

A close-up photograph of two elephants in a lush, green forest. The elephant on the left is larger and has its trunk raised, while the smaller elephant on the right is looking up at it. The background is filled with out-of-focus green leaves and sunlight filtering through the canopy.

# International Board Trustees

---

- Animal Welfare
- Fundraising

The logo for World Animal Protection, featuring a black circle with a white center. Inside the white center, the words "WORLD", "ANIMAL", and "PROTECTION" are stacked vertically in black, sans-serif capital letters. A small orange triangle points upwards from the top of the circle, and a small orange dot is at the bottom.

WORLD  
**ANIMAL**  
PROTECTION

Candidate Pack 2025

# Contents

## Overview

➤	Introductory Message .....	3
➤	About Us .....	4
➤	Our Global Values .....	5
➤	Our Global Reach .....	6
➤	Role Description .....	7
➤	Key Requirements .....	9
➤	Appointment Details .....	10
➤	About Red Sea Executive Search .....	11

A portrait of Sarah Ireland, a woman with short brown hair and black-rimmed glasses, smiling slightly. She is wearing a plaid shirt. The background is a blurred green outdoor setting.

# Sarah Ireland

## Board Chair

**Thank you for your interest in becoming a Trustee with World Animal Protection's International Board.**

Our current strategy has provided the organisation with a step change in the way in which we deliver our mission – by taking on the global systems that support animal abuse we can end the root causes of their suffering. Our current campaign focus areas are the global food system and stopping the exploitation of wild animals. It is a formative and exciting time to be part of World Animal Protection.

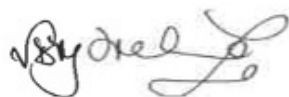
The board has changed a great deal over the past few years, and we are proud to include Trustees from all over the world, bringing their skills and experience to the leadership of the organisation.

While we are excited to hear from anyone that would like to contribute to our mission, we are particularly searching for candidates with expertise in animal welfare or fundraising in a systemic change context.

The delivery of our groundbreaking strategy has united the Board in our mission and we are committed, in challenging funding and political times, to work closely with our senior leaders to make significant change for animals.

If you share our values and believe you can help lead World Animal Protection, I encourage you to apply.

With best wishes,

A handwritten signature in black ink, appearing to read 'Sarah Ireland'.

**Sarah Ireland**

**Chair of the International Board**

# About Us

World Animal Protection is the global voice for animal welfare. In our 75th year (2025), we continue to move the world to protect animals—working with communities, business, civil society and governments to create lasting change. We work across the world to end cruelty and suffering for wild and farmed animals, tackling the systems that drive exploitation and harm.

We collaborate with global institutions and policy-makers—including the United Nations, the Food and Agriculture Organization (FAO), the World Organisation for Animal Health (WOAH) and the Council of Europe—to secure systemic, sustainable change for animals at scale. Our work advances animal welfare while contributing to biodiversity, public health and climate goals.

## Our Governance

World Animal Protection is a UK-registered charity and company, working through affiliated offices worldwide. We are governed by an International Board of up to 13 Trustees with statutory duties under UK company and charity law. The Board sets strategic direction, ensures effective oversight and risk management, and delegates day-to-day management to the Chief Executive Officer. Board committees provide focused assurance and decision-making across key areas. Further detail, including [Annual Reports](#), is available in World Animal Protection's [Governance Overview](#).

## Explore Our Work

We invite you to learn more about World Animal Protection by accessing the following information:

- [About Us Page](#)
- [Global Review 2024](#)
- [Past Reviews](#)
- [Governance Overview](#)





# Our Global Values

At World Animal Protection, our values and behaviours shape everything we do. We look for Trustees who model and champion them.

- Global: We make decisions and act with a global mindset.
- Diverse and Inclusive: We actively encourage and promote diversity, ensure all voices are heard and included and are committed to equal opportunities for all.
- Collaborative: We work together and co-create to achieve lasting change.
- Agile: We make change happen in a fast-moving world.
- Growing People: We continually learn and develop.
- Accountable: We are role models. We take responsibility for our actions and encourage others to do the same.
- Courageous: We push boundaries, take risks and set ambitious targets.



## Diversity and Inclusion

World Animal Protection believes that success in achieving our vision to end cruelty and suffering to animals depends on a culture that values and celebrates the diversity of our people. As an equal opportunity employer, we are committed to creating a diverse and inclusive working environment, empowering all our people to achieve their potential. We actively celebrate the diversity of our people and while we have more work to do, we are committed to ensuring all our people are heard and feel included. We will not rest until we achieve equity and equality of opportunity for all our people.

# Our global reach

World Animal Protection is a truly global organisation, working in more than 50 countries across the world, with offices in every habited continent.



## Our offices

- |                           |                            |                        |                          |                             |
|---------------------------|----------------------------|------------------------|--------------------------|-----------------------------|
| 1 Costa Rica <sup>1</sup> | 4 Brazil <sup>3</sup>      | 7 Denmark <sup>3</sup> | 10 India <sup>3</sup>    | 13 Australia <sup>2</sup>   |
| 2 Canada <sup>3</sup>     | 5 UK <sup>1</sup>          | 8 Sweden <sup>3</sup>  | 11 Thailand <sup>1</sup> | 14 New Zealand <sup>4</sup> |
| 3 USA <sup>2</sup>        | 6 Netherlands <sup>3</sup> | 9 Kenya <sup>1</sup>   | 12 China <sup>1</sup>    |                             |

1 These offices form part of the UK-registered charity and are included in the 'charity' accounts.

2 These offices are subsidiaries of the UK charity and are included in the 'consolidated' accounts.

3 These offices are affiliates.

4 New Zealand is a branch of the Australian office.

# Role Description

## Overall Responsibility

The overall responsibility of the Board of Trustees, and therefore of every Trustee, is to safeguard the assets of World Animal Protection and to ensure that the Charity achieves its objectives and complies with its governing document, UK charity law, company law and any other relevant legislation.

For this purpose, each Trustee should have:

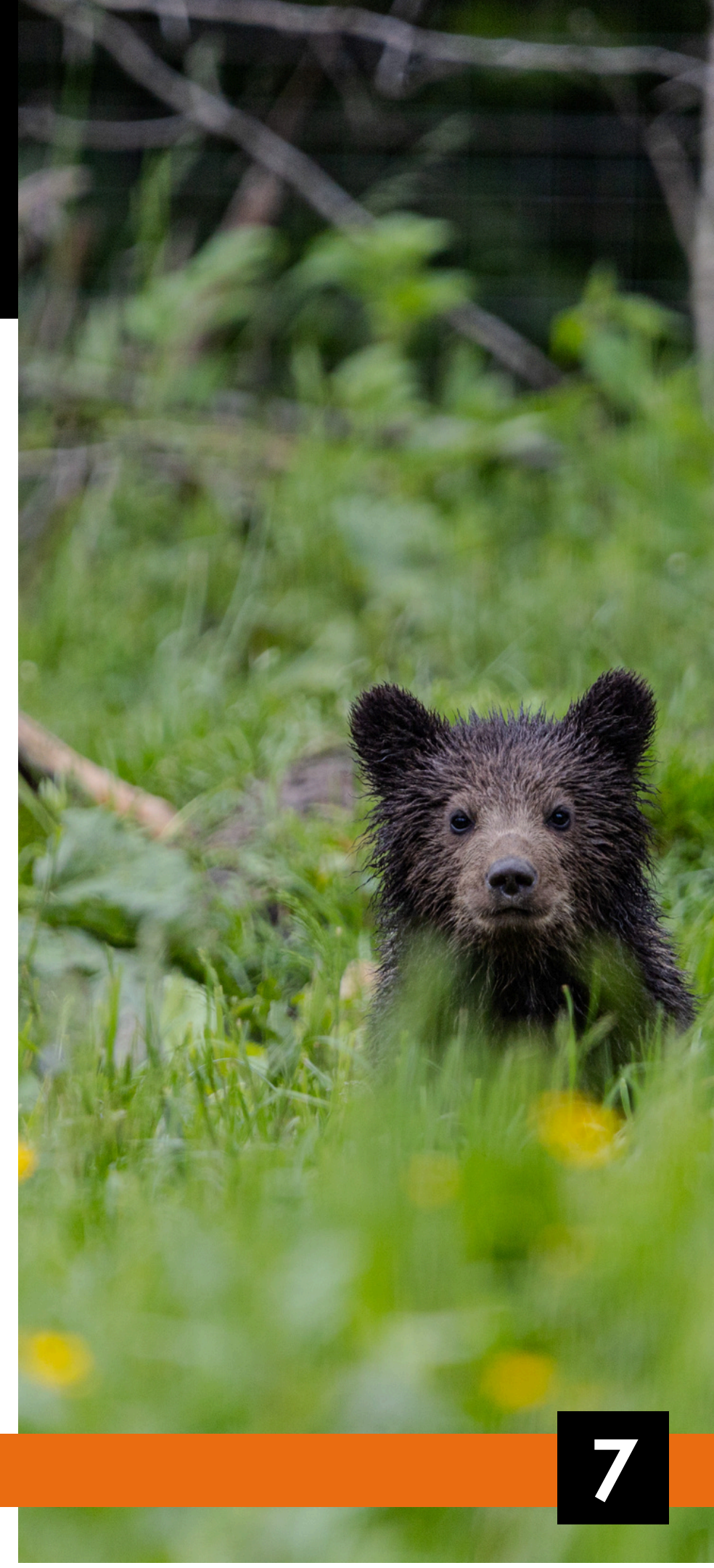
- A commitment to the objectives of World Animal Protection;
- The ability to devote an appropriate amount of time and effort to World Animal Protection, likely to amount to 8 days plus travel;
- An understanding and acceptance of the legal duties, responsibilities and liabilities of Trusteeship under UK charity law.

## Principle Duties

Each Trustee should work with other Trustees and senior employees to:

- Establish and promote World Animal Protection's vision, principles, strategic aims and objectives;
- Ensure that policies, operations and priorities are in keeping with the aims of World Animal Protection;

- Monitor and review World Animal Protection's performance against the strategic aims and ensure that all activities fall within the Charity's stated objectives;
- Monitor and assess performance for World Animal Protection's key activities, and the long-term outcomes and impact of World Animal Protection's work;
- Ensure that World Animal Protection functions within the legal and regulatory framework of UK charity law and strives to achieve best practice in governance;
- Ensure the effective and efficient administration of World Animal Protection and in particular the performance of the Chief Executive;
- Ensure the financial stability of World Animal Protection;
- Uphold the fiduciary duty invested in the position, undertaking duties in the best interests of World Animal Protection;
- Monitor significant changes in the external environment and ensure an appropriate response.





# Main Tasks

## Strategy:

- Take part in formulating and regularly reviewing World Animal Protection's strategic aims and objectives;
- Contribute where appropriate specific skills, knowledge and experience in support of World Animal Protection's objectives.

## Policy:

- Be adequately informed about the work of World Animal Protection;
- Play an active part in ensuring that the Board of Trustees exercises its responsibilities and fulfils its functions;
- In any discussion or communication with third parties, adhere to the Board's decision and World Animal Protection's policies and safeguard the good name and values of World Animal Protection.

## Practice:

- Regularly attend and adequately prepare for meetings of the Board and any Committee;
- Perform such other tasks as may be requested from time to time by the Board, the Chair or the Chief Executive;
- Maintain good relations and communications with other Trustees, acting together at all times;

- Respect and observe in practice the distinction between the duties of Trustees and those of senior employees;
- Maintain good relations and communications with senior employees;
- Declare an interest in any matter in which s/he or any individual or organisation with which s/he is "connected" stands to gain an advantage and take no part in the decision made by the Board on that matter;
- Adhere to the Code of Conduct for Trustees of World Animal Protection.

## Formal Undertaking:

- It should be understood that, by applying as a candidate for appointment to the Board of Trustees of World Animal Protection, each Trustee has accepted and agreed to the Role Description set out above and to the Code of Conduct, a copy of which is available on request.

A close-up photograph of two light-colored pigs with pinkish skin and some darker patches, drinking from a muddy puddle. The pig on the left is in the foreground, its head lowered into the water. The pig on the right is slightly behind it, also drinking. The water is murky brown, and the background is out of focus, showing more of the muddy ground.

# Key Requirements

- A commitment to World Animal Protection's vision, principles and objectives;
- A willingness and ability to dedicate the necessary time and effort to World Animal Protection, (likely 8 days plus travel).

## Knowledge and Experience:

- Extensive strategic leadership experience in an international and multi-cultural setting;
- Knowledge of charitable governance and operations;
- Understanding of the international policy environment;
- Demonstrable experience of building and sustaining high-value relationships with stakeholders and colleagues to achieve ambitious organisational objectives;
- Successful experience of operating at Board level within the commercial, public and / or non-profit sectors.

## Skills:

- Strategic vision: good independent judgement and the ability to think creatively;
- Ability to analyse information, assess performance and when necessary, challenge constructively;
- Ability to relate well to Trustees and senior employees collectively and individually;
- Communication, interpersonal, ambassadorial and networking skills;
- The ability to manage difficult situations or conflict at a strategic level;

- Ability to speak up but also to work as part of a team;
- Impartiality, fairness and the ability to respect confidences.

## Role Specific, Animal Welfare:

- Leading edge thinking in animal sentience;
- Thought leadership in animal advocacy conveyed with gravitas and credibility;
- Compelling communication and storytelling related to animals in the broader context of conservation, bio-diversity, the environment and climate change;
- Comfort with a moderate stance focusing on the achievement of systemic, sustainable change for animals.

## Role Specific, Fundraising:

- Deep experience in and sophisticated knowledge of institutional and partnership giving;
- Previous experience in foundations;
- Experience in a systems change context is critical including sectors such as climate change or politics;
- Broad understanding of the fundraising landscape including the overall success formula for integrating systems change campaigning and growth through digital engagement for mass reach;
- Institutional or partnership giving experience in emerging economies (eg Brazil, Africa, China, India) (preferred).

# Appointment Details

## Location:

Global/remote, with virtual and occasional in-person meetings.

## Time Commitment:

Every Trustee is expected to prepare for and participate in regular World Animal Protection International Board meetings (currently four per annum, two in person lasting up to two days with a possible additional mission visit day, and two online of approximately five hours duration). They may also be asked to serve on a Board Committee with quarterly online meetings of up to two hours. In addition to preparing for meetings, Trustees may also be asked to support senior employees in certain projects, initiatives, or areas in which they have specialist skills, knowledge, or experience. The minimum time commitment is likely to amount to 8 days plus travel.

## Expenses

The position is not remunerated; however, World Animal Protection covers the cost of travel and reasonable expenses in line with its Travel Policy and Expenses Procedure.

## Term:

Trustees are appointed to serve a maximum of two terms of four years.

## How to Apply:

Please send your application identifying which Trustee position you are expressing interest in, via our search partner, Red Sea Executive Search at the following links:

### International Board Trustee - Animal Welfare:

<https://www.redseasearch.com/job/international-board-trustee-animal-welfare/>

**Reference:** WAP\_AW

**File naming:**

- FirstName\_Surname\_CV\_WAP\_AW
- FirstName\_Surname\_CL\_WAP\_AW

### International Board Trustee - Fundraising:

<https://www.redseasearch.com/job/international-board-trustee-fundraising/>

**Reference:** WAP\_FR

**File naming:**

- FirstName\_Surname\_CV\_WAP\_FR
- FirstName\_Surname\_CL\_WAP\_FR

Upload a CV (maximum four pages) and a cover letter (both in English, in MS Word). Should you require access to information in a different format to facilitate your application please contact Red Sea directly via [applications@redseasearch.com](mailto:applications@redseasearch.com).

## Recruitment Timeline

**Closing date:**

12<sup>th</sup> October 2025

**Red Sea Interviews:**

w/c 20<sup>th</sup> October 2025

**World Animal Protection Interviews:**

w/c 3<sup>rd</sup> November 2025

# About

## Red Sea Executive Search

We are a global executive search consultancy, seeking extraordinary leaders to transform our world. We recruit leadership into the world's foundations, trusts and charity organisations, and especially for INGOs in Global Development, Disaster Relief and Humanitarian Aid in the Global South.

Our vision is to empower a new generation of global leadership to create a just, diverse and unified society. In a world with increasing challenges, the need for leaders and visionaries to shape our world is greater than ever. Extraordinary people are needed to deliver this and discovering them is the heart of Red Sea Search; our passion is to serve by finding people who bring leadership excellence to organisations, and in doing so hope to help change the global landscape.



**Red Sea**  
EXECUTIVE SEARCH

[www.redseasearch.com](http://www.redseasearch.com)