



# Trustees/Board Members Search

July 2025



# About the Aquaculture Stewardship Council

The Aquaculture Stewardship Council (ASC) is an independent, not-for-profit organisation established in 2010 to set and operate global standards for responsible aquaculture. They work globally, to set and operate global standards for responsible aquaculture by promoting certified farmed products to consumers, through the use of their logo.

The organisation's vision is:

*'A world where aquaculture plays a major role in supplying food and social benefits for humanity whilst minimising negative impacts on the environment'*

and its mission is:

*'To transform aquaculture towards environmental sustainability and social responsibility using efficient market mechanisms that create value across the chain.'*

ASC sets and operates global standards for aquaculture to identify farms that have met the highest standards for environmentally and socially responsible practices. The ASC traceability controls throughout the supply chain ensure the provenance of ASC certified and labelled products. Certified farmed products are promoted to consumers through the use of the logo.

## The Challenge

The aquaculture industry is growing steadily and is already supplying more than half of all seafood consumed worldwide. This growing demand increases the environmental and social footprint associated with this expansion; which ASC seeks to reduce.

## The Solution

The purchase of ASC certified seafood helps to provide millions of people with cleaner, healthier, and safer farm-raised seafood. It helps to conserve and restore the world's oceans, coasts and wildlife and improve the lives of seafood farmers and local communities in the developing world.

ASC acts in the marketplace to increase the awareness, value, demand, and distribution of ASC certified seafood. We work with aquaculture producers, seafood processors, retail and foodservice companies, scientists, conservation groups and the public globally to promote the best environmental and social choice in farmed seafood. For more information go to [www.asc-aqua.org](http://www.asc-aqua.org).

## The Organisation

ASC is comprised of a group of dedicated staff and is a growing organisation. ASC has

130 people working from various countries, including the Netherlands, UK, Germany, Spain, Australia, Japan, China, Thailand, Indonesia, Vietnam, Brazil and the US. There are three functional Departments covering: Markets and Communication, Technical Operations, and the Central Services team. Although staff work primarily from home, ASC operates offices in Utrecht (NL).

ASC are committed to transparency, independence and stakeholder participation and its Technical Advisory Group ensures the ASC has formal guidance from technical experts from across ASC's stakeholders for specific standards or process updates.

## Governance

ASC's Board sets the strategy, provides oversight, and supports and challenges the organisation to achieve the greatest impact possible. They seek to not only listen to diverse opinions but also to represent this with balance within the governance structure. The board is comprised of a global team of nine trustees – from business and NGOs associated with seafood as well as aquaculture and NGO backgrounds as well as experience independent of the sector. The board make-up is designed to bring different perspectives and skills.







# The Roles

**Roles:**

Two Board Trustees

**Term:**

3 years (possibility of second term by mutual agreement).

**Location:**

Remote with some travel to Board meetings and to visit project sites as part of Induction and continuing engagement.

**Working Language:**

All meetings will be held In English, board members need to be fluent.

**Salary:**

Unpaid role (voluntary) but with expenses reimbursed.



# Job Summary

ASC seeks two Board Trustees (two separate roles) who can help the charity extend its ambition and impact, hold it to account, and who will champion its cause. This is a fantastic opportunity to join a team of Trustees at the heart of a growing, global organisation. ASC are keen to add experience of the NGO or industry environment to the board on this occasion and are seeking two trustees with different experience backgrounds:

## Trustee Role 1

ASC are seeking a trustee who has experience of working in environmentally or socially focused NGOs, who might bring particular experience of aquaculture, agriculture, improver programmes and demonstrating impact, however ASC are also interested in hearing from those who have experience in the third or civic sector more broadly.

## Trustee Role 2

ASC are seeking to appoint an individual with experience in business relevant to our sector, particularly in brand, marketing, and retail.

Trustees are expected to attend all Board meetings of which there are four a year, two in person and two virtual, and prepare for meetings by reading the papers in advance. Trustees should expect to be asked to join one of the Board's committees and participate in some project work outside formal meetings.







# Responsibilities

## The duties of an ASC Trustee are to:

- Ensure that the charity has a clear vision, mission and strategic direction and is focused on delivering these,
- Ensure that the ASC complies with its governing document, charity law, company law, and any other relevant legislation or regulation,
- Ensure that the ASC pursues its objects as defined in its governing document,
- Ensure that the ASC applies its resources strategically in the pursuit of its objects,
- Contribute effectively to the Board of Trustees by giving clear strategic direction to the ASC, setting the direction of overall policy, and ensuring appropriate processes are in place to ensure policy is effectively developed, defining goals and targets, and evaluating performance against agreed targets,
- Safeguard the assets of the ASC – human, financial and reputational.

## Each ASC Trustee must have:

- A commitment to the vision of the ASC – a world in which aquaculture plays a major role in supplying food and social benefits for humanity while minimising negative impacts on the environment,
- Experience at a senior leadership level in a commercial, not for profit, or public sector environment,
- A willingness and ability to devote time, enthusiasm, and effort to the role,
- Good, independent judgement,
- Integrity and the ability to identify and manage any conflicts of interest that may arise,

- An ability to contribute to complex decision making, weighing up different kinds of evidence and stakeholder input in taking decisions,
- Ability to question intelligently, think strategically, debate constructively, challenge rigorously and bring independence of thought,
- Ability to listen sensitively to the views of others, inside and outside the Board, and to work well with diverse people and perspectives, be a team player and gain the trust and respect of other Board and senior management team members,
- An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship,
- Demonstrable experience of building and sustaining relationships with colleagues and stakeholders to achieve organisational objectives,
- A commitment to creating a diverse and inclusive Board and organisation,
- Good communication skills in English.

## Responsibilities/Duties

- Attend Board meetings,
- Attend intersessional meetings and requests for feedback or approval,
- Accept membership of a Board committee(s) and participate accordingly,
- Contribute to agenda planning for Board meetings,
- Contribute to the annual assessment of the Board and of its Chair, Vice Chair,
- Contribute to the Board's feedback on the annual targets and appraisal of the CEO.



# How to Apply

All correspondence, at this stage, should be via Oxford HR. To apply for this post, click on the “Apply” button on the job advert page, complete our online application form, and submit your CV and cover letter as two different documents, which should be prepared before applying as they will be considered in the application process.

The cover letter should be no more than two pages long and explain why you are interested in this post and how your skills and experience make you a good fit.

The document should be saved in PDF in the following format: Your First Name-Your Last Name-Documents Name-Date (mmyy)-Organisation e.g., Pat-Jones-CV-0725-ASC or Pat-Jones-CoverLetter-0725-ASC.

## Timeline

Closing Date:	Friday 29th August 2025
First stage interviews:	TBC
Final interviews:	TBC

## Selection Process

All candidates will receive an update regarding their application after the closing date. We advise candidates to add the role email to their safe senders list and regularly check their spam folder.

## Equality Statement

Equality and diversity are at the core of ASC's values. Staff are expected to work collectively and individually to promote a constructive and sensitive approach to others from a variety of backgrounds, where the work of others is valued and respected.

## Queries

If you have any queries on any aspect of the appointment process, need additional information, or would like to have an informal discussion, please email at [jsawyer@oxfordhr.com](mailto:jsawyer@oxfordhr.com) in the first instance.







# About Oxford HR

Oxford HR is a B Corp certified leadership consultancy. Having worked within a diverse range of institutions, from not-for-profits and charities to governments and corporate environments, we've seen the powerful impact that the perfect team can have.

Finding innovative leaders can be a challenge; and yet their transition into leadership is vital to an organisation's mission and success. We work across the globe to search for and support remarkable leaders and teams, improve their board effectiveness and support on a range of leadership functions.

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