



**HOPE** FOR  
THE  
**FUTURE**

# BECOME CHAIR OF HOPE FOR THE FUTURE

Help lead a national charity  
building democratic power for  
climate and nature.



**CHAIR RECRUITMENT PACK**

2026 | Charity number 1173547

# A message from our CEO

Hope for the Future is at an important point in its story.

For more than a decade, we have helped people across the UK build constructive relationships with politicians and turn concern about climate and nature into political influence. Increasingly, we see our role as something broader: building the democratic infrastructure that enables people, particularly those too often excluded from political decision-making, to have a meaningful voice in the decisions shaping their lives.

We now have ambitious multi-year programmes underway, an experienced team, strong partnerships across the climate, nature and democracy sectors, and an increasingly clear sense of the distinctive role HFTF can play. We are also operating in a difficult environment for charities, where funding is challenging and the political context around climate and nature is changing quickly.

We are therefore looking for a Chair who wants to help us navigate that next chapter. This is not a role about running the organisation, that is my job and the job of our senior leadership team. We need someone who can lead a strong Board around us: helping us think strategically, asking good questions, providing challenge when we need it and helping us make good decisions when there are no easy answers.



We would also love our next Chair to be an ambassador for HFTF: someone who understands the worlds we operate in, believes in our non-partisan approach and is willing to use their relationships and networks to help strengthen our reach, influence and resilience.

If that sounds interesting, even if you are not sure you fit every part of the specification, I would really welcome a conversation.

**Laura D'Henin-Ivers**  
**CEO and Co-Founder**



# 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**



# 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.

## Some of the questions we'll be grappling with:

### **Where can HFTF have the greatest impact?**

How do we deepen our work with communities underrepresented in political decision-making?

### **How do we build resilience?**

How should our income model, partnerships and organisation evolve?

### **How can our expertise influence the wider sector?**

What role should HFTF play in strengthening political strategy across climate and nature campaigning?

### **How do we stay effective in a changing political environment?**

How do we maintain trust and non-partisanship while responding confidently to political change?

## 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.

# The person we're looking for

We are not looking for someone to have all the answers. We are looking for someone who can help a talented Board and leadership team ask the right questions.

Our next Chair will be comfortable operating at a strategic level, able to build trusted relationships and confident supporting and constructively challenging a CEO. They will understand that good governance is about enabling an organisation to succeed as well as managing risk.

They will be able to bring people together around complex decisions, create space for different perspectives and help the Board remain focused on what matters most. Crucially, they will understand, or be curious about, the political environment in which HFTF operates and be strongly committed to our non-partisan approach.

## Skills and perspectives we're looking for

- Significant leadership and/or governance experience, ideally within the charity, public, political or purpose-led sectors.
- Strong strategic judgement and experience navigating organisational change, opportunity or uncertainty.
- Experience of chairing, facilitating or bringing people together around complex decisions.
- Confidence engaging with organisational finances, risk and sustainability without needing to be a finance specialist.
- Strong relationships and networks, and a willingness to act as an ambassador and open doors for HFTF.
- An understanding of the UK political context and the judgement required to lead a politically non-partisan organisation.
- Warmth, curiosity and the ability to build an open, constructive relationship with the CEO, trustees and wider team.

### **You don't need to be a climate expert.**

Nor do you need to have chaired a charity before. We are interested in the quality of your leadership, judgement and experience as much as the titles you have previously held.



# What does the role actually involve?



## As Chair you will

### **Lead the Board:**

Ensuring trustees focus on HFTF's mission, strategy, impact, financial sustainability and major risks.

### **Partner with the CEO:**

Building a trusted relationship that combines support, challenge, reflection and accountability.

### **Create an effective Board culture:**

Chairing discussions well, drawing out different perspectives and helping trustees reach good collective decisions.

### **Strengthen our governance:**

Ensuring the Board has the right skills, information, frameworks and processes to fulfil its responsibilities.

### **Help us navigate change:**

Bringing strategic perspective to the opportunities, risks and difficult choices HFTF encounters.

### **Champion HFTF externally:**

Using your networks and relationships, where appropriate, to strengthen our profile, partnerships, influence and access to funding.



# 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.

The role isn't about having all the answers. At its best, it is about creating the conditions for a strong Board and leadership team to think well together, asking difficult questions, helping maintain perspective and supporting the CEO through both opportunities and challenges.

HFTF is entering a particularly interesting period, and I think the next Chair has an opportunity to make a significant contribution to where the organisation goes next. 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**

## The practicalities

Commitment: approximately 1–2 days per month

Board meetings: quarterly, with remote participation available and some meetings held in person in Sheffield

CEO relationship: fortnightly 1:1

Term: three years, renewable in line with our governing arrangements

Remuneration: voluntary; reasonable travel and accommodation expenses reimbursed

## 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



**We recognise that becoming Chair is a significant commitment, and you may want to understand more about HFTF, the Board and what the role involves before deciding whether to apply.**

**We warmly welcome confidential, informal conversations with Laura D'Henin-Ivers, CEO, or Jonny Exon, outgoing Chair.**

**To apply formally, please send a CV and short covering letter by the end of October explaining your interest in Hope for the Future and the experience and perspective you would bring as Chair.**

Laura.dhenin@hftf.org.uk

Jonny.exon@hftf.org.uk

Please use the subject line: Application for Chair of Trustees

## Find out more

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