



# Chair

April 2026

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## About Greenpeace UK

**Greenpeace is a movement of people who are passionate about defending the natural world from destruction.**

Our vision is a greener, healthier and more peaceful planet, one that can sustain life for generations to come. We're independent. We don't accept any funding from governments, corporations or political parties – our work is funded by ordinary people. That means we're free to confront governments and corporations responsible for the destruction of the natural world and push for real change.

We do this by investigating, documenting and exposing the causes of environmental destruction. We work to bring about change by lobbying, consumer pressure and mobilising members of the general public. And we take peaceful direct action to protect our Earth and promote solutions for a green and peaceful future.

Greenpeace was founded in 1971 by a small group of concerned individuals, who set sail to Amchitka Island off the coast of Alaska to try and stop a US nuclear weapons test. Their old fishing boat was called "The Greenpeace". Today, Greenpeace is present in over 40 countries around the world. Our movement is growing every day and our commitment to realising our vision is as strong as ever.

We find ourselves at a pivotal point in human history. Climate change and biodiversity loss are both rapidly accelerating, and we're seeing and feeling the effects of it ever more – in the changes to our air, sea levels and more extreme weather events, and in the daily warnings of ecological collapse. The need to act to protect our planet has never been so urgent, yet governments and corporations are still dragging their feet. Our mission is to promote radical changes and new solutions to the ways we live on this planet so that we can all call it home for generations to come.



## Letter from the Outgoing Chair

Hello,

Thank you for your interest in serving as the Chair of the Greenpeace UK Ltd Board at this important time for the environmental movement.

Greenpeace is a global organisation that works to change the world for the better, defending the natural world by addressing the climate emergency and biodiversity crisis to create a greener and fairer world.

Greenpeace UK's twin missions are to halve emissions and restore biodiversity by the end of this decade. We work on global campaigns while focusing on how they can be achieved in a UK context, working with aligned organisations.

Greenpeace UK is just over 1 year into its [3-year plan](#), organising itself through a strategic review to achieve challenging goals over the next few years. The Board will need to steer and encourage the organisation to make this happen. The external context has only got tougher with a cost-of-living crisis, a clampdown on the right to protest, terrible wars and failure to meet climate goals. There are rays of hope though, for example the Oceans Treaty, campaigned for by Greenpeace over many years and the end of new North Sea oil and gas in the UK.

I am coming to the end of the maximum time allowed as Chair of the Board after serving for many years. It has been a privilege to contribute in this way after many years as a supporter and activist. My commitment to Greenpeace has grown further through working closely with passionate, capable people making a difference.

As Chair you will help ensure Greenpeace UK remains an effective campaigning organisation with financial resilience to deliver on its critical mission. This is a practical role that requires commitment to the organisation and its goals, understanding and taking on significant risk. You will work closely with the Board and the senior management team to achieve this. It can be challenging but very rewarding.

On which note, Areeba Hamid and Will McCallum, co-Executive Directors for Greenpeace UK have a message for anyone interested: "There are very few Trustee roles that require personal bravery in the way this role will. We are in the throes of some of the most seismic political shifts seen for generations and putting your head above the parapet to defend the communities and the planet we love is not for the faint hearted. We need someone to work with us to take on the very serious threats we are facing, navigating political instability, technological transformation and ultimately helping us make sure Greenpeace UK is playing the disruptive role that civil society requires of us. We can't wait to hear from anyone that finds this challenge exciting."



If you share our commitment to fighting climate change, restoring biodiversity and non-violent direct action we look forward to hearing from you.

With thanks,

Andrew McParland, Outgoing Chair

## The Role

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| <b>Role:</b>            | Chair  |
| <b>Location:</b>        | Remote - UK based  |
| <b>Terms:</b>           | Board members can serve up to two four-year terms as an ordinary board member and, potentially in addition, can serve up to two four-year terms as Chair, with approval from voting members.             |
| <b>Time Commitment:</b> | Approximately 20 days per year (including board meetings, committee work, management and preparation). Additional time may be required in exceptional circumstances. Remuneration options are available. |

## Role Summary

The Board Chair leads the Greenpeace UK board, ensuring its effectiveness in setting and implementing the organisation's culture, direction, and strategy. The Chair holds a pivotal governance role, providing leadership to the board while line managing the Executive Director(s), maintaining relationships with key stakeholders and upholding the highest standards of transparency and accountability.

## Responsibilities

### Board Leadership & Governance

- Lead the board to ensure its effectiveness in setting and implementing the organisation's culture, direction, and strategy.



- Approve the annual budget and risk management plan and monitor these to ensure delivery.
- Focus the board on strategic matters, prioritising long-term goals and planning.
- Maintain high standards of governance, foster transparency, and ensure the organisation holds itself accountable to its stakeholders.
- Ensure director awareness and compliance with legal and regulatory requirements, including requirements in the Articles of Association.
- Ensure that the board annually reviews its structure, skills, effectiveness, delegations and key policies, and implements agreed changes as necessary.
- Act as a representative and spokesperson for the organisation as necessary.
- Chair Board meetings and the AGM.
- Liaise with the board Executive Director's office to arrange meetings, set agendas, chair meetings, present correct information to the voting members, and ensure meetings are well run and focused on delivering the organisation's work.
- Lead on drafting the board report for the AGM.
- Be the last resort for any whistleblowing or appeals against dismissal.

### **Board Member Relationships**

- Manage board member relationships to foster a positive board culture, including ensuring the Board has the policies it needs.
- Lead on the appraisal and development of directors.
- Encourage board members to support the organisation's fundraising efforts.

### **Line Management of Executive Director(s)**

- Line manage the Executive Director(s), by supporting, positively challenging and holding them to account, including working with the Board to approve a scheme of delegation and appraisal of the Executive Director(s).
- Meet with the Executive Director(s) regularly to discuss legal, HR, financial, campaign and other matters.
- Sign off Executive Director(s) expenses.

### **Stakeholder Relationships & Collaborative Working**

- Maintain a good relationship with the organisation's Voting Members as the main point of formal contact.
- Maintain a good relationship with the Greenpeace Environmental Trust Board.
- Maintain a good relationship with Greenpeace International (GPI) representatives through representation on the GPI Council of Trustees (either directly or through another board member), and with the International Executive Director(s), the UK's Development manager at GPI and other GPI staff.



- Work collaboratively with all those involved to build trust in the board and each other.
- Engage with difficult decisions, support board members, and maintain integrity.
- Be prepared to be held accountable for the actions of the board.

## Candidate Profile

### We are looking for candidates who bring

- Experience serving as a board director or a charity trustee.
- The ability to fulfill the legal functions of a board member, including but not limited to strategic oversight, financial oversight, good governance, resource management, and safeguarding.
- Strong understanding of environmental, biodiversity, and climate issues, and the wider movement.
- Demonstrable understanding or experience of political activism.
- A sound understanding of organisational risk, with an appetite and judgement to engage in a context where activities (such as non-violent direct action) may carry legal consequences.
- Capacity to contribute approximately 20 days per year, not including emergencies.
- Availability to attend board meetings, sub committees and other occasional meetings as required, typically held at Greenpeace UK's London office.
- Ability to respond quickly to evolving time-critical situations with significant implications.
- Familiarity and commitment to the [values and aims of Greenpeace](#).
- No significant conflicts of interest.

### Highly Desirable Criteria

- Understanding how an organisation like Greenpeace UK operates. For example, through prior employment, board experience or close association.
- Knowledge or experience of non-violent direct action, including through participation or collaboration with movement partners.

### Eligibility Note

Candidates must not have been employed by Greenpeace UK or another Greenpeace office for a period of at least 3 years before joining the board. They must also not have ongoing significant contractual work with any Greenpeace organisation.



## 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 the 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)-GreenpeaceUK e.g., Mila-Kane-CV-0426-GreenpeaceUK or Mila-Kane-CoverLetter-0426-GreenpeaceUK.

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:** 15<sup>th</sup> May 2026 (*Applications will be reviewed on a rolling basis and interviews with Oxford HR will take also on a rolling basis. Early application is encouraged*)

**Panel Interviews:** Week commencing 1<sup>st</sup> June/8<sup>th</sup> June. To be held in-person at Greenpeace UK, London office.

**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 Greenpeace UK’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 Zoe Greenwood at [zgreenwood@oxfordhr.com](mailto:zgreenwood@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](http://oxfordhr.com)