Saxton Bampfylde

Appointment of Chair

Candidate Information
October 2024

finance earth

Introduction

At Finance Earth, we believe that change is possible, problems can be solved, people can do better, and structures and systems can be evolved and challenged given sufficient commitment. Ours is a unique proposition with an impressive track record of delivering results that work on the ground, not just in theory.

We help create projects – and the investment vehicles to fund them – that balance positive outcomes for nature, communities, and investors.

The restoration and security of our planet – and the people on it – require the development, support, and maintenance of systems that provide an equitable, harmonious, and sustainable distribution of resources. Finance Earth exists to help meet this need. Massive behavioural change is needed at a societal, governmental, corporate, and household level and we know that finance is a powerful tool to make that happen.

We are a mission-driven, employee-owned social enterprise, working in partnership with world-leading environmental organisations to protect and restore the environment utilising market-based mechanisms.

We work in partnership with project developers, government, businesses, and enablers to create environmental and societal projects that are investable. We have the UK's leading track record of designing combined environmental and social impact funds.

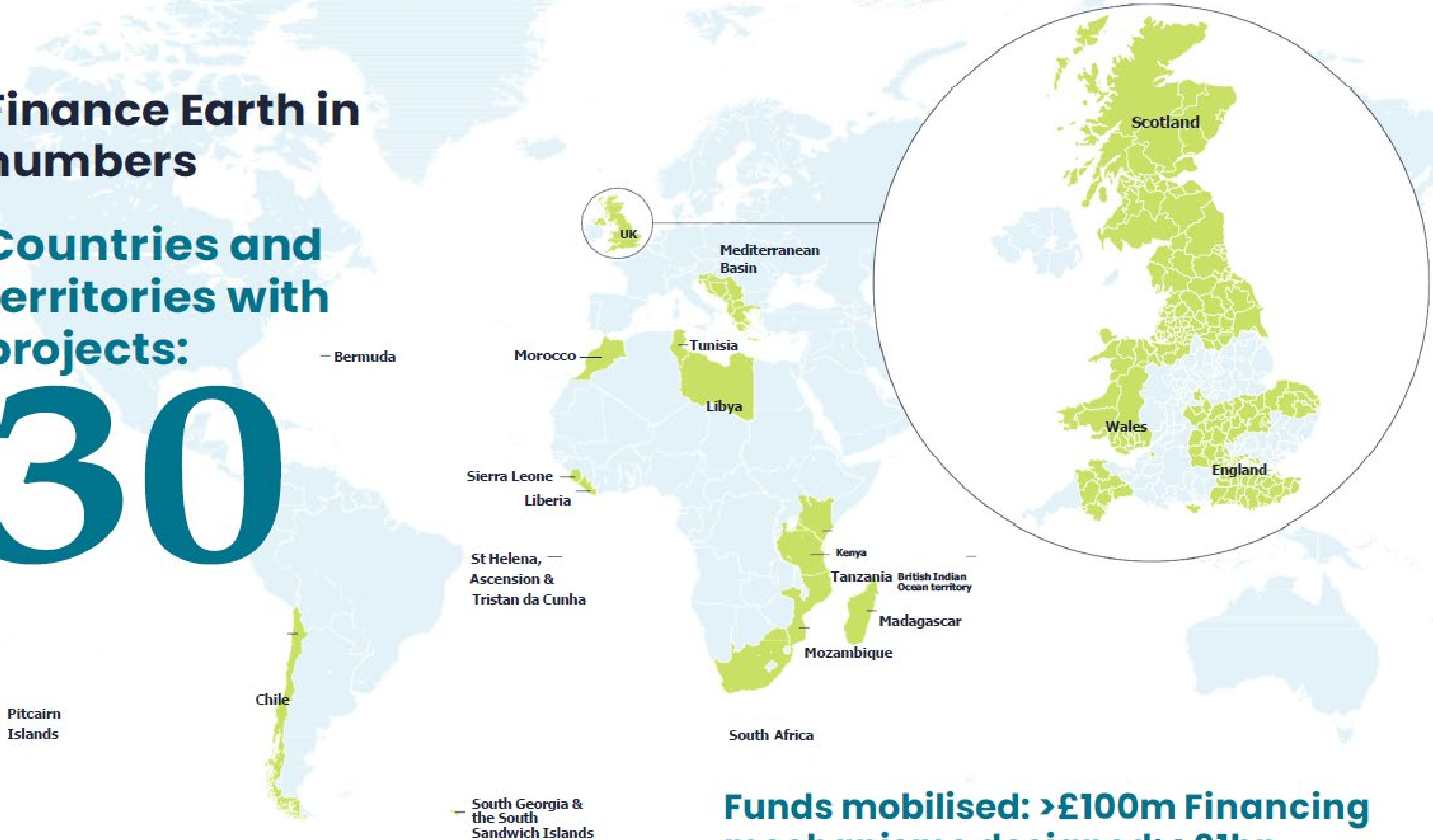
The next Chair of Finance Earth will join an organisation that is at the cutting edge of investment in climate and nature. You'll lead a passionate team dedicated to developing innovative solutions, learning from global best practices, and shaping impactful strategies.

As a pioneer in sustainable finance initiatives both in the UK and internationally, this is an extraordinary opportunity to be at the forefront of transformational change and be recognised as a key figure in advancing environmental finance, fostering collaboration, and inspiring others to invest in a sustainable future.

Finance Earth in numbers

Countries and territories with projects:

30



Funds mobilised: >£100m Financing mechanisms designed: >£1bn

Staff: 40
Clients: 60+
Projects: 90+

What we do

At Finance Earth, we work with partners to develop projects – both in the UK and internationally – that deliver high-impact conservation and climate positive outcomes, while also delivering competitive returns to those that invest in them. As a leading organisation within a nascent market, our experience over the last seven years has shown us the need to approach this challenge from multiple angles. We have also sought to learn from successes and failures in other countries. The US in particular is at the vanguard of developing markets for wetlands and other habitat restoration.

1. Corporate finance advisory

Given the limited number of proven financing models for scaling nature restoration, our project development advice plays a key role in accelerating those approaches with the strongest potential, unlocking pilot projects, and learning through innovation. We've recently designed a range of supply chain financing mechanisms supporting corporates to achieve climate and nature targets, building on our learning in designing and launching the Fisheries Improvement Fund.

2. Fund management

Managing environmentally focused funds provides invaluable learnings with applicability across Finance Earth's activities, while also creating insights for the wider market and a route to scaling the most successful models. Our first fund, the £50 million Community Owned Renewable Energy (CORE) fund, was a pioneering impact investment vehicle that generated commercial level returns alongside material long-term community impact. The product of a partnership between Finance Earth, Big Society Capital (BSC) and the Power to Change Foundation (PtC), based on a shared vision and mission to rescue distressed solar assets and transition them into community ownership, CORE included a first-of-its-kind £10 million community-focused capacity building investment programme funded by PtC.

3. Capacity building

Given the scale of the interlinked nature and climate challenges, we recognise the vital importance of building capacity, confidence and capability across NGOs, and the private and public sectors, to facilitate the rapid development of new environmental markets. Our longstanding relationships with WWF in the Southwest Indian Ocean and internationally, the RSPB and the National Trust, have involved exclusive corporate finance advisory services and support in building internal capacity to develop and deliver privately-financed conservation projects and related initiatives.

4. Market building

Our engagement with a diverse range of stakeholders provides us with a unique perspective on blockers and opportunities in the conservation finance policy landscape; we work closely with key stakeholders and decision-makers to carry out research to inform market development, and to support the development of an effective natural capital market infrastructure. We co-founded the Financing Nature Recovery UK initiative with the Green Finance Institute and the Broadway Initiative, which set out recommendations and a roadmap for accelerating the establishment of high-integrity natural capital markets in the UK.

For more information about our work and case studies, visit finance.earth

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Key milestones

Dec 2016
Environmental Finance Limited established

Environmental Finance

Jan 2017 Employees: 2

Aug 2017
Launch of Community Owned Renewable Energy (CORE)

Jan 2018 Employees: 5

Jun 2018
Publication of 'Outline Business Case for a Natural Environment Impact Fund'
Co-authored with Vivid Economics
Commissioned by Defra

Jun 2018
Publication of 'Sustainable Finance Mechanisms for Marine Protected Areas (MPAs) in North Devon'
Co-authored with Vivid Economics
Commissioned by WWF-UK

Nov 2018
Creation of Bright Renewables

Jan 2019 Employees: 5

Jan 2019
Publication of 'Greater Manchester Natural Capital Investment Plan'
Co-authored with eftec and Countryscape on behalf of Greater Manchester Combined Authority (GMCA)

Mar 2019
RSPB attracts debt finance for installing renewables across 7 reserves

May 2019
Picnic launched

PICNIC

Dec 2019
RSPB attracts debt finance for habitat bank at Ashill

UK's first greenfield community solar farm established at Creacombe Hill

Jan 2020 Employees: 12

Nov 2020
Launch of the Blue Impact Investment Strategy with WWF

Nov 2020
Rebranded as Finance Earth

Jan 2021 Employees: 15

Jan 2021
Publication of 'Facilitating Local Natural Capital Investment: Literature Review'
Commissioned by NatureScot

Mar 2021
Launch of Greater Manchester Environment Fund

May 2021
Publication of 'A Market Review of Nature-Based Solutions: An Emerging Institutional Asset Class'
Commissioned by the Green Purposes Company

July 2021
NEIRF round 1 projects awarded, including 13 supported by Finance Earth

Dec 2021
£31m CORE refinancing - a first-of-its-kind institutional index-linked impact investment

Jan 2022 Employees: 25

Mar 2022
Publication of 'UK Green Finance Review'

May 2022
Selected by Defra as Big Nature Impact Fund co-Manager with Federated Hermes

NEIRF round 2 projects awarded, including 14 supported by Finance Earth

Jun 2022
Launch of Financing UK Nature Recovery Report

Jun 2022
RSPB raise debt finance for new catering facilities on four reserves

Nov 2022
Announcement by UK Government of £30 million to Big Nature Impact Fund

UK Nature Impact Fund

Jan 2023 Employees: 32

Dec Jan Feb Mar Apr May Jun Jul Aug Sep Oct Nov Dec Jan Feb Mar Apr May Jun Jul Aug Sep Oct Nov Dec Jan Feb Mar Apr May Jun Jul Aug Sep Oct Nov Dec Jan Feb Mar Apr May Jun Jul Aug Sep Oct Nov Dec Jan Feb Mar Apr May Jun Jul Aug Sep Oct Nov Dec Jan Feb Mar Apr May Jun Jul Aug Sep Oct Nov Dec Jan Feb

2017 2018 2019 2020 2021 2022 2023

Our Organisation

Founded by James Mansfield and Richard Speak in 2016, our rapidly growing team of 40 staff, headquartered in Vauxhall, London, is supported by a growing non-executive Board.

The Finance Earth team brings a wealth of experience from the investment, renewable energy, asset management and social impact sectors. While we are a diverse group with a variety of skills and experiences, we share our passion for protecting and restoring the natural world.

Consistently profitable, Finance Earth is scaling quickly in terms of its operations, capabilities, and visibility both here in the UK and internationally, where further offices are planned.

As a wholly employee-owned social enterprise, 51% of our profits are recycled in on-mission activities and investments.

The Role of Chair

We are looking to appoint an outstanding Chair to lead our strategic growth and drive the next chapter of our organisational development and impact. This is an exceptional opportunity to be at the forefront of transformative change in sustainability and nature recovery.

As a critical role in our organisation, the Chair will take on a range of accountabilities and responsibilities, including to:

Leadership

- Provide strategic leadership to Finance Earth in collaboration with the Executive team and the Board.
- Lead the Board and Executive in driving the development and scaling up of Finance Earth's offerings, focusing on increasing our impact and effectiveness, strengthening our global position, enhancing international brand awareness, and maintaining our reputation as a market leader.
- Inspire the Board, Executive, and all stakeholders within and outside Finance Earth by promoting our organisation's vision, mission, and values.
- Ensure the financial sustainability of Finance Earth and uphold excellent governance practices to foster a thriving, impactful organisation.

External representation

- Serve as a dynamic ambassador for Finance Earth, championing our growth, expanding our network, and enhancing our visibility.
- Leverage existing contacts and connections while forging new partnerships that benefit our mission.
- Act as an ambassador for the organisation, supporting our growth, network and visibility.
- In collaboration with the Executive team, cultivate strong relationships with key external stakeholders, including governments, civil society organisations, funders, and influential business leaders.
- Represent Finance Earth at external functions, meetings, and events, sharing our vision and impact to inspire action and collaboration.

Relationship with the Executive

- Establish a strong, constructive relationship with the Managing Directors, built on mutual respect, trust, and open communication. Ensure they are held accountable, adequately supported, and professionally developed to achieve strategic objectives.
- Collaborate with the Board to set and assess performance goals for the Managing Directors and senior management team.
- Cultivate a relationship between the Board and executives that emphasises honesty, transparency, and a deep understanding of shared goals.

Governance

- Foster and maintain constructive relationships among Non-Executive Directors, enhancing the Board's knowledge and capabilities.
- Promote collaboration, focus, and clear decision-making to ensure equitable influence and consensus, while respectfully managing any disagreements.
- Lead and mentor fellow Non-Executives to ensure they fulfil their responsibilities, while actively planning for renewal and succession to sustain our mission.
- Ensure overall Board effectiveness and that the performance of the Board as a whole, and of the Non-Executive Directors individually, is reviewed on a regular basis, through a defined appraisal process.

The Person

We seek a high-calibre, visionary non-executive leader who is passionately committed to our mission of building a sustainable future and creating lasting change for our planet and communities.

Key Attributes

- **Proven Leadership:** A track record of driving growth in significant organisations across commercial, public, or voluntary sectors. Previous Chair experience and a history of expanding an organisation's scale and reach are highly desirable.
- **Strong Network:** A senior network with the ability to 'open doors' and engage with a broad range of international contacts for Finance Earth's benefit. Networks with philanthropic foundations, institutional funders, senior donors, and/or in investment management would be considered particularly valuable.
- **Sustainability Insight:** A solid understanding of the sustainability agenda and the socio-economic and political context in which we operate, coupled with a willingness to deepen this knowledge.
- **Global Experience:** Significant senior international experience is essential, with particular value placed on experience in the Global South.
- **Personal Credibility:** A natural communicator who can engage and inspire audiences, serving as an ambassador for Finance Earth and its mission.
- **Board Leadership:** The ability to effectively Chair a diverse Board, committed to equality and diversity, and promote effective governance practices in the context of a company limited by guarantee, a community interest company, and a charity.
- **Dedication:** A commitment to prepare for and attend all Board meetings, actively represent the organisation, and build a strong, trusting relationship with the Executive team through open communication.

Terms of Appointment

Expected Time Commitment

The Board typically meets four times a year, with the Chair expected to commit to further time in engaging with the Non-Executive Directors, senior executive leadership, and the external stakeholders of Finance Earth. The overall time commitment is expected to be in the region of around 1 – 1.5 days a month / 10-15 days per annum.

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

Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.

How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to Finance Earth on this appointment.

Candidates should apply for this role through our website at **www.saxbam.com/jobs using code XBIKA.** It will close at noon on Friday 1st November.

Click on the '**apply'** button and follow the instructions to upload a CV and cover letter and complete the application and equal opportunities monitoring* form.

* 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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