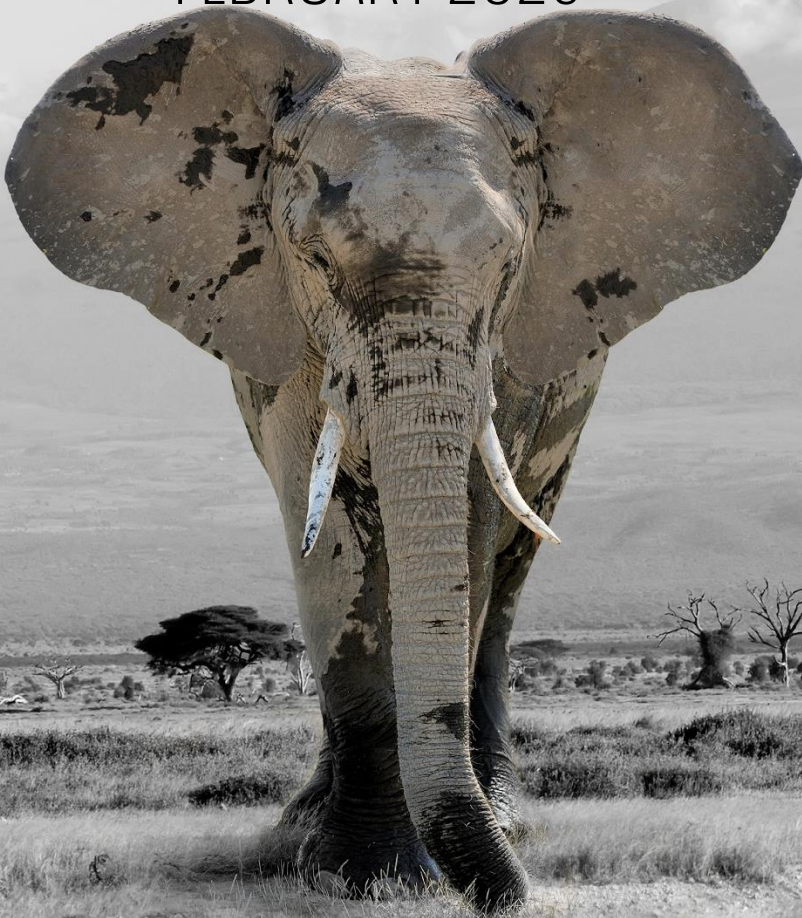


TRAFFIC[®]

CANDIDATE PACK FOR TRUSTEES

FEBRUARY 2025



WELCOME

Thank you for your interest in joining TRAFFIC's Board of Trustees.

TRAFFIC is a leading non-governmental organisation working to ensure that global trade in wild species is legal and sustainable, for the benefit of the planet and people. At a time of unprecedented biodiversity loss, our organisation provides evidence, solutions and influence to combat environmental degradation and ensure a nature-positive future.

Our [2023-2030 Strategy](#) sets out our ambitious vision for transformational change and the impact we want to have on the ground. Turning that vision into reality will require the extensive deployment of expertise at every level of our larger organisation, and this includes our Board in its vital strategic leadership role.

TRAFFIC was established almost 50 years ago as a joint initiative of WWF and IUCN. In 2017, TRAFFIC's governance framework was restructured to increase its independence, and the Board of Trustees recently completed a review of the governance arrangements to further strengthen TRAFFIC's independence and position us for the future.

As part of the governance review, we have expanded the number of trustees on our Board. We have a strong and diversified Board, with deep expertise in environment, natural resource management, agriculture and rural development, and private sector development. We are now looking to recruit 3-5 new Trustees to broaden our skills in the following areas:

- **Finance and/or the private sector** to provide **strategic** guidance in targeting supply chains, building partnerships and assisting in creating philanthropic opportunities vital to the success of TRAFFIC.
- **Environmental law and legal justice** especially as regards to the use of natural resources and the engagement of local communities;
- **International trade and economic policy** including linking wildlife trade with global trade;
- **Sustainable development** including delivering on SDGs and corporate sustainability;
- **Collection, use and access of data** (including innovation around artificial intelligence and big data); and
- **Marketing and communications** to develop and amplify TRAFFIC's messaging and support consumer behaviour change efforts

Whatever sector your expertise has been gained in, you will have a passion for the environment, excellent understanding of good governance (ideally gained on the board of a not-for-profit organisation), and be a strategic thinker with the ability to probe and appropriately challenge both the Executive Team and Board colleagues, deploying a collaborative approach and sound judgement.

We are committed to accountability, transparency, effectiveness and impact in our work. TRAFFIC wishes to encourage applications from experienced leaders drawn from a wide variety of backgrounds and geographies who can drive and inspire change.

If you share our passion for the natural world and want to help us achieve our vision, we'd love to hear from you.



Justin Mundy, Chair of the Board



Richard Scobey, Executive Director

ABOUT TRAFFIC

WHAT WE DO

Trade in wild species is one of the world's most pressing conservation and development challenges. Global supply chains for wild plants and animals provide livelihoods for hundreds of millions of the world's poor. At the same time, illegal trade – one of the most profitable criminal activities worldwide – fuels environmental degradation and economic losses.

TRAFFIC was established in 1976 by IUCN and WWF to respond to the growing threats posed by illegal wildlife trade and overexploitation. We provide evidence-based solutions through rigorous research and analysis, rooted in science, data, and our expertise. Over the past decade, we have become the leading global trusted advisor to governments and intergovernmental processes, and bring public, private, and civil society stakeholders together in new partnerships.

Today, we have an international network of nearly 200 experts located in ten offices in Africa, Asia, Pacific, Europe, and the Americas – and leverage the conservation expertise of our founders IUCN and WWF, and other partners. We offer a strong network of knowledge across the environmental, social, economic, financial, and political dimensions of trade.

OUR STRATEGIC PRIORITIES

Our [2023-2030 Strategy](#) frames our mission, goals, and strategic priorities. Over the coming five years, we will drive TRAFFIC's work to achieve two high-level goals to ensure that illegal and unsustainable trade in wild species will be significantly reduced and that legal and sustainable trade in wild species will provide increased social, economic, and environmental benefits for people.

Our five priority areas of focus include: strengthening global policy frameworks, improving the effectiveness of national policies and regulations, empowering communities, enabling responsible supply chains, and catalysing responsible consumption. As we scale up action in the five priority areas, we will adjust how we work in response to emerging issues and lessons learned from the implementation of our previous 2017-2022 strategy:

- Doing fewer things but doing them bigger and better
- Rigorously prioritising actions that contribute to the 2030 goals
- Sharpening our global leadership in data collection, use, and access
- Leveraging innovation and technology for impact
- Stronger focus of gender and rights-based approaches
- Selectively broadening our core partnerships

HOW WE ARE RUN

TRAFFIC International is a charity and limited company registered in the UK, governed by a [Board of Trustees](#) in line with our [Articles of Association](#). The Board delegates day-to-day management of the organisation to the Executive Director, who appoints the Senior Leadership Team. The Senior Leadership Team develops strategies and plans for the Board to review approve, and subsequently monitors and reports on performance against targets.

Our head office, based in Cambridge UK, provides worldwide leadership, co-ordination, cross-regional and corporate functions. The organisation's country-level engagement is managed through programme offices operating under the auspices of the UK charity, with staff based in a hub office and at other strategic locations where necessary.

During the fiscal year ended 30th June 2024, TRAFFIC group income totaled £13.7 million. Approximately 10% of income is unrestricted (largely core funding from our founding partners IUCN and WWF) and 90% is restricted (primarily grants from 107 projects from government agencies). Expenditures in FY24 amounted to £13.8 million. About 98% of expenditures were related to charity activities and 2% on raising funds.

In line with UK Charity and Company law, we produce an [annual report](#) each year which includes a full financial review as well as a retrospective look at the achievements of the year just past and identifies key areas of focus over the coming twelve months.

TRAFFIC is one of eleven members of the [Cambridge Conservation Initiative](#) (CCI), a collaborative partnership that brings together the biggest names in international biodiversity conservation with the University of Cambridge University.

Find out more on our website at <https://www.traffic.org/>

ROLE DESCRIPTION

THE BOARD OF TRUSTEES' ROLE

TRAFFIC International's charitable objects are *"to promote for the public benefit the conservation and protection of nature and natural resources worldwide through helping to ensure that trade in wild animals and plants is at sustainable levels and in accordance with domestic and international laws and agreements."*

The role of the Board of Trustees is to ensure compliance with the requirements of UK Charity Law under which they are responsible, namely:

- Directing the business of TRAFFIC International to ensure that it is solvent, properly managed and delivers its charitable objectives;
- Ensuring that TRAFFIC International complies with charity law and prepares Annual Reports and accounts which demonstrate this;
- Ensuring that TRAFFIC International complies with its governing documents and charitable purpose as set out in the Articles of Association; and
- Ensuring that TRAFFIC International complies with all relevant legislation and regulations governing the activities in which it is involved.

Our Trustees are active supporters of TRAFFIC, making their individual skills, experience and knowledge available and assisting with whatever work is required including sitting on sub-committees and advisory boards. They are required to develop and maintain a sound and up-to-date knowledge of the charity and its business, including the social, economic and political environment in which it operates and the nature and extent of its work.

The Board collectively oversees the delivery of planned results by monitoring the organisation's performance against strategic objectives and targets.

Additional information from the UK Charity Commission, [The essential trustee: what you need to know, what you need to do](#)

Within the above context, we are seeking Trustees who will provide strategic guidance, expert advice, and access to relevant partners and networks in the following areas:

- **Finance and/or the private sector** to provide **strategic** guidance in targeting supply chains, building partnerships and assisting in creating philanthropic opportunities vital to the success of TRAFFIC.
- **Environmental law and legal justice** especially as regards the use of natural resources and the engagement of local communities;
- **International trade and economic policy** including linking wildlife trade with global trade;

- **Sustainable development** including delivering on SDGs and corporate sustainability;
- **Collection, use and access of data** (including innovation around artificial intelligence and big data);
- **Marketing and communications** to develop and amplify TRAFFIC's messaging and support consumer behaviour change efforts.

PERSON SPECIFICATION

YOUR KNOWLEDGE AND EXPERIENCE

- A senior organisational leader with experience gained in other equally complex operating environments, ideally in more than one sector.
- Expertise in one or more of the priority areas listed above.
- Insight into the traits and characteristics of the global conservation sector would be useful (although experience in conservation is not required).
- Practical experience of leading, overseeing or advising on organisational development and growth would be useful, including the development of organisational cultures to meet strategic priorities.
- Experience of working as part of multi-skilled non-executive boards and of developing inclusive non-executive teams.
- Knowledge of charity governance principles and practices.
- Knowledge of communicating effectively with international stakeholder groups.

YOUR SKILLS AND ABILITIES

- **Strategic reach:** you will be focused on TRAFFIC's development to meet the demands of the much bigger picture.
- **Astute:** you will be sharp on interpersonal dynamics, have sophisticated influencing skills and be a great judge of character.
- **Personally influential:** you will be someone known for their compelling communication style, listening skills, excellent judgement and diplomacy.

YOUR PERSONAL STYLE AND BEHAVIOURS

- High intellectual and analytical capacity.
- Culturally intelligent and knowledgeable on a wide range of issues.
- A trusted presence, with low ego and high personal credibility; you will bring an engaging and collaborative style that inspires openness and confidence.

- Strong organisational development orientation: you're interested in developing our Board for the next phase of growth – to be more collaborative, more influential, more focused on results and impact.
- Undisputed personal integrity is a must: you will bring a fair, inclusive and open leadership style and your values will be compatible with those of our organisation.
- You will be sensitive to the global political, social and economic environment in which TRAFFIC is working to achieve its mission.

TERMS OF APPOINTMENT

REMUNERATION

All trustee roles are voluntary and reasonable expenses are reimbursed.

TIME COMMITMENT

Around 20 days per annum. The board meets four times each year (typically three are virtual, and one is an in-person meeting in Cambridge, UK which lasts for around 1.5 days).

CONFLICT OF INTEREST

Trustees must avoid conflict between their personal interests and those of TRAFFIC.

APPOINTMENT LENGTH

Term of appointment is three years potentially renewable for another term up to a maximum of 6 years.



HOW TO EXPRESS AN INTEREST IN THE ROLE

If you have questions about the appointment and would find it helpful to have an informal conversation, please contact us recruitment@traffic.org and we will be happy to arrange a call.

If you would like to apply for a trustee position, please submit the following to recruitment@traffic.org:

1. CV or equivalent biographical information;
2. Short covering letter that explains your motivation, suitability, availability and confirms that you would not be subject to any conflict of interest; and
3. If you have a disability and identify any barriers in the job description or person specification, please tell us.

The closing date is **28 February 2025**. Interviews are expected to be conducted in **March/April 2025**. The Trustees are expected to be selected in **April 2025** and attend the Board Meeting in person in Cambridge, UK on **18-19 June 2025**.

