



# Trustee (HR Expertise)

April 2026



# About Climate Emergency Collaboration Group (CECG)

## Who We Are

The Climate Emergency Collaboration Group (CECG) is a philanthropic collaboration between some of the world's largest climate philanthropies. Our mission is to support and build a diverse ecosystem of actors to accelerate international cooperation on climate and low carbon development. Ensuring the success of the annual UNFCCC Conference of the Parties (COPs), and other Multilateral forums is central to CECG's mission, and we believe these moments have the potential to catalyse collective action, focus impactful organising, and disseminate powerful narratives.

Learn more on [our website](#).



# Welcome from the CEO

## A Critical Juncture for Climate Collaboration

The world stands at a pivotal crossroads for international climate cooperation. The climate crisis is intensifying, bringing escalating economic losses, migration pressures, and human suffering. It is unfolding amid deep geopolitical instability: rising authoritarianism, widening inequality, and eroding trust in institutions. In this turbulent context, global cooperation is harder to sustain, yet more vital than ever.

Thirty years ago, the world was on track for over +5°C of warming, and climate change was a contested scientific issue rather than a political priority. The 2015 Paris Agreement transformed that trajectory. By aligning countries behind shared targets and embedding them into national and corporate strategies, projected warming has since dropped to around 2.4°C.

That shift demonstrates that multilateral climate action works when it is ambitious, inclusive, and credible. But the pace of progress must accelerate. Without renewed cooperation, the hard-won gains of the past decade could unravel, pushing the world back toward escalating emissions, widening inequality, and systemic instability.

## The need for CECG

As we approach the 10-year anniversary of the Paris Agreement and the halfway point to 2030, when global emissions must halve to keep 1.5°C within reach, multilateral climate cooperation faces its toughest test yet.

Across many regions, national populism, protectionism, authoritarianism, and economic insecurity are threatening multilateralism. The shift toward a multi-polar world, with power diffused among a wider range

of middle and emerging powers, offers both opportunity and risk. While new alliances are forming, fragmentation and competition can stall or reverse global progress just when unity is most essential.

At the same time, developing and climate-vulnerable nations are demanding overdue reforms to the global financial architecture and to the governance systems that continue to disadvantage them and the peoples most impacted by climate impacts, conflicts and inequality. These calls are reshaping the politics of climate cooperation and revealing the urgent need for mechanisms that are fairer, faster, and more representative.

If global collaboration fails to deliver tangible progress on emissions, finance, and adaptation, the risk is not just slowdown but collapse: a loss of trust and participation that could drive a race to the bottom on ambition. There is a need to show people, how modern international collaboration and multilateralism can help safeguard and improve their lives.

## That is why CECG exists.

We are one of the only philanthropic organisations explicitly focused on strengthening and connecting the ecosystem of actors that sustains international climate collaboration, ensuring that the multilateral system remains credible, inclusive, and capable of delivering results at scale.

## Our Priorities

The geopolitics of climate multilateralism and the realities of the climate crisis demand a whole-of-system approach. To keep well below 2°C within reach, progress must be balanced across mitigation, adaptation, and finance, while ensuring an inclusive and credible process.

Each of these elements underpins trust and ambition. The Paris Agreement was built on mutual commitment: all countries would reduce emissions, while developed nations would support developing and climate-vulnerable countries with finance for low-carbon growth and resilience. If progress falters on any front, that balance - and the collective willingness to act - begins to unravel.

CECG is currently supporting this whole-of-system approach through four pillars: **Implementation, Impacts, Investments, and Integrity**. These focus areas ensure that the multilateral climate process delivers ambitious, science-based outcomes at pace, all the while prioritising justice, equity, and inclusion:

- 1. Implementation** – we look to maintain and strengthen mitigation ambition in the multilateral climate process, in line with the science, via increased focus on implementation and accountability, creating the international dynamics that accelerate nationally determined and nonstate actor climate action, and accelerate a just energy transition.
- 2. Impacts** – we seek to address climate impacts for the most vulnerable by elevating and strengthening adaptation and Loss & Damage in the multilateral climate process, securing ambitious targets, finance, and the mechanisms to deliver.
- 3. Investments** – we drive transformation of the global financial architecture to unlock the speed, quantity and quality of finance required for low-carbon development and just, equitable and sustainable climate action, through International Financial Institution (IFI) reform, debt relief, new and improved taxation, and climate and development finance commitments.

# Welcome from the CEO

**4. Integrity** – we want to enable equitable and inclusive participation and leadership in shaping the multilateral climate debate, and elevate frontline groups’ priorities, to ensure a balanced, ambitious and just process and outcomes, which maintains trust in the process.

## What we do – our levers for change

CECG delivers on these priorities through five complementary levers of change that together build the leadership, alignment, and momentum needed for system-wide progress:

- 1. Enabling Leadership** – Supporting public officials, private sector actors, and civil society, particularly Global South champions, to lead and influence international climate agendas.
- 2. Providing Capacity and Support** – Equipping key organisations, governments, and coalitions with the logistical, technical, and institutional capacity to deliver.
- 3. Fostering Strategic and Tactical Alignment** – Connecting “inside” and “outside” strategies across negotiation tracks to maximise collective impact.
- 4. Catalysing Campaigning and Advocacy** – Empowering movements and campaigns to apply pressure, maintain accountability, and drive political momentum.
- 5. Building and Amplifying Evidence** – Generating and communicating credible analysis and narratives that shift discourse, strengthen trust, and inform better policy.

CECG is currently undertaking a review of our impact, that we have had through the combination of our four priorities and five levers, and we are producing an updated strategic framework that will outline a strategic repositioning of CECG that enables an agile and impactful approach and focus in a time of increasing geopolitical uncertainty and a multilateral ecosystem.

## What We’ve Achieved

Since 2020, CECG has built a reputation as a trusted partner across the climate ecosystem, from philanthropies and civil society to governments and multilateral institutions.

## Strengthening Global Climate Systems and Outcomes

CECG has played a catalytic role in securing some of the most important advances in international climate diplomacy and finance in recent years.

- **Loss and Damage Fund:** Helping to establish a dedicated global mechanism to support countries most affected by climate impacts.
- **Global Goal on Adaptation (GGA):** Elevating adaptation as a political and financial priority alongside mitigation.
- **New Collective Quantified Goal on Finance:** Driving momentum behind a more ambitious and equitable approach to global climate finance.
- **Energy Transition and Finance Reform:** Supporting stronger global signals for energy transition and placing international financial reform firmly on the geopolitical agenda.

## Building Capacity and Coordination

Through its unique grantmaking and convening model, CECG has:

- Channelled over **\$74 million** to 330+ partners in 52 countries, including \$5.9 million to UN institutions such as the UNFCCC and the UN Secretary-General’s Climate Action Team.
- In 2024 alone, awarded **125 grants totalling over \$20 million**, prioritising underfunded regions and Global South leadership.
- Supported **negotiators, technical experts, and civil society coordinators**, providing the resources and networks needed to influence outcomes at COPs and other critical moments.
- Funded **communications and evidence-based** campaigns that shape narratives, shift norms, and maintain accountability in the multilateral process.

- Maintained rapid response capacity, **with average grant deployment in just 11 days**, ensuring agility in fast-changing political contexts.

## Building an Ecosystem of Collaboration

CECG’s combination of grantmaking, convening, and changemaking and coaching has led to:

- **Greater alignment across funders and organisations**, reducing duplication and fragmentation in the field.
- More inclusive **participation in global processes**, strengthening trust and legitimacy.
- A measurable **step change in philanthropic investment and ecosystem coordination** around an increasingly complex multilateral climate agenda.

## Why We’re Different – and Why That Matters

In a fragmented funding landscape, CECG offers a rare combination of capabilities and perspectives that are essential for sustained progress:

- **Foresight:** We invest early in preparing for major international milestones – sometimes years in advance – so that strategies are in place well before windows of political opportunity open. This anticipatory approach enables us to help shape the agenda rather than merely react to it.
- **Agility:** We maintain the ability to deploy resources quickly and adapt strategies in real time as geopolitical dynamics shift, ensuring that emerging opportunities are not lost due to bureaucratic delays or risk aversion.
- **Trust:** Our team is deeply embedded across governments, civil society, and philanthropy, enabling us to convene actors who would otherwise remain siloed, and to broker relationships grounded in credibility and respect.



# Welcome from the CEO

- **Systems perspective:** We see the connections between issues - finance, adaptation, equity, and ambition - and design interventions that move the entire climate ecosystem forward, rather than focusing narrowly on isolated wins.

## The Road Ahead

The coming decade will determine whether the world can keep well below 2°C alive and sustain faith in global cooperation. The task ahead is immense, but the path forward is clear. The next few years will decide whether international systems can deliver the ambition, equity, and pace the climate crisis demands.

CECG is entering a new and important chapter in its evolution. With our UK entity now established, we have the opportunity to strengthen our governance, deepen our partnerships, and build the long-term resilience needed to meet this moment. This transition marks not only institutional growth, but also a strategic pivot from rapid response and system building to long-term influence and sustainability.

Our next phase will focus on scaling impact, protecting and expanding the multilateral climate infrastructure the world urgently needs, and ensuring that collective action continues to drive ambition and accountability across nations.

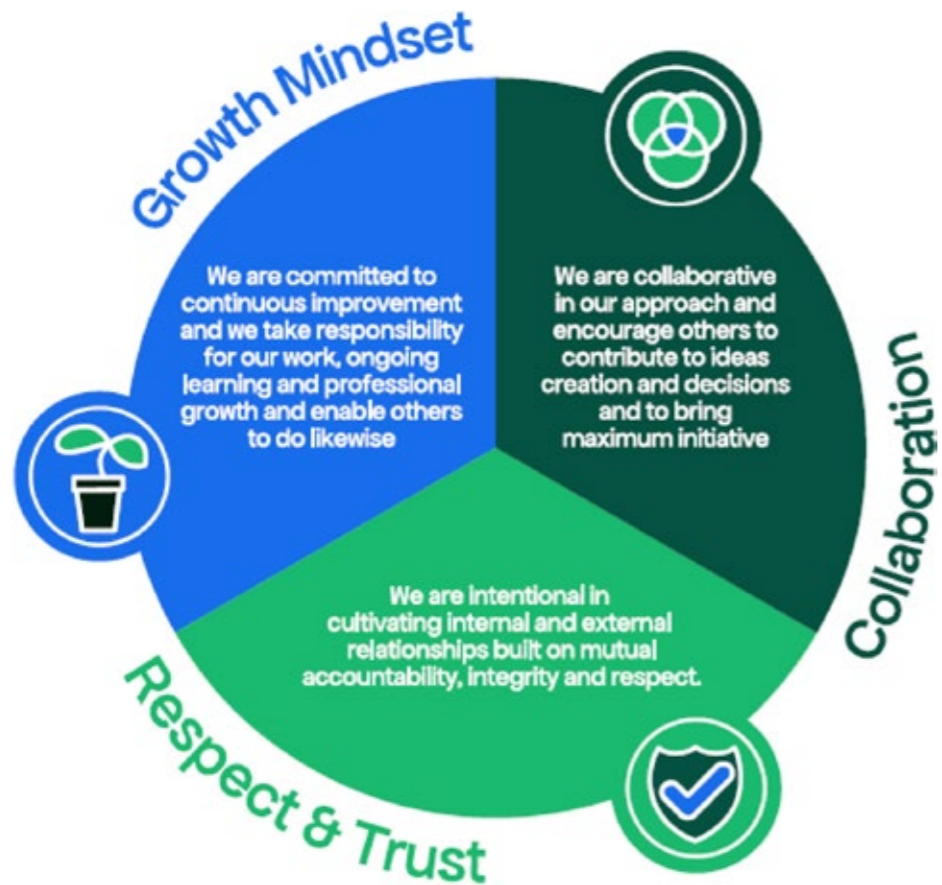
**This is an exciting moment to be part of CECG.**

We are a young but proven organisation with a distinctive global role, trusted relationships, and a track record of real impact. As we grow into this next stage, we are seeking committed and visionary leaders to join us - to help guide our strategy, strengthen our reach, and shape the future of global climate collaboration.



**Iain Keith, CEO  
CECG**

# Our Values



## Growth Mindset

We are committed to continuous improvement and we take responsibility for our work, ongoing learning and professional growth and enable others to do likewise.

We:

- Create space to reflect and learn from what worked and what did not.
- Proactively and enthusiastically engage with new ideas and ways of doing things.
- Own our own mistakes and learn from them.
- Remain positive, show persistence and resilience in the face of challenges and setbacks.
- Seek to continuously develop our skills and abilities along with our agility to learn.
- Offer feedback responsibly and welcome feedback with gratitude.
- Celebrate others success, taking inspiration from it and remain non judgemental about others failures.

## Respect and Trust

We are intentional in cultivating internal and external relationships built on mutual accountability, integrity and respect.

We:

- Build equitable, transparent and sustainable relationships with stakeholders.
- Act in good faith with our colleagues and stakeholders and encourage them to do likewise.

- Responsibly manage and utilise the resources entrusted to us ensuring they are used effectively and ethically to maximise impact in line with CECG's mission, strategic priorities and organisational objectives.
- Uphold our commitments and encourage others to do likewise.
- Seek to avoid all pretentiousness, meanness, pettiness or disrespect and to care for each other.
- Trust in each other's skillset and expertise and when we disagree, we do so in an honest and respectful way.

## Collaboration

We are collaborative in our approach and encourage others to contribute to ideas creation and decisions and to bring maximum initiative.

We:

- Foster an inclusive environment to enable full participation.
- Seek out diverse contributions and provide space for others to be heard.
- Create maximum transparency and openness through on-going communication and sharing of information.
- Set clear expectations and respectfully hold ourselves and others to account.
- Support conflict resolution constructively and respectfully.
- Proactively identify and constructively address barriers to effective collaboration.

# The Role

**Role**  
Trustee (HR Expertise)

**Location**  
UK, remote with the potential for 1-2 in person meetings per year

**Commitment**  
8-12 days a year

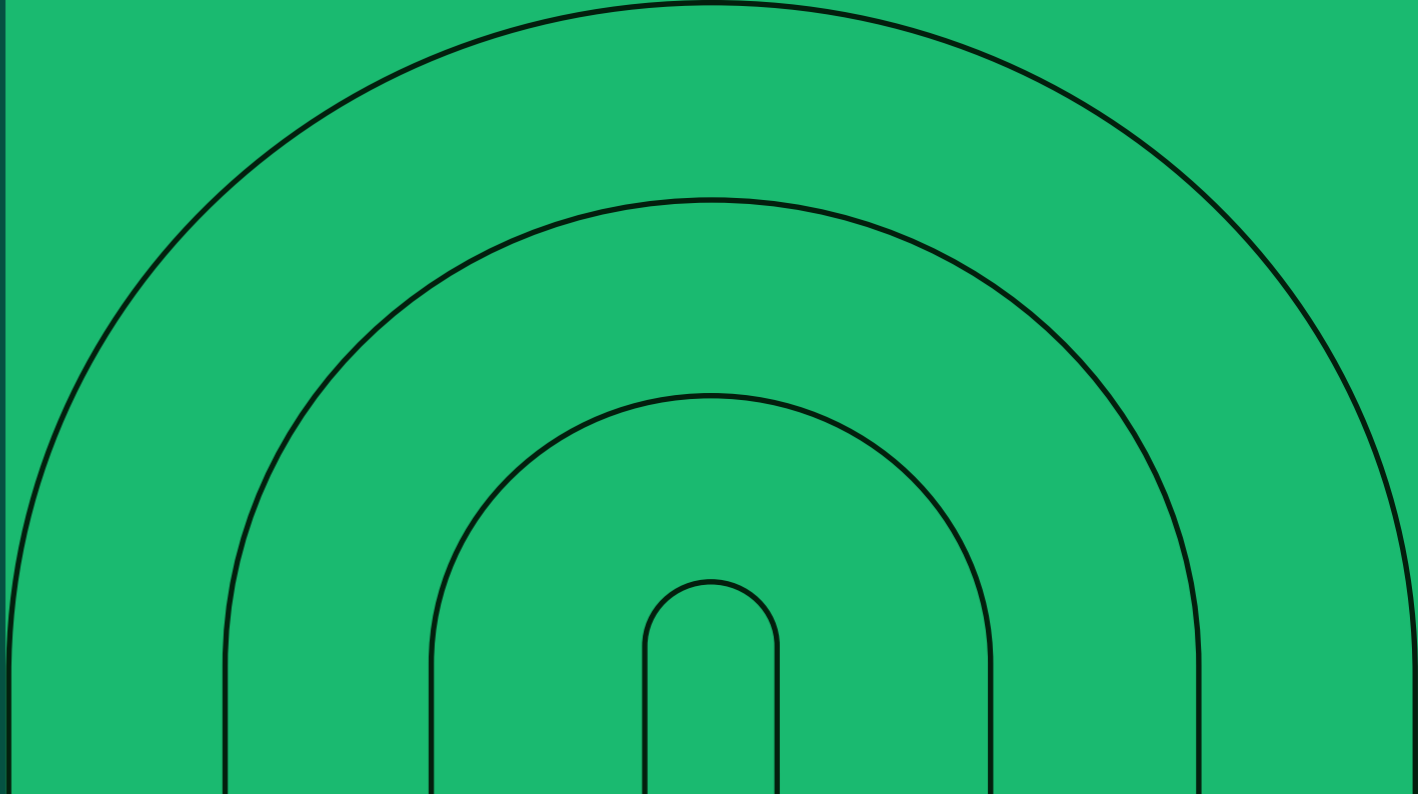
**Remuneration**  
Voluntary (Unpaid) + reasonable reimbursable expenses

**Term**  
3 years

# About the Role

The Trustee with HR expertise provides strategic oversight, guidance and challenge on people-related matters to ensure the charity meets its legal, regulatory and ethical responsibilities as an employer and is well-governed, inclusive and sustainable.

The role supports the Board in setting the charity's people and culture strategy in alignment with its charitable objectives, values and risk appetite, across both UK and international contexts where relevant.





# Key Responsibilities

- Provide strategic oversight and constructive challenge on people, culture and workforce issues, ensuring alignment with the charity's mission and values.
- Advise the Board on UK employment law and HR good practice, including:
  - Employment contracts and policies
  - Diversity, equality and inclusion (DEI)
  - Pay, benefits and remuneration frameworks
  - Performance management and organisational change
- Support the Board's oversight of international HR considerations, such as:
  - Employment models in different jurisdictions
  - Cross border staffing, consultants and volunteers
  - Safeguarding, duty of care and ethical employment practices
- Advise the CECG Executive Leadership Team on building strong organisational culture, underpinned by integrity, inclusion, accountability and wellbeing.
- Support assurance that the charity has proportionate, up to date HR policies and procedures, including grievance, disciplinary, whistleblowing, safeguarding and health & safety.
- Provide insight into workforce risk, including capacity, resilience, staff wellbeing and retention.
- Where relevant, advise on TUPE, restructuring, mergers, or organisational growth/downsizing.
- Act as a sounding board for senior management on complex or sensitive people matters, while respecting the boundary between governance and management.
- Contribute to oversight of senior leadership appointments, appraisal and succession planning where delegated.

# Person Specification

- Senior level experience in Human Resources, People & Culture, or organisational development at director or C-suite level.
- Strong working knowledge of UK employment law and HR best practice.
- Experience advising organisations at Board or senior leadership level.
- Understanding of, or exposure to, international or cross jurisdictional HR issues (e.g. overseas staff, partners, consultants or volunteers).
- Ability to translate complex HR and legal concepts into clear, strategic advice for Trustees.
- Sound judgement, discretion and the ability to handle sensitive issues with integrity and confidentiality.
- Commitment to the principles of good governance, equality, diversity and inclusion.
- Experience within the voluntary, charity or not-for-profit sector, or working with resource-constrained organisations.
- Experience of change management, restructuring or organisational growth.
- Familiarity with Charity Commission expectations relating to trusteeship, employment and governance.
- Professional HR qualification (e.g. CIPD), or equivalent senior-level experience.
- Ability to interpret People and Culture data and make recommendations for decision making.
- Availability to commit sufficient time to the role, including preparation for and attendance at meetings and events.
- An interest in or knowledge of climate philanthropy.
- Integrity, sound judgment, and collaborative spirit.





# 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-Document Name-Date (mmyy)-CECG e.g., Pat-Jones-CV-0426-CECG or Pat-Jones-CoverLetter-0426-CECG.

Please note that all our clients recruiting in the UK are legally obliged to confirm that the appointee is eligible to work in the UK. As of 1 January 2021, government’s new regulations will apply. For further information visit the Home Office website at <https://www.gov.uk/browse/visas-immigration/work-visas>.

## Timeline

**Closing Date:** 29th May 2026

**First Stage Interviews:** w/c 8th June 2026

**Final Interviews:** TBC

## Selection Process

All candidates will receive an update regarding their application after the closing date. We advise candidates to add the Oxford HR Consultant email address (see below) to their safe senders list and regularly check their spam folder.

## Equality Statement

Equality and diversity are at the core of CECG’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 require reasonable accommodations to support, please email, Consultant, Nafeesa Usman at [nusman@oxfordhr.com](mailto:nusman@oxfordhr.com) in the first instance. **Please write in the subject line: ‘CECG - Trustee.’**

# 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](https://oxfordhr.com)





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