



# Trustee Recruitment Pack





## Message from the Chair of Trustees

At the Sumatran Orangutan Society, we have over 20 years of experience under our belts, backing and learning from our incredible partners working on the frontiers of conservation in Indonesia. In 2022 we launched our new strategy - our [Conservation Greenprint](#) - which sets out our roadmap and ambitions to make a meaningful contribution to protect, connect and rewild orangutan landscapes in Sumatra.

Our programmes and partnerships are shaped around the principle of authentic and meaningful engagement with the people and communities living alongside wild orangutans. We wholeheartedly believe that this approach is key to achieving resilient solutions and lasting changes which enable both nature and people to thrive.

To further grow and strengthen our impact and foster sustainable conservation strategies and practices, it is essential to have diverse perspectives, including those directly connected to the Indonesian context, represented within the charity's Board.

To help us succeed in this exciting new phase, we are actively seeking individuals with a strong commitment to conservation and a deep understanding of the local context in Indonesia to join our Board of Trustees.

SOS is an innovative, agile and dedicated conservation organisation, committed to supporting a flourishing future for orangutans, forests and people.

Come and join a small charity with a big ambition: to help secure a thriving and resilient future for critically endangered Sumatran and Tapanuli orangutans.

**Lauren Smart**

SOS Chair of Trustees

## About SOS

At SOS, our vision is wild Sumatran and Tapanuli orangutans thriving in resilient forests. Our conservation strategy focuses on finding local solutions to global challenges. We collaborate with forest-edge communities to secure the long-term future of orangutans through actions that enable both to flourish.

Having recently launched our [Conservation Greenprint](#) – our new strategy to 2030 – the charity is on the brink of a hugely exciting step change, increasing the scale and impact of our work, and galvanising our global network of supporters and collaborators to realise our ambitious plans.

Building on more than 20 years of expertise and learning on the ground in Sumatra, our new strategy sets out our community-led approach to secure globally important forest landscapes and halt the decline of the remaining rare Sumatran and Tapanuli orangutans – the latter of which are the most critically endangered great ape on the planet.

SOS is a charity based in the UK, supporting conservation programmes and partnerships on the ground in Sumatra, contributing financial resources, technical support and strategic advice.

## The Opportunity

***Could you help us grow the reach and impact of our work, build partnerships, and amplify our efforts to ensure a thriving future for orangutans and their precious forests?***

As SOS evolves, we want to grow, strengthen and diversify our Board, to ensure we can provide the best possible oversight and support to the team.

This is a unique opportunity to contribute to the charity's vital mission, make an impact to tackle the dual crises of biodiversity loss and climate change, work with a talented team, and support a nimble, values-driven organisation. Our Board is committed, collaborative and insightful, and SOS's work is highly strategic, challenging, and dynamic.

## ***The role of the board***

The board of trustees have oversight of the charity, make key decisions to help steer the strategic direction, ensure best use of our valuable resources, and support the staff team to meet our ambitious goals. Our trustees contribute strategic guidance, sector insight, and diverse networks.

The board meets quarterly, primarily remotely, with one in-person meeting each year (location variable). Trustees are also expected to be available for ad hoc consultation and input on a range of issues between meetings, usually via email, or online meetings where discussion is needed.

Trustees operate in a voluntary capacity, but SOS will cover all reasonable expenses incurred while exercising your responsibilities. Details of trustee responsibilities can be found on the UK Charity Commission website [here](#).

It is our policy to work towards an inclusive and diverse Board, with the right blend of strategic insight, personal skills and relevant professional experience, through which all Trustees are able to play to their strengths as equal and valued members of the Board.

We hope that Board members will gain valuable experience through their role with SOS, as well as the satisfaction of contributing to an effective, ambitious conservation organisation.

### **Main responsibilities:**

- With the rest of the board, to have oversight of the strategy, including its development and implementation.
- Financial oversight.
- Oversight of key organisational policies and procedures.
- Monitor key risks to the organisation and ensure appropriate risk mitigation where possible.
- Supporting the personal development and well-being of the staff team.
- Support with fundraising/partnership efforts, and building/maintaining relationships with current or potential funders/partners.
- Represent SOS as a spokesperson at appropriate events, meetings and functions.

## ***Who are we looking for?***

We are actively seeking individuals with a strong commitment to conservation and a deep understanding of the local context in Indonesia to join our Board of Trustees, and to be an active and engaged member of our Programmes & Impact Committee. We welcome individuals who bring a wealth of knowledge about the region, its communities, and the unique challenges and opportunities it presents.

We are particularly interested in candidates who can offer insights into the cultural, social, and environmental dynamics of Indonesia. Your perspective will be invaluable in guiding our strategic decisions and ensuring the effective implementation of our initiatives in the communities and landscapes we aim to support.

If you are passionate about conservation, possess a strong connection to Indonesia, and are eager to contribute to the protection of Sumatran and Tapanuli orangutans and their habitats, we encourage you to consider joining our Board and play a crucial role in shaping the future of our impactful conservation programmes and partnerships.

## **Ideal person specification**

- Well networked with partners, funders or institutions whose interests align with SOS's mission and approach
- Committed to the mission and [values](#) of SOS.
- Good communication and interpersonal skills, tact and diplomacy; able to work effectively as a member of a team.
- Willing to speak your mind in a board setting, to listen to others' views and be flexible, constructive, and open to challenge.
- Understanding and accepting of the legal duties and responsibilities of being a member of the board.

## **Commitment**

- A term of 3 years, with a review after the first 12 months, and potential to renew (up to a maximum of 3 terms / 9 years).
- Attend quarterly board meetings (usually online, one in-person meeting/year).
- Board papers are issued ten days in advance of meetings and Trustees need to ensure they have read and understood all information in advance of the meetings in order to fully participate and execute their duties.
- Being in email communication with the staff team and other board members about any time-sensitive matters arising between board meetings.
- If appropriate, to take responsibility for particular issues or areas of work.

## Qualifying criteria

All Trustees must be aged 18 or over upon appointment. Potential Trustees must confirm that they are not disqualified under the automatic disqualification rules which are detailed [here](#).

## Equality, Diversity and Inclusion

At SOS we are committed to Equality, Diversity, and Inclusion as core to our operations, and our commitment is alive as we seek to grow our team to enable us to meet our ambitious plans. We welcome applications from any person who is interested in this role and has the skills, time and commitment to contribute to our mission.

**Equality:** We make sure that everyone is treated fairly and with dignity and respect. We challenge discrimination and remove barriers, so that everyone has opportunities to achieve their desired outcomes.

**Diversity:** We recognise the benefits of different values, abilities, and perspectives, and celebrate people's differences. We promote an environment that welcomes and values diverse backgrounds, thinking, skills and experience.

**Inclusion:** We operate a working culture where everyone has equal access to opportunities and resources, and where everyone feels valued and accepted. At SOS we welcome everyone to contribute and have a voice and we make reasonable adjustments to facilitate active participation.

## Next Steps

If you are interested in becoming a Trustee and feel you have the skills, experience and time required, we would be delighted to hear from you.

Prospective Trustees are invited to have an initial informal discussion about the role before applying. Please email [recruitment@orangutans-sos.org](mailto:recruitment@orangutans-sos.org)

Applications can be sent in any format providing they include information found in a CV, and with a covering statement setting out your motivation and relevant skills and experience.

Your application should be sent by email to [recruitment@orangutans-sos.org](mailto:recruitment@orangutans-sos.org)

Interviews will be held on a rolling basis to discuss your relevant skills and experience, and how you would complement the existing Board of Trustees.