574,750 PORTIONS OF FOOD
SAVED AND SERVED

FEATURES IN
KEY FARMING
PUBLICATIONS
INCLUDING
FRESH PRODUCE
JOURNAL,
FARMERS WEEKLY
AND SOUTH EAST
FARMER.



*Note that these are 10 month figures from Jan-Oct 2014 as we had a short first year – the 2014/15 figures are likely to be significantly higher.

4. Governance

Feedback's Board of Trustees is responsible for the charity's strategy and financial security. While running the organisation is delegated to the Managing Director, the trustees are ultimately legally accountable.

The Board currently comprises six trustees, including the Interim Chair and the Treasurer. Our aim is to increase this number gradually to around nine people with complementary skills and expertise in line with the organisation's evolving governance needs.

The Board currently meets at intervals of between two to three months and is supported by a Finance and Audit Committee and an Expansion Task Force, both of which comprise a few trustees and relevant staff.

For reference, though Tristram has been instrumental in starting the organisation, he opted from the outset not to become a trustee himself. He continues to work full-time and makes an enormous contribution to Feedback's success through his vision, energy, expertise, high-level networks and public profile. He attends Board meetings and works by default from the Feedback office when meetings and overseas travel does not take him away from London.

To provide an additional sounding board for the senior management team, we have created a growing International Advisory Network.

5. Chair - Role Description

Overall purpose:

To lead the Board of Trustees in guiding the organisation towards increasing its impact whilst ensuring its continuing financial sustainability.

Key Responsibilities:

- i. To provide leadership to the Board, in collaboration with the MD and Tristram, and to ensure that Board members fulfil their duties and responsibilities for the proper governance of the charity.
- ii. To support, and where appropriate to challenge the MD, and to ensure that the Board works in partnership with executive staff.
- iii. To secure the long-term future of the charity by ensuring that:
 - the Board sets the mission, vision, strategy and high-level policies for the organisation
 - the Board takes steps to monitor the performance of the organisation and to ensure that it satisfies all regulatory and legal compliance requirements;
 - major risks to which the organisation is exposed are reviewed regularly and systems are established to mitigate these risks
 - the organisation's continued financial stability is ensured in a period of expansion and financial dealings are systematically accounted for, audited and publicly available;
 - internal controls and systems (both financial and non-financial) are audited and reviewed regularly
 - the Board evaluates and continuously develops its performance, composition and structure to optimise its effectiveness.

Specific duties

- Exercising leadership by setting priorities, in collaboration with the MD and Tristram, for the Board and planning meeting schedules and setting agendas accordingly.
- Leading meetings and facilitating discussion, encouraging all trustees to participate.
- Ensuring that the Board maintains focus on its governance role and strategy.
- Ensuring that Board decisions are communicated and implemented effectively.
- Improving governance practice by continually seeking to improve his/her own performance - encouraging feedback and responding appropriately.

- Overseeing the establishment and activities of Board committees, ensuring that they are accountable to the Board.
- Monitoring and addressing differences among Board members and between trustees and other parts of the organisation.

Working with the Managing Director

- Leading the Board in fulfilling its line management responsibilities toward the MD, including mentoring, appraisal and professional development
- Meeting regularly with the MD to discuss key issues and provide feedback on behalf of the Board.
- In partnership with the MD and Tristram, agreeing respective roles in representing the charity and acting as spokesperson, and liaising with stakeholders.
- Together with the MD, seeking ways to improve Board effectiveness by identifying development opportunities for the Board and the Chair.

6. Person specification

Essential

- Passionate about environmental issues
- Board level experience with a natural understanding of governance
- Experience of successful business management and leadership
- A good team leader and player
- Self- confidence, standing and independence, coupled with tact and diplomacy
- Sound judgment and integrity
- Organized, efficient and responsive
- Able to commit 2-3 days on average per month

Desirable

- Experience of chairing an NGO / SME board / committee - ideally working internationally
- An understanding of managing financial risks and opportunities in a rapidly expanding organisation
- Attuned to the culture and dynamics of a young, rapidly growing organisation
- Well networked, particularly in relevant spheres, and can help to 'open doors' for the charity
- An understanding of farming / food waste / environmental conservation / international / policy development
- An understanding of policy influencing, campaigning and fundraising



7. How to apply

To apply for the position please send your CV with a short statement about why you want the role and how you meet the requirements to: Niki Charalampopoulou Niki@feedbackglobal.org

If you would like to know more about any aspect of the role, depending upon the nature of your enquiry, please email in the first instance to request a call with either:

- Stewart Crocker: stewart@stewartcrocker.com, or
- Niki Charalampopoulou: Niki@feedbackglobal.org

The closing date for applications is 14th February 2016.

8. Further reading

For further background on our work you may find the following useful:

Social Impact Report: <http://feedbackglobal.org/wp-content/uploads/2015/12/Feedback-Social-Impact-Report.pdf>

Food waste in Kenya: Uncovering food waste in the Horticultural export supply chain: http://feedbackglobal.org/wp-content/uploads/2015/07/Food-Waste-in-Kenya_report-by-Feedback.pdf