



HOPE FOR
THE
FUTURE

BECOME A HOPE FOR THE FUTURE TRUSTEE

Helping communities and politicians work together for a fairer future for people, climate and nature.



CHAIR AND TRUSTEE RECRUITMENT PACK

2026 | Charity number 1173547

The opportunity

Hope for the Future is a national charity working to strengthen democracy and accelerate action on climate and nature.

We support communities across the UK to engage constructively with politicians, helping people translate their experiences and priorities into meaningful political action. Our distinctive, non-partisan approach is rooted in relationship-building, practical support and the belief that communities should be at the heart of the decisions affecting their lives. We are recruiting a new Chair of Trustees and additional trustees to help guide Hope for the Future through its next stage of development.



WHY JOIN NOW?

HFTF is entering an important next phase. We have ambitious multi-year programmes underway, a growing network of partners across the UK and an increasingly clear role as democratic infrastructure for climate and nature action. At the same time, like many charities, we are navigating a challenging funding and political environment. Our next Chair and trustees will help us make the strategic choices that determine HFTF's next chapter.

Our current strategic direction

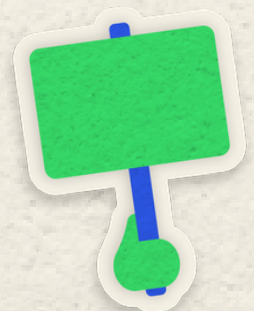
Our 2025-27 strategy has two overarching ambitions: putting communities at the forefront of climate and nature policy, and building a strong and resilient charity. This includes making political decision-making more accessible to communities that are too often excluded from it, strengthening their ability to turn local concerns into democratic influence, and helping climate and nature campaigns build the relationships and political support needed to achieve change.

Our next Chair won't simply inherit a strategy, they will help us shape the next one. With our current strategy concluding in 2027, the incoming Chair will lead the Board through one of its most important responsibilities: working with the CEO and senior team to shape HFTF's next organisational strategy. That strategy will take us towards the next UK general election and through a period in which the politics of climate, nature and democracy are likely to continue changing significantly.

Roles available

Chair of Trustees Lead the Board, work closely with the CEO, support effective governance and Board development, and represent Hope for the Future externally.

Trustee Contribute to collective Board leadership, scrutiny and decision-making, bringing your experience, perspective and skills to the organisation.



About Hope for the Future

Hope for the Future bridges the gap between communities and policymakers, helping people engage constructively with elected representatives and turn their experiences and ideas into tangible political action.

- We demystify politics and climate and nature policy.
- We build the confidence and skills of communities to advocate effectively.
- We amplify voices that are often underrepresented in political decision-making.
- We help citizens build constructive, lasting relationships with elected representatives.
- We work across political differences and remain non-partisan.

Our approach

Climate and nature campaigning takes many forms. Hope for the Future specialises in the relationship-building side of political change: careful preparation, listening, finding common ground and helping people build constructive relationships with decision-makers, rooted in their own experiences.

Our work is designed for people at very different starting points, from seasoned campaigners to people engaging with politics for the first time.

Our impact since 2013



25,000+ people supported with hands-on training and support



1800+ politicians reached through our work



Our 2025–27 strategy



Communities for the Climate

Our strategy is built around two overarching strategic objectives.

1. Communities at the forefront of change

Position communities at the heart of climate and nature policy; strengthen the voices of underrepresented groups; help campaigns become more effective through collaboration, democratic engagement and skill-sharing; and respond flexibly to changes in policy and practice.

2. A strong and resilient charity

Strengthen the organisation so our work is sustainable and can grow its impact. This includes a more diverse income model, stronger impact measurement and communication, continuous learning, effective partnerships, and investment in our staff and volunteers.

As we enter the latter part of this strategy, we are sharpening our focus on building democratic power: helping people who are too often excluded from political decision-making develop the relationships, skills and routes to influence needed to shape climate and nature action.

What this means for our Board

- Keeping the organisation focused on its charitable purpose and strategic outcomes.
- Providing constructive challenge and support to the CEO and senior leadership team.
- Helping HFTF make good choices in a changing political and funding environment.
- Ensuring the Board remains inclusive, effective and appropriately skilled.
- Using trustees' experience, perspectives and networks to strengthen HFTF's impact and resilience.



Who we're looking for

We are looking for people who believe in Hope for the Future's approach and can contribute thoughtful, independent judgement to the Board. You do not need to be a climate expert, and you do not need to bring every skill listed below.

For all trustees

- Commitment to Hope for the Future's purpose, values and non-partisan approach.
- Strategic judgement and the ability to consider the organisation as a whole.
- Willingness to ask questions, contribute your perspective and engage constructively with different points of view.
- Ability to work effectively as part of a collective Board and to respect the distinction between governance and operational management.
- Understanding of trustee duties, or a willingness to learn them.
- Commitment to inclusion, integrity, accountability and confidentiality.

Skills and perspectives we particularly welcome

Our recent Board skills review highlighted several areas where additional trustee experience or networks would strengthen the Board. We would particularly welcome applicants with experience in one or more of:

- Fundraising, income diversification, trusts and foundations, corporate partnerships or earned income.
- Finance, organisational strategy, change management, financial sustainability or charity resilience
- Political engagement, public affairs, charity campaigning or non-partisan advocacy.
- Strategic communications, media, reputation or campaigning communications.
- Digital strategy, data, cyber risk or digital innovation.
- Strategic partnerships, networks and external relationship-building.
- Lived experience or perspectives from communities that are less often heard in climate and political decision-making.

Not a checklist

We are recruiting for the strength and diversity of the Board as a whole. We do not expect any one trustee - or the Chair - to cover all of these areas.



Trustee

Role description

Trustees at Hope for the Future are instrumental to the organisation's continuing success. All trustees share the following responsibilities, as well as contributing their own strengths, experience and perspectives:

- Ensure that Hope for the Future remains accountable in delivering its mission, vision and charitable purposes.
- Contribute to the development and oversight of strategy and organisational priorities.
- Help provide advice and guidance to ensure that the organisation is sustainable, financially and in terms of its wider resources.
- Ensure compliance with the legal and regulatory frameworks within which the charity operates.
- Monitor and evaluate organisational performance, impact, finance and risk.
- Support and constructively challenge the CEO and senior leadership team through collective Board decision-making.
- Contribute expertise, networks or ad hoc advice where helpful and appropriate.
- Act in the best interests of Hope for the Future and uphold high standards of integrity and governance.

Trustee specification

- Willingness to devote the necessary time and effort to supporting Hope for the Future.
- Strategic vision and good independent judgement.
- Ability to think creatively and contribute constructively to Board discussions.
- Willingness to respectfully speak your mind and listen to others.
- Understanding and acceptance of, or willingness to learn, the legal duties and responsibilities of trusteeship.
- Ability to work effectively as part of a team.
- Alignment with Hope for the Future's values and commitment to equality, diversity and inclusion.
- Commitment to the Nolan principles of selflessness, integrity, objectivity, accountability, openness, honesty and leadership.



New to trusteeship? Previous trustee experience is not essential for general trustee roles. We welcome people who bring relevant experience, perspective or networks and are willing to learn the governance responsibilities of the role.

Chair of Trustees

Role description

In addition to the ordinary responsibilities of a trustee, the Chair will also:

- Lead the Board in providing sustained focus on keeping Hope for the Future accountable to its overarching vision, mission and charitable purposes.
- Act as an ambassador for Hope for the Future, using their networks and relationships where appropriate to strengthen the charity's profile, partnerships, influence and access to funding.
- Chair trustee meetings, or indicate which other Board member should be asked to do so, and agree the agenda for meetings in advance with the CEO or other Hope for the Future staff.
- Ensure that the Board is fit for purpose, through overseeing the recruitment and development of a diverse group of trustees with the skills and experience needed to lead the organisation for the long term.
- Act as the primary point of contact between the Board and the CEO, including line management of the CEO, carrying out the annual performance review of the CEO (or appointing someone else to do so), and leading recruitment of a new CEO should that become necessary.
- Work with the Board and CEO to ensure appropriate governance frameworks, policies and controls are in place and regularly reviewed.
- Lead the Board's response where serious concerns or complaints about the organisation's work or operations are referred to trustees for consideration.

Chair specification

- Experience of governance or organisational leadership, particularly within the charity, non-profit or public sectors.
- Experience of chairing, facilitation or bringing people together around complex decisions.
- Good strategic judgement and the ability to support and constructively challenge senior leaders.
- Familiarity with reviewing or managing budgets; you do not need to be a finance specialist.
- An understanding of the UK political context and a commitment to Hope for the Future's non-partisan approach.
- Strong communication and interpersonal skills and the ability to foster a positive and effective Board culture.



Alongside these core qualities, we would particularly welcome Chair applicants who bring experience of organisational development and resilience, strong external relationships and networks, and/or operating in politically sensitive or campaigning environments.

What to expect

A message from our current Chair

Hope for the Future is a genuinely distinctive organisation. What I have valued most as Chair is the combination of a clear, hopeful approach to political engagement with a committed Board and staff team who care deeply about doing the work well.

The next Chair and new trustees will join at an important point: we have a clear strategy, an experienced CEO and senior leadership team, and a Board with a strong mix of skills and perspectives. Trustee roles are stimulating, sometimes stretching, and very worthwhile.

If the opportunity interests you but you are not sure you tick every box, I would encourage you to have a conversation with us.



Jonny Exon, Chair of Trustees

Time commitment and meetings

The roles are predominantly remote, with some full Board meetings held in person in Sheffield.

- The Board meets quarterly, with the option to join meetings held either online or in person in Sheffield. Trustee travel expenses are reimbursed
- Trustees normally participate in a committee, with committee meetings generally held quarterly and remotely.
- General trustees should expect preparation, meetings and occasional ad hoc support amounting to a few hours per month on average.
- The Chair role is a larger commitment: approximately 1–2 days per month on average, including a regular fortnightly 1:1 with the CEO and attendance at relevant Board and committee meetings.
- The time commitment can vary around Board meetings and particularly busy or sensitive periods.
- Reasonable travel and accommodation expenses are reimbursed in line with Hope for the Future's trustee expenses policy.

Terms

Trustees are appointed for an initial three-year term, with the possibility of renewal in line with Hope for the Future's governing arrangements.



Inclusion and how to apply

Inclusion and equality

A central part of Hope for the Future's mission is ensuring that a wider range of communities can participate confidently in political decision-making. We want our Board to reflect the breadth of the communities we work with and welcome applications from people with different backgrounds, identities, experiences and perspectives.

We particularly encourage applications from people who may not traditionally have seen themselves represented in charity governance or in climate and political spaces. If you are interested in the role but unsure whether your experience fits, we would be very happy to have an informal conversation.

Hope for the Future was founded on Christian principles and continues to work with faith organisations, but we are a secular organisation and politically non-partisan.

How to apply



Please send your CV and a short covering letter explaining which role you are applying for, your interest in Hope for the Future, and the experience or perspective you would bring to the Board.

applications@hftf.org.uk

Please use the subject line: Application for Chair of Trustees or Application for Trustee.

Closing date: End of October

Interviews: Post application

Find out more

www.hftf.org.uk

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