



# CALL FOR BOARD MEMBERS - 2023

## Board members for Zero Waste Europe

### About us

The mission of [Zero Waste Europe \(ZWE\)](#) is to **empower communities in order to redesign our relationship with resources**. We campaign for zero waste strategies in Europe and beyond, and support local groups and change agents who have the potential to drive change in their region. Currently, ZWE is the only pan-European organisation specialising in waste issues from prevention to disposal and on local, national and European levels. ZWE is the European chapter of the [Global Alliance for Incinerator Alternatives \(GAIA\)](#).

ZWE is an independent, nonprofit association created in late 2013 in the Netherlands aiming to:

- Promote zero waste strategies in Europe and elsewhere;
- Act as a catalyst for European good practises in the field of circular economy, waste, and resources;
- Empower local groups to develop community-based strategies for the prevention, reduction, separation, recycling, and composting of waste;
- Promote a responsible treatment of waste and prevention of non-sustainable solutions such as landfilling and incineration;
- Increase awareness about the health effects of the current economy of waste disposal and promote non-toxic alternatives;
- Promote environmental and social justice.

The Board of ZWE provides strategic guidance and oversight for the work of ZWE.

ZWE is currently looking **at welcoming 2 to 3 new Board members in 2023** onwards when we will have seats available on the Board.. The ZWE Board consists of up to **7 volunteer members** (and a minimum of 3), elected for a 3-year period. We naturally expect Board members to share our passion for creating a zero waste Europe in a just and community-driven way.



## Roles and responsibilities of the ZWE Board

- Govern ZWE in compliance with its statutes and internal working regulations;
- Focus on strategy and accountability rather than day-to-day operations;
- Provide guidance in matters of positioning of the organisation, fundraising, programmes, and human resources;
- Support the development of the network and deal with membership issues as they arise;
- Provide advice on how ZWE should respond to emerging issues outside of its strategic plan;
- Assist in developing and maintaining positive relations among ZWE members, staff members, donors, and other stakeholders to enhance ZWE's mission;
- Provide legal, policy, and financial oversight to ensure compliance with the laws and regulations;
- Review the internal regulations and policies and recommending any changes for approval by Board and/or General Assembly as required;
- Oversee the Executive Director(s), including supporting and participating in the annual evaluation of the Executive Director(s).

## Participation in the ZWE Board

- The Board meets remotely on a monthly/every 6 weeks basis to discuss general management issues and AGM preparation, and twice a year for more in-depth (and, when possible, face-to-face) discussions and strategic conversations (Board meeting costs are covered by the organisation).
- Board members are invited to support specific projects in line with their interest, expertise and capacity, examples range from providing advice and feedback on the development of a new network development plan, to supporting HR related matters.
- Service on the Board would require the equivalent of minimum 5 to 8 days (40 - 70 hours) per year (excluding Annual General Meetings [AGM]). Existing Board members will revise/confirm their working rhythm and schedule once new Board members are appointed.



## Profile and eligibility

**We are looking for candidates with a combination - not all - of the desired skills and knowledge listed below.** Candidates with human resource experience are especially welcomed to apply (you can be internal to the ZWE network or external to our membership).

### Essential:

- Fluent command of spoken and written English..

### Desired skills, knowledge and experience:

- Experience in advocacy, activism, outreach/community, and campaigning for environmental issues;
- Knowledge of zero waste principles, policies, and implementation;
- Experience in external representation, networking and facilitation;
- Strategic planning: designing and/or advising organisations strategies;
- Network development and membership relations, liaison with the General Assembly;
- Human Resources and employment;
- Experience with NGO governance (Board membership, Board chairing , working with Boards, or a similar role);
- Governance: creating process and regulations for governing bodies, legal oversight;
- Fundraising (especially high network individuals, foundation grants) and new financing mechanisms;
- Diversity and inclusion;
- Organisational development.

### To be eligible for election, candidates:

- Must declare that they have permission to stand from their own organisation, if their organisation is a member of ZWE. Candidates may also be appointed from outside the membership as per the ZWE Statutes;
- Must join the Board in their personal capacity and not as a representative of an organisation;



- Shall have the opportunity to make a short presentation for their candidacy in writing and in person at the General Assembly;
- Must not have served on the ZWE Board for more than three consecutive terms in the previous 9 years (Board members are elected for a 3-year mandate, and eligible for immediate reappointment twice as per the ZWE Statutes);
- Must declare any potential conflicts of interest, as well as anything else that might affect their eligibility (including any political mandates).

## Elections

The General Meeting appoints the Board members. Voting will take place during the ZWE Network-Wide Gathering in Guimaraes, Portugal (25-29 April 2023)

**Start of the mandate:** By November 2023, with an onboarding starting from May 2023.

## TO APPLY:

Please fill in [application form here](#) which includes:

- A skills self-assessment section;
- A brief motivation statement (350 words max.) outlining your interest in joining the ZWE Board, experience, and background;
- Your CV (to be attached).

Please contact ZWE's Network Coordinator [stephanie@zerowasteurope.eu](mailto:stephanie@zerowasteurope.eu) to get additional relevant documentation or ask clarification questions.

As ZWE is committed to the principles of Diversity and Inclusion, and Opportunity for all, we strongly encourage people of diverse backgrounds to apply.

**Deadline to apply:** 3 April 2023, at 23:59 CET.

Introductory calls with a current Board member will be organised in April before 24 April 2023.