



# Trustee Recruitment Pack: Treasurer

---

January 2026

*We're looking for an experienced finance professional to join our Board as Treasurer, providing strategic oversight and financial stewardship to help ensure SOS can deliver lasting impact for wild orangutans and the people living alongside them.*

# Message from the Chair of Trustees

---

At the Sumatran Orangutan Society, we have 25 years of experience backing and learning from our incredible partners working on the frontiers of conservation in Indonesia.

Our [Conservation Greenprint strategy](#) sets out our roadmap and ambitions to protect, connect, and rewild orangutan landscapes in Sumatra.

Our programmes and partnerships are built on authentic engagement with the people and communities living alongside wild orangutans. We believe that this approach is essential to delivering resilient, lasting solutions that enable both nature and people to thrive.

The charity is increasing the scale and impact of our work, and galvanising our global network of supporters and collaborators to realise our ambitious plans. As we enter this exciting phase, strong financial stewardship is critical to ensuring that resources are deployed effectively, sustainably, and strategically.

With our current Treasurer due to retire from the Board, we are seeking a new Trustee to take up this role, bringing financial expertise, strategic insight, and governance experience to support the organisation's long-term sustainability and growth.

The Treasurer plays a pivotal role in overseeing our financial health, guiding decisions to ensure that SOS remains a well-governed, resilient charity able to deliver maximum conservation impact. This is an opportunity to contribute your skills at Board level while protecting critically endangered Sumatran and Tapanuli orangutans and their forests.

SOS is an innovative, agile, and purpose-driven organisation. If you are a finance professional looking for a strategic, non-executive role with real-world impact, we would welcome you to join us and help secure a thriving and resilient future for orangutans, forests, and people.

***Lauren Smart***  
***SOS Chair of Trustees***

# About SOS

The Sumatran Orangutan Society (SOS) is dedicated to protecting orangutans, their forests, and their future. Together with our local partners in Sumatra, we're protecting vital ecosystems and creating resilient landscapes where orangutans – and people – can thrive.

Building on 25 years of expertise and learning on the ground in Sumatra, we are working 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 ape on the planet.



## Vision

Wild orangutans thriving in resilient forests.

## Mission

Protecting orangutans, their forests and their future.

# About the Role

Could you help us safeguard and strengthen the financial foundation of SOS, ensuring that resources are deployed effectively to deliver maximum impact for orangutans and the forests they depend on?

As SOS evolves, we are committed to strengthening, and diversifying our Board to ensure we can provide the best possible oversight, guidance, and support to the team.

This is a unique opportunity to bring your financial expertise to a high-impact, values-driven conservation charity. As Treasurer, you will play a pivotal role in guiding strategic decisions, overseeing financial health, and supporting sustainable growth. You will work closely with a talented and committed Board and staff team, helping to ensure that the organisation remains resilient, accountable, and ambitious in tackling the dual crises of biodiversity loss and climate change.

Our Board is collaborative, engaged, and forward-thinking, and SOS's work is highly strategic, challenging, and dynamic. This role offers the chance to contribute at the highest level, shaping decisions that directly enable our conservation mission to thrive.

# The Role of the Board

---

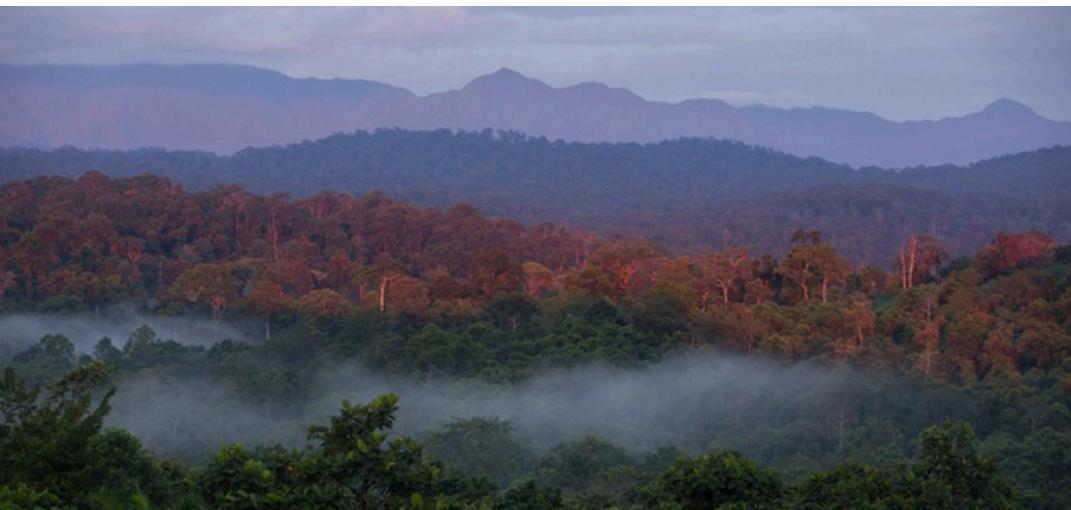
The board of trustees have oversight of the charity, make key decisions to help steer the strategic direction, ensure best use of our valuable resources, and support the staff team to meet our ambitious goals. Our trustees contribute strategic guidance, sector insight, and diverse networks.

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.



## As a Trustee, you will work collectively with the Board to:

- Provide strategic oversight and contribute to the development and delivery of SOS's strategy.
- Ensure the charity's financial health and responsible management of its resources.
- Oversee key organisational policies, procedures, and compliance requirements.
- Monitor and manage risks, supporting appropriate mitigation.
- Support the well-being and effectiveness of the staff team.
- Act as an ambassador for SOS, supporting fundraising, partnerships, and public engagement.

# The Role of the Treasurer

---

## Purpose of the role

The Treasurer shares collective responsibility with the Board for ensuring that the charity is well-run, financially sound, and delivering public benefit, in line with Charity Commission guidance (The Essential Trustee – CC3). The Treasurer has particular responsibility for supporting the Board to exercise proper oversight of the charity's financial affairs, sustainability, and risk. The role focuses on governance, assurance, and strategic insight. SOS employs a Finance Manager and a Finance Assistant who are responsible for operational financial management, reporting, and processing.

## Time 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) and quarterly Finance & Resources Committee meetings.
- 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.

## Key Responsibilities

### 1. Governance & Compliance

- Support the Board in meeting its collective fiduciary duties to safeguard the charity's assets and ensure that funds are used solely to further SOS's charitable purposes.
- Ensure that appropriate financial policies are in place, proportionate to the charity's size and complexity, and regularly reviewed, including reserves, investments, and financial controls.
- Ensure that statutory accounts are prepared, scrutinised, approved, and submitted in line with legal and regulatory requirements, including those of the Charity Commission and relevant funders.
- Oversee the independent examination or audit process and ensure that recommendations are appropriately considered and acted upon.
- Support the Board to identify, monitor, and manage financial risk, contributing to a strong overall risk management framework.

### 2. Financial Oversight & Planning

- Oversee the preparation of budgets, management accounts, and financial statements, providing assurance to the Board that financial information is accurate, timely, and fit for decision-making.
- Monitor the charity's financial position, including cashflow and reserves, and bring material issues, trends, or risks to the attention of the Board.
- Support the Board to ensure that the charity's financial resources are sufficient to meet current obligations and support longer-term strategic objectives.

### **3. Committee & Board Leadership**

- Chair the Finance & Resources Committee, including setting agendas, facilitating effective discussion, and ensuring that actions and decisions are clearly recorded and followed up.
- Work closely with the Chair, CEO, and Finance Manager to ensure that the Board receives clear, relevant, and timely financial information.
- Present financial information to the Board in a clear, accessible, and proportionate way, supporting collective and informed decision-making.
- Help to build financial understanding and confidence across the wider trustee group.

### **4. Strategic Advice & Support**

- Act as a sounding board to the CEO and Finance Manager on financial planning, risk, and sustainability.
- Contribute to long-term thinking about financial resilience, income diversification, and responsible growth.
- Champion strong financial governance as an enabler of SOS's conservation impact and long-term effectiveness.

## **About You**

---

In addition to the general qualities expected of all Trustees, the Treasurer will bring:

### **Essential**

- Strong financial experience, with the ability to interpret and clearly explain financial information to non-financial trustees.
- The ability to apply sound judgement, exercise reasonable care and skill, and provide constructive challenge in a board setting.
- A willingness to be available to staff for occasional advice and discussion between meetings.
- Committed to the mission and values of SOS.

### **Desirable**

- A formal accounting qualification or substantial relevant financial and governance experience.
- Experience of UK charity or not-for-profit finance and governance.
- Experience chairing or contributing to a finance, audit, or resources committee.



# Why Become Treasurer at SOS?

This is an opportunity to use your financial skills and experience to help safeguard two of the world's most threatened species of great apes and the forests they depend on.

As Treasurer at SOS, you will:

- Play a key role in supporting a well-governed, evidence-led and values-driven conservation charity with a strong international reputation.
- Work closely with an engaged Board and a committed staff team.
- Help ensure that funding is stewarded responsibly and strategically to deliver lasting conservation impact.
- Contribute at a strategic level, offering insight and guidance.

Trustees at SOS share a strong sense of purpose and collegiality, and the Treasurer is a valued and influential voice within that team.

## 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 integrating Equality, Diversity, and Inclusion (EDI) into every aspect of our operations. We actively encourage applications from individuals of all backgrounds who possess the skills, time and commitment to contribute to our mission.

We believe that by embracing these commitments, we can strengthen our organisation and enhance our effectiveness in achieving our conservation goals. Together, we can create a vibrant, inclusive community where everyone feels empowered to make a difference.

## Equality

We treat everyone with fairness, dignity, and respect. We challenge discrimination and remove barriers, ensuring everyone has the opportunity to achieve their desired outcomes within SOS.

## Diversity

We value the rich tapestry of perspectives and abilities each individual brings. By fostering a welcoming and inclusive environment, we harness the strengths of our collective differences to enhance our impact.

## Inclusion

We strive for a culture where everyone has equal access to opportunities and resources. We ensure all team members feel valued and accepted, making reasonable adjustments to facilitate full participation for all.

# Decolonising Conservation

---

We acknowledge that conservation, fundraising, philanthropy and international aid in particular, have historically come with power imbalances between the donor or 'expert' and the beneficiary. The traditional flow of funding and knowledge from the predominately white global north toward the global south has often been shadowed by colonial privilege and oppression, imposing 'solutions' onto cultures and practise without making space to hear the voices, learn from the experience or welcome the wisdom of the beneficiary communities.

SOS and our frontline partners thrive together as a result of the authentic knowledge exchange and cross-cultural leadership which underpins our operations and activity. SOS continues to maintain awareness of the decolonising agenda and is always alert to any mitigation necessary to ensure full inclusivity, diversity and equality in our operations

# How to Apply

---

If you are interested in applying for the role of Treasurer and feel you have the skills, experience and time required, we would be delighted to hear from you.

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.

Email to: [recruitment@orangutans-sos.org](mailto:recruitment@orangutans-sos.org)

## Timeline

- Closing Date: 28<sup>th</sup> January 2026 - Midnight (BST)
- Interviews are planned to take place between 26<sup>th</sup> January - 4<sup>th</sup> February

To find out more about our work, please visit our website: [orangutans-sos.org](http://orangutans-sos.org)

