



## GAIA EDUCATION – BOARD MEMBER RECRUITMENT

Gaia Education provides holistic education for sustainable development, through online and face-to-face courses, webinars, masterclasses, and collaborative projects. (for more information, visit our [website](#)). Our programmes have helped train more than 25,000 people in 55 countries. Gaia Education was awarded the Luxembourg Prize for Peace Education in 2022.

Gaia Education was created by a group of educators known as the ‘GEESE’ (Global Ecovillage Educators for a Sustainable Earth) who met to formulate their transdisciplinary approach to education for sustainability. The first milestone in the development of Gaia Education was the launch of the four dimensional curriculum, Ecovillage Design Education during the tenth anniversary conference of the Global Ecovillage Network at Findhorn in October 2005.

Gaia Education is a charitable company Limited by Guarantee, established under Scottish law and based in Scotland. We have employees in Scotland, but most of our staff work for us as consultants remotely around the world.

We aim to encourage sustainable development and sustainable lifestyles, through education and inspiration.

Since 2005, Gaia Education has had significant financial support from the Gaia Trust established by Ross and Hildur Jackson. Ross has been the Convenor of Gaia Education since its inception.

Currently, in addition to Ross, there are five Board Members (Directors) drawn from around the world, bringing diverse experience and expertise (for more information on them see on this link.). Several of them are long standing members and wish to step down in the next 1-2 years. A full complement would be seven Board Members. A new Convenor is expected to be elected by the Board in the next few months.

We have refined our legal and governance rules recently following strategic and financial reviews and the creation of an independent sister company based in Brussels.

Our current challenges are extending the choice in, and reach of, our educational offerings, updating our online delivery and achieving financial independence after long-term Gaia Trust support. Good progress is being made by our Co-Chief Executives and their experienced and creative team.

Gaia Education functions virtually through online meetings and email. Board meetings are held quarterly by video conference.

[www.gaiaeducation.org](http://www.gaiaeducation.org)

Our Board provides strategic direction and legal and financial oversight, hence we require Board Members who together bring a diversity of business, sustainable development and education expertise and experience from around the world. We are looking for new Board Members who will help us create a Board with diversity across age, gender, ethnicity, experience and global background. In particular, we are looking for younger Board members from Africa, Asia, and North and South America.

We wish to recruit 1-2 Board Members in the next few months and further Board Members within the next two years.

For more information about Gaia Education, its impact, and how it works, look at our website. If you would like a discussion with a current Board Member or one of our Co-Chief Executives, email us at [sally.bogale@gaiameducation.org](mailto:sally.bogale@gaiameducation.org) or [pedro.pedrosa@gaiameducation.org](mailto:pedro.pedrosa@gaiameducation.org). If you are not quite ready to take up a role but may be in future please consider applying. Appointment may be deferred.

## BOARD MEMBERS

### Responsibilities

Board Members act in the interests of Gaia Education and ensure that it acts in accordance with its legally stated charitable purposes and its codes of governance. Board Members provide:

- legal and financial oversight to promote the success of Gaia Education
- encourage and support the Co-Chief Executives and their staff
- exercise independent judgement and act with due care and diligence.
- disclose any conflicts of interest and refrain from discussions involving any conflict
- ensure that proper records and accounts are kept
- attend quarterly Board meetings
- join committees and working groups if required
- where practical, attend Gaia Education major events
- introduce and communicate Gaia Education to other organisations and the public.

Board Members are the Directors and Members of the Gaia Education company. They are also often referred to as the Trustees.

### Term

Board Members are appointed for three years. They can be re-appointed for a further three years. Their total term as Board Members cannot exceed six years.

### Compensation

[www.gaiameducation.org](http://www.gaiameducation.org)

Board members cannot be remunerated by Gaia Education. Appropriate and reasonable expenses relating to their duties can be reimbursed.

### **Board Member Specification**

There is no blueprint for the perfect Board Member. New recruits will need to complement the existing group of Members and ideally bring fresh and different experience, expertise and perspective. New Members will have some of the following

- an awareness of sustainable development
- experience of developing and/or delivering education
- experience of managing or guiding an organisation or projects
- a history of working collaboratively
- a willingness to share legal and financial responsibility for Gaia Education with the rest of the Board
- capacity to think strategically about an organisation
- the confidence and ability to question, challenge, encourage and motivate others constructively.

An awareness of Gaia Education would be beneficial but is not essential.

Older people do not have a monopoly on wisdom so do not assume you need to be older or even old to apply.

In a similar vein Gaia Education seeks to deliver its mission across the world and wants to ensure it has a global perspective in its Board; therefore we are keen to recruit new Members from Africa, Asia, and North and South America.