



Chair

September 2025

About Population Matters

Population Matters is a UK-based charity that works to confront one of the world's most urgent yet overlooked challenges: the impact of human population growth on environmental destruction. We do this through collaboration with international partners, supporters, and stakeholders to create a better future for people and the planet.

Vision

A world in which our human population lives fairly and sustainably with nature and each other.

Mission

To address the negative consequences of ever more people using ever more of the planet's resources—and to inspire and engage others in finding, sharing and promoting solutions as swiftly as possible.

Values

- Evidence-based learning
- Local and global partnerships
- Openness and commitment to truth
- Promotion of women's choices

Organisational Principles

Efficiency, Collaboration, Respect, Inclusive Leadership



Why We're Here

Population growth is a major, yet often overlooked, driver of today's global challenges. With a population exceeding 8 billion, the world faces environmental crises, poverty, conflict, resource depletion, and reduced quality of life for many.

As our Patron, Sir David Attenborough, reminds us:

"All our environmental problems become easier to solve with fewer people, and harder – and ultimately impossible – to solve with ever more people"

Our 2025 –2030 Strategy

We're now gearing up to put our next five-year strategy into action. Thanks to a solid financial foundation, an engaged Board (composed of new and experienced Trustees), a new CEO and a dedicated staff team (with strong administrative support in place to minimise bureaucracy for the Chair) we're in a great position to decide how to make the biggest difference.

Our new strategy outlines a practical, evidence-driven approach to help stabilise and ultimately reduce humanity's impact on the planet. Guided by the understanding that "all populations matter", we aim to support individuals, particularly women, in making informed, voluntary decisions about family size, while addressing the wider drivers and consequences of population growth and environmental degradation.

Our mission links environmental sustainability to human rights, placing gender equality, female leadership and male allyship at the heart of our work. We remain committed to truth, openness, collaboration and inclusiveness as we team up with partners worldwide to strengthen sexual and reproductive health and rights (SRHR), protect ecosystems and build community resilience.

We will do this through:

- **Research:** Carrying out original, evidence-based studies on population dynamics and their impacts.
- **Influencing:** Cultivating a network of advocates to bring population considerations into media, political and community discussions.
- **Partnerships:** Highlighting practical, context-specific solutions in local and national settings.
- **Knowledge-sharing:** Spreading lessons learned across our networks and feeding insights back into policy and practice.
- **Female leadership:** Empowering women through education, health services and leadership opportunities.

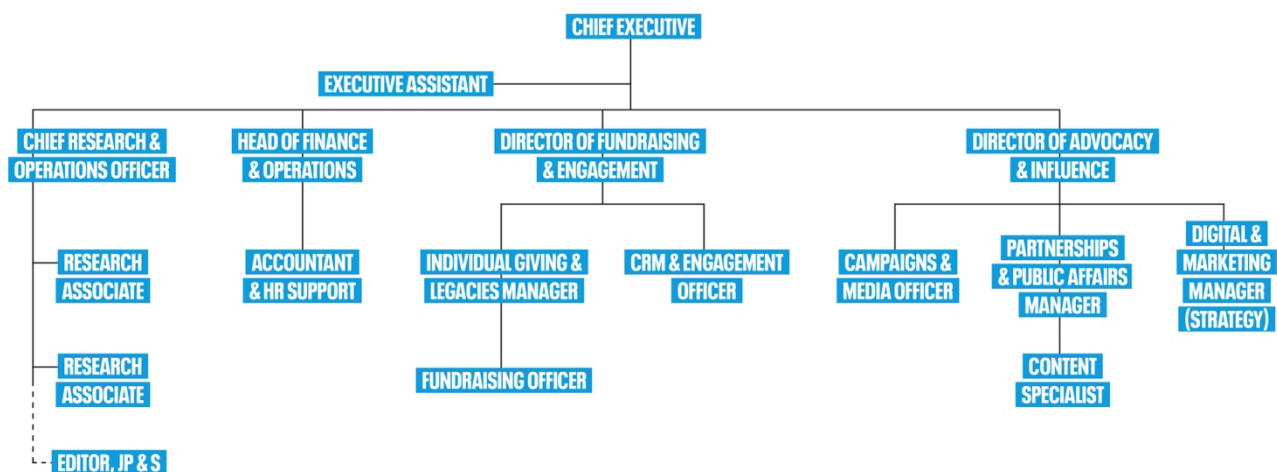


- **Communication:** Promoting the “All Populations Matter” message to encourage informed public debate.

By 2030, we want to be widely regarded as the go-to voice on population sustainability, with established regional teams, a pioneering research programme, a balanced public discourse and a resilient global funding model - all while nurturing a supportive, inclusive workplace culture.

Learn more [on our website](#).

Our Structure



The Role

Role: Chair

Location: The Population Matters office is located in Central London. The Chair can be based anywhere, but should bring a strong understanding of not-for-profit governance. Currently, four board meetings are organised annually (two in-person and two online). One strategy day a year is organised alongside one of the in-person Board meetings.

Time Commitment: As well as the time commitments for all trustees (one day per month), the Chair role will require an additional 0.5 - 1 day per month to support and collaborate with the Chief Executive.

**Remuneration:**

This is an unpaid voluntary position. Reasonable expenses for travel and subsistence while on duty for Population Matters are reimbursable (upon proof of expenses/receipts).

Role Summary

Population Matters is at a pivotal moment: with a bold new five-year strategy launched in February 2025, we're poised to amplify our impact on the critical interplay between human numbers, consumption and planetary health. As our current Chair has reached her two-term limit, we seek a visionary leader to partner with our dynamic CEO and skilled Board in realising our vision: a world where people live fairly and sustainably with nature and one another.

The Board and its Trustees

The Board of Trustees must always act in the best interests of Population Matters and ensure the charity complies with its memorandum and articles of association, and all laws and regulations to which it is subject.

The Board of Trustees is responsible for the overall governance and strategic direction of Population Matters, its financial health, and the effectiveness of its activities, developing its aims, objectives and goals and compliance with all relevant legal and regulatory requirements.

Each trustee appointment is for a term of three years, renewable once. The same with the Chair.

The Chair Role

The Chair is essential to the smooth running and effectiveness of the Board of Trustees. The Chair's primary role is to ensure that the Board is effective in setting and implementing the charity's direction and strategy. The responsibilities of the Chair include leading the Board, guiding decision-making, overseeing the charity's business and CEO, and setting high governance standards including overseeing the involvement and coordination of trustees. The Chair also fulfills a crucial role as ambassador for Population Matters, engaging funders, regulators and strategic partners. The role requires excellent leadership and communication skills and strong affinity with the mission and work of Population Matters.

The Chair ensures that meetings are organised and supports the facilitation of good decision making. In addition to the duties and responsibilities described above, the Chair is also responsible for regularly reviewing the board's composition and performance, to ensure it is fit for purpose for the effective running of the charity.



Responsibilities

Strong Governance Systems

- To ensure the appropriate policies and systems are in place for the organisation to
 - design, implement and monitor its strategy
 - assure excellent financial and other controls (assisted by the Treasurer and 1 of 2 Board Sub-Committees: Audit, Finance, Fundraising, Risk & Investment)
 - operate exemplary human and other resources management

Leading the Board

- Appoint Trustees with the appropriate collective knowledge and experience; help with their development; and organise an annual reflection on individual and collective performance.
- Establish and regularly review any Board Sub-Committees
- Chair Board meetings and assure business is organised in a timely and efficient way, and that Board Papers, especially Minutes, are of a standard to act as the memory of the organisation.
- Investigate the feasibility of running an 'apprenticeship scheme' to give younger people experience of Trusteeship to nurture talent and diversity.

Represent the Charity

- Be able, when necessary, to act as an ambassador for or representative of Population Matters, whether in pursuit of our strategic goals, or with charity regulators and others such as funders and strategic partners
- This includes contributing to external engagement efforts and networking to raise the profile of Population Matters.

Appoint, Support and Appraise the Chief Executive

- Appoint, support and appraise the CEO, ensuring robust performance and development.
- Conduct a regular review of the whole salary structure of the organisation to ensure it is in line with similar organisations in the sector and that the CEO salary is appropriate. (assisted by 1 of 2 Board Sub-Committees: Nominations and Remunerations, Strategy Monitoring and Trustee development).
- Be available to advise, inform or otherwise support the CEO in their decision-making as needed.



Candidate Profile

We're seeking a Chair who:

- **Is a passionate champion:** Acts as a visible advocate for Population Matters, with genuine enthusiasm for sustainable development, environmental protection and human rights. The ideal candidate will bring a nuanced understanding of the intersection of human population growth and impact on our planet.
- **Is committed to our cause:** Shares a deep dedication to the charity, its strategy and its objectives, including demonstrated commitment to environmental protection, sustainable development and the potential of women's empowerment and feminine leadership.
- **Commands respect and inspires:** Brings the gravitas to lead and inspire an international Board and growing charity, with proven ability to foster inclusive, collaborative teams.
- **Understands our sector:** Has experience and knowledge in the environmental and/or international development fields, and/or women's rights, SRHR. Familiarity with the demographics and politics around human population is an advantage, as is a background in policy, research and/or advocacy.
- **Thinks and delivers strategically:** Has steered organisations at senior strategic level of similar size, overseeing both execution and outcome monitoring. Previous Trustee or Non-Executive Board Director experience is essential
- **Represents with confidence:** Possesses strong communication, negotiation and public representation skills to comfortably engage high-profile partners and funders on our behalf. Has experience in working with significant funders, governments and institutional/political leaders.
- **Builds relationships easily:** Proven ability to build partnerships and collaborations. Demonstrates excellent interpersonal and networking skills and thrives in an ambassadorial capacity.
- **Is financially savvy:** Brings strong financial literacy and a clear grasp of charitable sector finance.
- **Values collaboration:** Naturally fosters a supportive, team-focused environment and culture of collaboration and innovation.
- **Knows good governance:** Understands charity and Not-for-Profit governance issues, including the work of charity regulators. Knowledge of UK Charity Law will be an asset, but is not essential.



How to Apply

All communications at this stage should go through Oxford HR. To apply, click the “Apply” button on the job advert page, complete the online application form, and upload your CV and cover letter as two separate documents. Please prepare these documents before applying, as both will be considered during the initial selection process.

Your cover letter should be no longer than two pages, explaining your interest in this position and how your skills and experience make you a strong candidate. Save your documents as PDFs in the following format: Your First Name-Your Last Name-Document Name-Date (mmyyyy).

Timeline

Closing Date: 9th November 2025

First Stage Interviews: TBC

Final Interviews: TBC

Selection Process

All applicants will be updated 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 core values of Population Matters. All staff are expected to work both collectively and individually to foster a supportive and respectful environment for colleagues from diverse backgrounds.

Queries

If you feel you closely match the role description and have questions about your application, please contact lead consultant Hye Jin Zumkehr at hzumkehr@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.

Learn more at: oxfordhr.com