



Trustees Appointment Brief

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Saxton Bampfylde

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“WRAP’s vision is a thriving world in which climate change is no longer a problem.”

Introduction

WRAP is a climate action NGO working around the globe to tackle the causes of the climate crisis and give the planet a sustainable future.

Our vision is a thriving world in which climate change is no longer a problem. At WRAP we believe that our natural resources shouldn't be wasted. And that everything we use should be re-used and recycled.

Our mission is to make the world a more sustainable place. We bring people together, we act on the facts, and we drive change.

Our core purpose is to help you tackle climate change and protect our planet by changing the way things are produced, consumed, and disposed of.

At WRAP, we want to tackle the causes of the climate crisis and give the planet a sustainable future. We want to halt environmental degradation and loss of biodiversity and protect both our lives and the planet.

In a thriving world in which climate change is no longer a problem, we will be able to provide for a growing population and raise people out of poverty. WRAP is at the forefront of making the world a more sustainable place. By bringing people together, acting on facts, we will drive change and protect our planet.

We will reduce waste and clean up the planet - its land, its oceans, and its air

We will reduce water use and protect key rivers

We will reduce greenhouse gas emissions and cut global warming

Working in partnership to create a Net Zero world

By bringing people together, acting on facts, we drive change.



Governments and nations rely on WRAP's research and insights to develop new ways of working, using our expertise to drive change.



Cities and regions use our data and networks to design and model critical infrastructure projects.



Our voluntary agreement model provides a 'safe space' for **global brands** to come together and tackle waste, reduce water use and drive impact towards net zero emissions.



Millions of people know, and trust WRAP's behaviour change campaigns.



For **delivery partners** around the world WRAP is an authoritative, trusted, and experienced presence on the ground.



Our **philanthropic partners** share our passion to innovate, delivering big ideas to give the planet a sustainable future.



Our Work

Background

WRAP started life in 2000 as a not-for profit company – and later a charity - operating in the UK. Now we're one of the world's leading sustainability NGOs, delivering lasting, measurable change across six continents. We're reducing greenhouse gas emissions and water use linked to the food we eat, the clothes we wear and the plastic packaging we use, helping the world move towards Net Zero and combat climate change.

Our work to create a circular economy is essential if the world is to reach Net Zero. That means reducing waste, re-using materials for as long as possible, and creating new more sustainable business models. We continue to recycle as much as possible – and those recycled materials are made into new products.

We're proud of the impact of our work, but we know that we can't solve the world's biggest challenges alone. Which is why collaboration is at the heart of what we do. We work with a range of partners including national, local, and regional governments, NGOs, charities and FTSE-100 and Fortune 500 businesses

Activities

WRAP has a holistic approach based on systems thinking. Our work is focused around three main areas

1. Collaboration & Change

Based on robust insight and research, we develop, pilot, deliver and evaluate behaviour change programmes to help citizens live a more sustainable lifestyle. Our suite of campaigns, tools and interventions are then amplified by a diverse range of stakeholders who value our evidence-based approach.

Earlier this year we joined forces with the UK's leading social and environmental change not-for-profit [Behaviour Change](#) to accelerate the fight against climate change. Together we will be helping more people to make simple, lasting changes to tackle the climate emergency.

We also design, develop, convene, manage and support business collaborative change programmes. These help businesses improve product design, minimise production waste and encourage their suppliers and customers to prevent waste and recycle more.

2. Insights & Innovation

We provide expert research, cost modelling, advice and services to help international organisations, national governments, local authorities and businesses develop and implement waste prevention and recycling policies.

We are working with national [governments](#) around the world to shape policy decisions that can be developed into actions that prevent waste. Governments can come under intense pressure to combat issues such as food waste or plastic pollution and with climate change legislation, the environment is front and centre of the public's minds.

Our technical experts are regularly called upon to advise local and national governments in the UK and abroad to help implement policy. Technical support can be in the format of tools, guidance and reports.

Alongside governments, the tools, guidance and reports can also be used by businesses within our focus areas of food waste, plastic packaging, clothing and textiles and collections and recycling.

We also manage grants, loans and investments to help increase the use of recycled materials, growing recycling capacity or overcoming specific market failures by acting as a catalyst to encourage other funders to invest.

We are the delivery partner of choice for governments and grant-awarding bodies due to our track record in awarding public money where it can make the greatest impact.

3. International

To make our world more sustainable, we are acutely aware that tackling the issue cannot be done by one country, region or continent by itself. With this in mind, WRAP works globally with governments, businesses, and communities to deliver practical solutions to improve resource efficiency within



plastics, food and textiles.

We take the successes, experience and lessons learnt in the UK and work with in-country partners to ensure we develop projects that fully address the needs of the local area.

We are already working in 40 countries around the world with notable successes that include the Mexico Conceptual Food framework, the European Plastics Pact and the Textiles Action Network.

In 2022, we will open our first non-UK office in Australia and have ambitious plans for growing our international capability even further in the coming years.

Our Impact

For more than 20 years WRAP's work has won plaudits for the impressive contribution it has made towards developing circular economies and moving the climate agenda forward. The scale of the challenge is not lost on us however and we are committed to playing our role in increasing and magnifying our impact.

Collaboration & Change

- Our Courtauld commitment, helped the UK waste 27% less food saving 5.3m Mt of CO2 emissions each year
- Our Sustainable Clothing Action Plan helped businesses reduce the carbon impact of UK clothing by 16% and water footprint by 19%
- Our UK Plastics pact reduced problematic or unnecessary plastic packaging sold in the UK by 40% since 2018
- We helped people in the UK reduce food waste in their homes by 31% or 1.4Mt per year

Insights & Innovation

- We have helped Wales become the 3rd best country in the world at recycling after Singapore and Germany
- In 2021 we supported public sector organisations to spend £2 billion more sustainably

International

- We co-authored the United Nations Environment Programme's (UNEP) Food Waste Index Report, the most comprehensive survey yet into global food waste from homes and hospitality
- We launched Latin America's first voluntary agreement and developed Asia's first plastics Pact
- We expanded our work to 40 countries around the world

Our Ambition

WRAP is an optimistic organisation. A future facing organisation. We know that this future is full of uncertainty – but we are confident, hopeful and determined. We are excited about a future where businesses, governments, charities and people work together to make a world free of waste and on a pathway to Net Zero.

We promise to be at the heart of that change. A new WRAP for a new world. A WRAP capable of more. More flexible. More agile. More imaginative. Working in more places, with more partners, and bringing in more and different resources. We think differently, act differently and behave differently. Because we have to, because we want to, and because we can.

Our expertise and experience is resonating with the rising public and private pressure to make meaningful strides in putting an end to climate change and a world free of waste, which is encouraging us to think ambitiously about our growth, our reach and our impact. Combined with international expansion, we are vigorously pursuing even greater diversification and growth of income to fuel this ambition.

Our priorities are:

- Putting more countries on track to halving food waste by 2030, in line with Sustainable Development Goal Target 12.3.
- Transforming the plastics economy so that plastic pollution will be eliminated.
- Helping tackle our throwaway clothing culture.
- Transforming recycling into a system that emphasizes material quality and markets.

You can read more about our plan for a sustainable planet [here](#)

There has never been a better time for WRAP and its many partners to magnify their efforts in eliminating waste and ensure resources are used sustainably, wherever they are in the world. We aim to seize it.

Our Organisation

Our Governance and People

Our c200 committed staff based in the UK and internationally are led by an experienced Board and talented senior executive team. Further details on our people can be found [here](#).

We want to lead by example to make the whole sustainability sector better reflect the communities we serve. We know we will be stronger, and our work have more impact, if we're more inclusive and more diverse - not to mention it's simply the right thing to do. We launched our Equality, Diversity, and Inclusion strategy in 2020-2021 and though we've a long way to go, we're proud of the start we've made. We have achieved Investors in Diversity accreditation and are ranked in the Top 100 Most Inclusive Workplaces Index for 2021.

The charity's headquarters are in Banbury in Oxfordshire; with other offices located in Cardiff, London and Belfast.

Our Finances

Our income in 2021/22 was £26.8m and £5.8m higher than the underlying 2020/21 figure of £21m, (excluding one-off gains and grant repayments). Government funding is primarily from Defra, the Welsh Government, UKRI, and DAERA in Northern Ireland. Non-government funding predominantly comes from participating businesses in our voluntary agreements, international organisations, and other donations from businesses, trusts, and foundations.

The organisation holds £35m of reserves as of 31 March 2022, including £18m in long-term investments held both for impact and financial return.

You can find out more about our finances [here](#) (NB the 2021/22 annual report will be published later in the year following audit and board approval).

You can find out more about WRAP and its work [here](#)

Our Values:

Sustainability,

Honesty,

Integrity,

Fairness,

Teamwork

The Roles

Board Trustees

WRAP is seeking Trustees who can bring the strategic experience and insight that will assist in the oversight and development of the next phase of our organisational growth and impact. We are seeking Trustees who are passionate about the work we undertake and equally ambitious regarding the growth and scaling of our work in the UK and internationally.

Trustees are responsible for:

- Determining the strategy and approving the business plan
- Approving the budget
- Monitoring the charity's performance
- Ensuring WRAP achieves and maintains its EDI objectives
- Monitoring the business risks; and
- The health and safety issues of the charity.

All Trustees need to be able to demonstrate the following general qualities, knowledge and experience

- Clear and motivated commitment to the mission and values of WRAP
- Strong communication, networking and interpersonal skills with the confidence and style to represent the organisation
- A proven track record of working at a strategic and senior level, with an ability to provide sound governance and oversight and objective, independent judgement as a non-executive Trustee
- The ability to work effectively as a member of a team
- A willingness to devote the necessary time and effort to meet Board requirements, including attendance at Board meetings and possible involvement with Board sub-committees
- Ability to work effectively as a member of a team providing constructive challenge while remaining respectful to others
- A willingness to accept the legal duties, responsibilities and liabilities of trusteeship
- Develop a strong and supportive relationship with the executive team
- Help foster a relationship between the Board of Trustees and executives which is centred on honesty, trust, transparency and a strong understanding of shared goals

Specific expertise sought in 2023

The current Board has a wide range of skills, but WRAP would like to add specific experience to the Board in 2023. We are particularly keen to encourage interest from a wide range of diverse backgrounds and direct experience of living and working in the Global South will be particularly valued.

Applications would be also particularly welcome from candidates with the following skills and experience:

- Significant strategic finance experience, garnered as a CFO or in a broad leadership role, that can provide strategic perspective regarding the financial and commercial development, planning and management of WRAP
- Significant senior experience on corporate communications of large organisations and how they develop their messaging and positioning to multiple audiences
- Significant senior leadership experience in commercial, business transformation in relatable environments to WRAP, including management consulting

Terms of Appointment

Remuneration: The role of Trustee does not attract any financial remuneration, although expenses for travel may be claimed.

Term: There is a four-year term of office for this role, which can be renewed once by approval of the Board of Trustees.

Expected Time Commitment: The Board typically meets six times a year, with the Trustee expected to commit to further time to participate in a Committee, and to engage with the senior leadership and the external stakeholders of WRAP. The overall time commitment is expected to be in the region of around two days a month.

WRAP is committed to diversity and welcomes applicants irrespective of religion, age, sex, sexual orientation, gender reassignment, marital status, disability or race.

How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to WRAP on this appointment. Candidates should apply for this role at www.saxbam.com/appointments using reference XBDXA1 to upload a CV and cover letter.

** The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.*

GDPR personal data notice

According to GDPR guidelines, we are only able to process your sensitive personal data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any sensitive personal data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

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Saxton Bampfylde

LONDON
9 Savoy Street
London
WC2E 7EG

EDINBURGH
46 Melville Street
Edinburgh
EH3 7HF

www.saxbam.com