

Chair, Sunrise International

Candidate Pack
April 2026





About The Sunrise Project

The Sunrise Project is a global network of independent organisations that share a common mission to drive the transition from fossil fuels to clean energy. We are changemakers who believe in the power of social movements to change the world. From ending slavery to civil rights to women's suffrage: social movements have achieved impossible things to make the world a better place. Now, more than ever, we need to nurture and scale powerful movements to solve the climate crisis.

Sitting at the intersection of social movements, and philanthropy, we've developed a 'directed network' model that supports networks of people and organisations to work together to achieve large-scale systems change that wouldn't have been possible by individual organisations acting alone.

We essentially do six things:

- **Analysis** to understand the political, social, and economic systems driving the climate crisis;
- **Strategy** design for multi-organisation efforts that create systemic change;
- **Collaborate** with philanthropy to resource these strategies;
- **Fund** a diversity of organisations and support them to work together for collective impact;
- **Support** organisations and movements to sharpen their strategies and build their capacity to achieve real-world outcomes; and
- **Drive** strategic interventions that will hasten the transition beyond fossil fuels.

From experience, we understand that complex webs of power shape our society, and many factors usually need to come together to achieve large-scale change. Our strategies start with a focus on understanding

who has the power to implement the changes we need, what motivates them, and how they can be influenced. Read more about our principles and values here - <https://sunriseproject.org/about/>

Governance

The Sunrise Project is a global network of independent organisations that share a common mission and common values. The Sunrise Project currently comprises:

- The Sunrise Project Australia Limited (**Sunrise Australia**), incorporated in Australia;
- The Sunrise Project Inc. (**Sunrise Inc.**), incorporated in the United States;
- Stichting Sunrise International (**Sunrise International**)

Each organisation is a fully independent legal entity with its own board of experienced Directors who bring deep expertise across climate change, social movements, law, finance, organisational leadership, and governance.

Alongside our shared mission, each entity is also guided by aligned charitable purposes to protect the environment, promote the transition to a clean energy economy, and prevent dangerous climate change.

All entities collaborating as the Sunrise Project operate in accordance with the legal and regulatory framework of the country in which they are incorporated. Each entity is responsible for compliance in their relevant jurisdiction and each entity's financial accounts are audited annually by independent certified accountants. These reports are made publicly available on the relevant entity websites.

Letter from the Founder & the Outgoing Chair

Dear Candidate,

Thank you for your interest in serving as Chair of Stichting Sunrise International at this important moment in our journey.

The Sunrise Project was founded on a simple but powerful belief: that social movements, when well resourced, strategically aligned and courageously led, can change systems that once seemed immovable. Throughout history, movements have transformed societies — from civil rights to women's suffrage. Today, we face a crisis that demands change on a similar scale. The transition beyond fossil fuels will not happen through incremental reform alone. It requires coordinated, systemic shifts in power, finance and politics.

The Sunrise network sits at the intersection of social movements and philanthropy. Our directed network model enables multiple organisations to act in concert, aligning strategy, funding and capacity toward shared outcomes that no single actor could achieve alone. Our strategies are grounded in deep analysis of power — who holds it, what shapes their incentives, and how it can be shifted. We design systemic interventions that move capital, policy and public narratives. This work often operates at the forefront of political and economic transformation.

Sunrise International plays a critical role within this network. As our work has expanded in scale, geographic reach and financial significance, so too has the importance of strong, independent governance. Sunrise International provides a robust European base within our network and carries significant responsibility in stewarding risk, compliance and fiduciary oversight while enabling bold strategic action. This is not a ceremonial Chair role. We are seeking someone who understands that effective governance is an enabler of impact. Someone who can hold the long view while navigating fast-moving political and regulatory environments. Someone who can provide calm, principled leadership in moments of complexity and change.

As Chair, you will help ensure Sunrise International remains legally strong, financially disciplined and strategically focused — while continuing to empower ambitious campaigning that accelerates the global transition to clean energy. You will steward the Supervisory Board as a cohesive, independent governance body characterised by trust, constructive challenge and shared responsibility. You will also help strengthen alignment across our network entities, while maintaining the independence and integrity of Sunrise International.

We are particularly seeking a leader who understands complex international organisations, who is comfortable engaging with philanthropic and advocacy ecosystems. This is a moment of evolution for Sunrise International — from rapid growth to sustained, mature institutional strength.

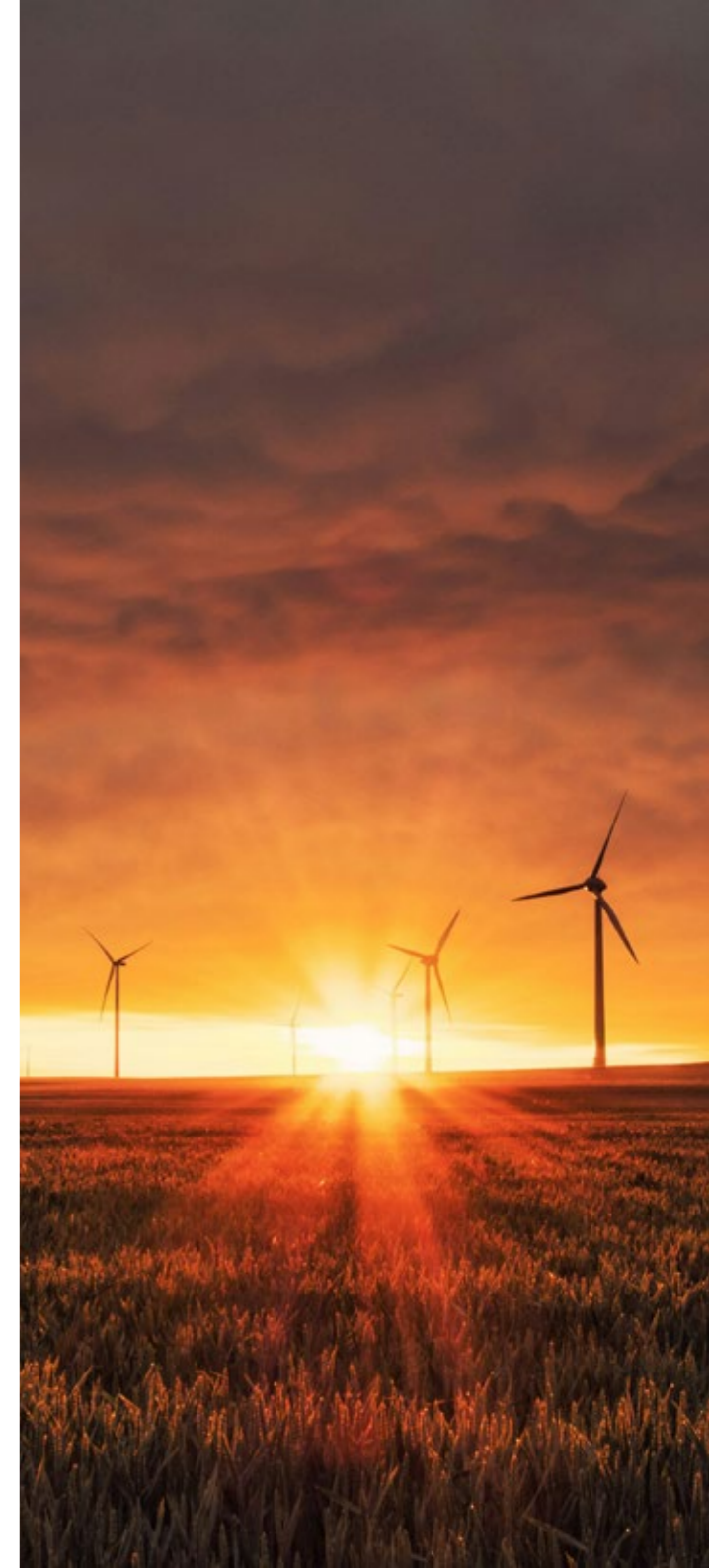
The climate crisis demands systemic change at unprecedented speed. Sunrise exists to help make that change possible. With thoughtful, courageous governance, we can continue to operate at the forefront of where real change happens — shifting financial systems, influencing political economies, and supporting movements capable of transforming the future.

If you share our commitment to climate justice, institutional integrity and bold, strategic action, we look forward to hearing from you.

With thanks,

John Hepburn and Areeba Hamid

Founder / Outgoing Chair
Stichting Sunrise International





The Role

Role

Chair of the Board

Time Commitment

This role requires meaningful engagement beyond formal board meetings. The Chair should expect to commit approximately 3–4 days per month on average, including preparation, regular dialogue with the Management Board, and engagement with board members across the Sunrise network. The higher monthly average reflects one in-person meeting per year, which may involve international travel. In months where travel is required, the total time commitment may increase to 4–5 days to accommodate travel time and meetings.

Location

International (European or Dutch governance experience preferred)

Salary

This role is not remunerated, although reasonable expenses for travel and subsistence in relation to Sunrise Project business will be reimbursed, in line with our travel policy.

Job Summary

Sunrise International is seeking an experienced Chair of the Supervisory Board to provide independent governance leadership as the organisation continues to grow in scale, influence, and complexity. The Chair will play a critical role in ensuring Sunrise International maintains strong governance and risk oversight while enabling the organisation to pursue bold mission impact within a rapidly evolving global context.

Responsibilities

The Chair leads the Supervisory Board of Stichting Sunrise International, providing independent governance leadership as the organisation scales in financial and political significance within a global network structure. They act as a steady hand and “container builder”, ensuring the entity remains legally robust and operationally disciplined in its risk oversight, while enabling bold mission delivery.

The Chair also helps to steward the evolving role of Sunrise International within the wider Sunrise network by:

- Maintaining strong relationships with the Management Board
- Connecting effectively with other boards across the Sunrise network and,
- Supporting coordination and alignment between entities where appropriate.

They also contribute to the cultural leadership of the Supervisory Board, helping the Board operate as a cohesive and effective governance body characterised by trust, constructive challenge, and shared responsibility. The Chair will also support the ongoing development and composition of the Supervisory Board.





Person Specification

Experience

- Prior Chair or board role within an international NGO, entity, or organisation of comparable scale and complexity across multiple jurisdictions.
- Institution building, including shaping governance and organisational structures through periods of change.
- Experience in legal and fiduciary duties of a board member, including strategic and financial oversight, governance, resource stewardship, and organisational safeguarding.
- Oversight of significant grant-making portfolios or international funding flows.
- Work within politically sensitive advocacy environments.
- Experience navigating founder-led or strong executive leadership dynamics.
- Engagement with funders or philanthropic stakeholders.
- Dutch or European governance experience is strongly preferred.

Skills and Expertise

- Strong understanding of fiduciary duties and governance responsibilities.
- Broad competence across key areas of organisational leadership including financial management, risk management, legal compliance and management culture.
- Strong groupwork skills and the ability to facilitate focussed, effective and participative discussions.
- Sound judgment in calibrating ambition and risk.
- Broad understanding of the political, social and economic dynamics relating to climate change the transition from fossil fuels to clean energy.

- Commitment to strengthening diversity, equity, and inclusion within the organisation and its leadership, and across the wider ecosystem in which Sunrise operates.

Personal Attributes

- Calm and confident leadership presence.
- Strong emotional intelligence and relational leadership, with the ability to act as a connector and “glue” across the Board and leadership teams.
- Confidence to provide executive leadership with both support and accountability.
- Low-ego leadership style aligned with Sunrise’s collaborative culture.
- Comfort governing in dynamic, non-steady-state environments, where strategies and structures may evolve rapidly.
- Willingness to dedicate meaningful time to the role beyond formal board meetings, including preparation, regular dialogue with the Management Board, and engagement across the Sunrise network.

Values

- Passion for achieving systemic change to advance climate justice.
- Belief that governance should enable impact and not unnecessarily restrict it.
- High standards of integrity and fiduciary responsibility.
- Commitment to building and sharing power through collaboration, partnerships, and collective action.

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) e.g., Mila-Jones-CV-0426-SunriseProject or Mila-Jones-CoverLetter-0426-SunriseProject.

Timeline

- Closing Date: 5th June 2026
- First Stage Interviews: Week commencing 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 role email to their safe senders list and regularly check their spam folder.

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 or Nafeesa Usman at nusman@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



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