



## **GAIA EDUCATION – BOARD MEMBER RECRUITMENT**

We need to recruit 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, female Board Members from South America, Africa, and Asia to complement the existing Members.

Diversity on our Board and across our staff is crucial if we are to be relevant and useful to all generations and communities across the world.

Diverse backgrounds give us insight into the challenges for people across the globe. They help us create educational opportunities that will resource, inspire and skill many more people to create socially and ecologically just and sustainable ways of life which will respond to the challenges of our time.

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 26,000 people in 55 countries. Gaia Education was awarded the Luxembourg Prize for Peace Education in 2022.

Our Board provides strategic direction and legal and financial oversight. We need Board Members who together bring a diversity of business, sustainable development and education expertise and experience from around the world. We can provide training and induction to help you learn about the role and let you make your best contribution.

Gaia Education was created by a group of educators from around the world 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 Ecovillage, Scotland, 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.

Our purpose is to encourage sustainable development and sustainable lifestyles, through education and inspiration.

Between 2005 and 2023 Gaia Education had significant financial support from the Gaia Trust established by Ross and Hildur Jackson. Ross stepped down as Convenor of Gaia Education in June 2023.

Currently there are five Board Members drawn from around the world, bringing a broad experience and expertise (see our website). Shane Rankin was elected Convenor in June. A full complement would be seven Board Members.

We 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.

We wish to recruit 3 Board Members in the next few months.

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@gaiaeducation.org](mailto:sally.bogale@gaiaeducation.org) or [pedro.pedrosa@gaiaeducation.org](mailto:pedro.pedrosa@gaiaeducation.org). If you are not quite ready to take up a role but may be in future please consider applying, appointment could be deferred.

We look forward to hearing from you.



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## **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**

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



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### **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.