



Board member (finance, legal, governance) – Tilt Collective

May 2026

A Message from the CEO

At Tilt Collective, our mission is clear and urgent: to build a balanced food system where the healthiest, most sustainable foods are the easiest and most affordable option for everyone. We recognize that reforming the food system is the single largest and most cost-effective lever for global climate action. And within food solutions, shifting what we produce, not just how it is produced, is an untapped solution that can have transformative benefits for climate, as well as for health, biodiversity, water quality and animal welfare

Tilt Collective is helping grow the global movement for sustainable and healthy foods, as a new philanthropic initiative. Launched in September of 2024, Tilt has already committed \$37 million in funding to over 70 partner organizations across 5 countries. And now, Tilt is at an important moment in its development, moving from the start up stage to scaling for impact. As we deepen our work and expand into new priority geographies such as Indonesia and China, we are also expanding our Board, including looking for a leader with expertise and experience in finance, governance, and sound legal practices to help take our work to the next level. We have already established strong financial systems and organizational governance, but as we continue to grow we are seeking a Board member who can help ensure our long-term organizational health. Working closely with other Board Members and our Chief Operating Officer, this role will be key to ensure Tilt operates with the highest standards of financial stewardship and accountability.

If you have the expertise, the commitment, and the belief in the urgent need for a healthier, more sustainable food system, you can help strengthen one of the world's most exciting food philanthropy initiatives.

With thanks,
Sarah Lake
CEO, Tilt Collective

About Tilt Collective

Tilt Collective brings together philanthropy, civil society and leaders in the public and private sectors to deliver a more balanced food system – one that is healthy, sustainable and secure for all.

We work to drive positive change by offering greater choice for communities and farmers and supporting a food system that is more resilient for future generations.



Our Mission is to advance a balanced food system where the healthiest, most sustainable foods are the easiest and most affordable option for everyone.

Our Values: Strategic, Impact focused, Collaborative, Empathic, Acting with Integrity

Let's make healthy, sustainable food accessible to everyone

Tilt Collective is a philanthropic organisation registered in the United Kingdom as a non-profit company limited by guarantee, with non-profit registrations in the United States pending regulatory approval. The organisation is funded primarily by endowed foundations and family offices, and supports a network of charitable partners internationally that educate policymakers, private sector leaders and the public about the environmental, health and other benefits of balanced food systems. Tilt Collective is staffed by an international team of 25 located in Brazil, Germany, the Netherlands, Switzerland, Thailand, United Kingdom, and the United States.

The opportunity

Our global food system feeds more people than ever before, but at an unsustainable cost to people and planet. It generates nearly a third of all greenhouse gas emissions – as much as the emissions of China, India and Canada combined – and consumes vast amounts of land and water, driving deforestation and biodiversity loss. At the same time, poor diets are resulting in poorer health, with diet-related healthcare costs projected to reach \$8.6 trillion annually by 2050.

Reforming the food system offers the single largest and most cost-effective lever available to drive action on climate change. A shift to a balanced food system can significantly reduce emissions, while diversifying protein sources and increasing plant-rich options, which can improve health outcomes, restore land and water resources, and protect vital habitats.

How we create change

Our approach centres on three interlinked strategies: enabling policy change, advancing private-sector leadership and shifting narratives.

- We inform the policies that shape what food is produced, marketed and consumed.
- We support companies to increase the visibility, affordability and availability of plant-rich foods.
- We support research and communications strategies to reshape how plant-rich eating is perceived.

The Role

- **Role:** Board member with Finance, legal & governance expertise
- **Location:** Tilt Collective is a fully remote organisation. Board members can be based anywhere. Currently, the Board convenes quarterly, with three meetings occurring virtually, and one or two in-person Board 'retreat' that extends over one or two days. Virtual board meetings last two or three hours.
- **Time commitment:** indicative time commitments for all board members are expected to be around 1 - 1.5 days per month, noting that this will not be evenly distributed throughout the year per se, but



based on demands of the board aligned to Tilt Collective's fiscal year, grantmaking cycles and timing of Board meetings.

- Remuneration: Board positions are not typically remunerated, although exceptions may be made within UK charity guidance. Reasonable travel and other expenses associated with Board participation can be reimbursed (upon proof of expenses / receipts).
- Duration: Board members serve on a three-year term, renewable for two successive terms.

Role Summary

Tilt Collective is governed by a Board of Directors currently comprising a Chair, and four independent experts. Tilt Collective is looking to expand its board membership to further strengthen governance and oversight to guide the organisation in its mission.

Board members are selected with a view to covering expertise critical to the organisation's work, including key skills required to oversee a significant philanthropic fund. Current priorities include: fundraising; philanthropy (particularly grant-making) and governance; legal; strategic communications; HR & management; and financial management. To ensure robust decision making and governance, we strive for appropriate diversity of Board membership, including coverage of key 'Global South' economies identified in Tilt Collective's business plan (examples include Thailand, Indonesia, and Brazil).

Board Committees

The Board operates with four committees, currently in formation. Board Committees may comprise both Board and non-Board members, with membership to be determined upon committee establishment based on a review of skills and competencies available within the Board and team. The Board Committees are:

- **Finance, Audit and Risk Committee** oversees the framework for accountability; methods of financial control including risk analysis and risk management; and compliance with relevant financial regulations and good practice in all geographies.
- **Grantmaking Committee** assumes oversight of all grant-making to third parties and is responsible for reviewing the impact of grantmaking.
- **People Committee** oversees HR matters and assumes oversight of future Board development and recruitment, as well as internal culture within Tilt Collective.
- **Development Committee** oversees and supports fundraising for the organisation.

Board Members

Board members bring a high level of integrity and commitment to Tilt Collective's mission. They contribute forward and strategic thinking, as well as excellent interpersonal skills and leadership experience, and a commitment to good governance.

The board member with finance, legal & governance expertise will bring strong financial and/or legal expertise to uphold the highest standards of transparency and accountability. You will support oversight of financial control, risk assessment and compliance, including through participation in the Finance, Audit and Risk Committee.



Key Responsibilities

Board Member – Finance, Legal & Governance Expertise

1. **Financial Oversight & Stewardship:** Provide oversight and advice around ongoing development of financial systems, monitoring the financial administration and ensure financial controls are in place as the organisation scales.
2. **Regranting Risk & Due Diligence Framework:** Oversee robust due diligence, grant-making, and monitoring processes to ensure funds are used appropriately and comply to relevant regulations, environmental and governance standards across geographies. Review key organisational risks (financial, reputational, and compliance).
3. **Legal & Regulatory Guidance:** Advise on legal strategy related to international grant-making, partnerships, and operations
4. **Audit & Controls & Transparency:** Ensure proportionate but strong internal controls, oversee audit arrangements (or independent examination), and promote transparency with funders and stakeholders.
5. **Strategic Financial Planning:** Support long-term financial strategy, including reserves policy, and funding diversification in support of organisational sustainability.
6. **Board & Committee Leadership:** Participate in, and potentially chair the Finance, Audit, and Risk Committee.
7. **Governance Framework development:** Strengthen board effectiveness by upholding strong governance frameworks, policies, and ethical decision-making aligned with Board members' duties.
8. **Contribute to a positive Board culture and functioning:** support continued Board development; attend formal Board meetings, represent the organisation where appropriate; and provide intermittent input and approval including grant approvals out of the grant cycle, review of key legal documents, and time sensitive strategy input.

Candidate Profile

- Senior executive experience and background in finance, law, audit, or governance (e.g. CFO, finance director, governance specialist), ideally with an understanding of (UK) non-profit finance and governance.
- Proven ability to design or oversee financial controls, risk frameworks, and compliance systems.
- A background in international finance with a good understanding of global international funding mechanisms and risk management. Knowledge of regrating mechanisms would be advantageous.
- Ability to interpret financial data, assess risks, and make recommendations to inform decision making.
- Strategic mindset with operational awareness to help shape systems and frameworks from the ground up, without becoming involved in day-to-day management.
- Strong ethical standards, with a commitment to good governance, transparency, stewardship of funds, and safeguarding of Tilt Collective's reputation.
- High level of integrity, humility and a collaborative spirit.
- Visionary and strategic thinking.
- Strong affinity with and commitment to the mission and values of Tilt Collective.



- Willingness and ability to dedicate sufficient time to the role and put expertise and networks to use towards Tilt Collective's mission.
- Prior experience as a board member/trustee would be an asset, in particular previous governance experience gained through board membership of philanthropic organisations, private sector companies and/or international nonprofits.
- At Tilt Collective we strive for diversity of Board membership, including coverage of the different localities where we deliver impact. We therefore encourage applications from individuals who come from, or bring lived experience in Tilt Collective's focus countries.

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: 12 July 2026
- First Stage Interviews: TBC
- Panel 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 integral to Tilt Collective's values. All staff, including Board members, are expected to contribute collectively and individually to a values-based and respectful environment for team members of all backgrounds.

Queries

If you feel you closely match the role description and have questions about the process, or need additional information, 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