



verture



Welcome from Alison Macdonald, Chair



Thank you for your interest in joining Verture as a Trustee.

For over 30 years, Verture has helped communities build resilience and adapt to a changing climate, ensuring a resilient and fair future for all. Founded in 1994 with a focus on environmental research, our role has evolved significantly through the years. We work in collaboration with communities, businesses and the public sector to build a resilient Scotland, enabling and empowering climate-ready leaders and climate-ready place-based partnerships. While we are proud of this heritage and our impact, we recognise much remains to be done. As we enter 2026, our focus is firmly on the future, with a commitment to equity in climate resilience – a Just Resilience.

Trustees play a vital role in shaping our strategy, ensuring good governance and championing our vision. As we prepare to launch our 2026-2031 strategic plan in April this year, we are entering a period of ambitious action and bold questioning, focused on adaptation as a driver of long-term, preventative and place-based change for a fairer, more resilient Scotland. This makes it an exciting time to join us for this chapter. We are seeking trustees with a range of skills and experiences to support the strategic delivery of the plan and our Board succession planning.

We're interested in your values, your ideas and your lived experiences alongside the professional skills you may be able to contribute to our mission. Your ability to act as an ambassador and to bring your networks and experience to bear is key to support the growth and diversification of our income sources, ensuring we continue to build sustainability and resilience.

We also want a Board that better reflects the diversity of the communities we serve. We particularly encourage applications from people who are currently underrepresented on our Board, including people from minority ethnic communities, disabled people, LGBTQIA+ people and we also welcome younger voices.

I hope you find the information in this pack of interest in considering the trustee role and understanding more about our work and impacts. If you share our vision, our values and are able to contribute to our continued growth and resilience, I warmly encourage you to apply.

Alison Macdonald
Chair

Who we are...

Verture - the climate resilience charity

Our vision: A resilient and fair future for all.

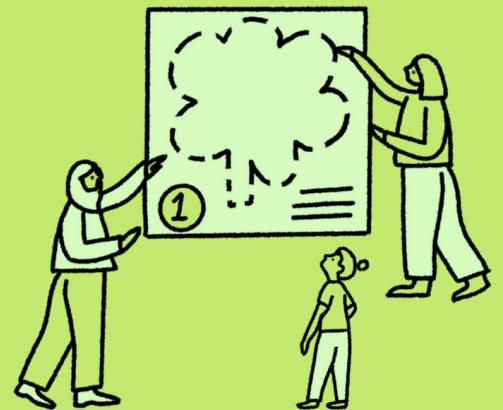
Our purpose: We create a better world in a changing climate by taking action together.

Our charitable objects – from our Articles of Association: In particular, the Company is established for the purpose of addressing environmental change and its impacts, contributing to environmental improvement and the advancement of education and knowledge in relation thereto, for public benefit, including well-being and quality of life.

Our values

- **Courageous:** we are brave in our decision making and lean into challenge.
- **Creative:** we work with creativity and imagination.
- **Caring:** we care for ourselves, our team, our work and our world.
- **Fair:** we centre justice and equity in everything we do.

Hope infuses all our values: we believe a better world is possible and prioritise effective action to achieve it.



Governance : The charity is a company limited by guarantee (SC149513) and is a registered Scottish charity (SC022375). The charity is governed by the Board of Trustees, who are also the directors for the purpose of company law.

The Board of Trustees have the accountability for directing Verture's affairs, ensuring it is solvent, well-run and delivering the charitable purpose. The Board operates under leadership from the Chair and works in partnership with the Chief Executive – Jo Kerr, who joined us in December 2024, bringing vital experience in social justice.

Additional Information

For additional information and insights into the work we do our website and latest Annual Report & Accounts can be found here :

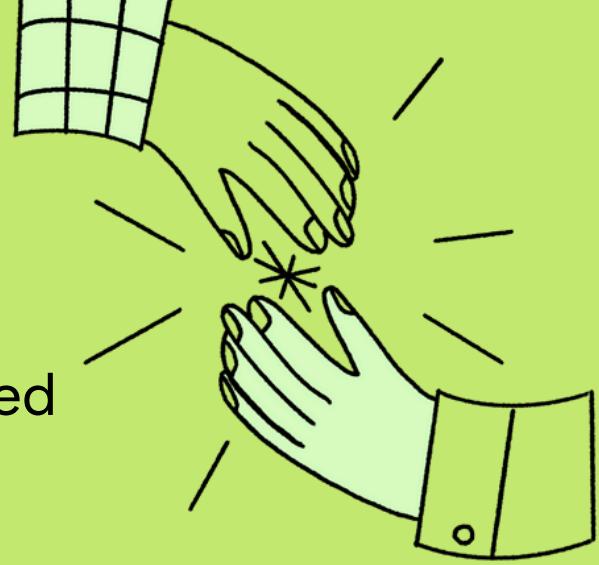
[Home - Verture](#)

[2024/25 Annual Report and Accounts - Verture](#)

Trustee - Verture

Location : Hybrid

Unremunerated but reasonable expenses reimbursed



Verture has been supporting communities and organisations adapt to a changing climate for over 30 years. We are now looking for four new Trustees to join our engaged Board at an exciting time of launching our new strategy for 2026-2031.

We are especially keen to hear from individuals who have knowledge or experience in:

- **Income diversification and fundraising**
- **Social justice**
- **HR leadership and the development of learning and education programmes**
- **Finance / Treasurer experience**
- **Legal and governance / Charity law**

We are seeking trustees who are strategic thinkers and are collaborative, constructive and can act as a charity ambassador.

We encourage applicants from all backgrounds to apply. We welcome applications from those seeking first time board experience and are actively seeking to attract and support a diversity of backgrounds, experience and thinking on our Board.

Applications information

To apply, please submit a tailored CV and covering letter (no longer than two pages) outlining your relevant experience and covering the following :

- **What is your motivation for being a Trustee of Verture?**
- **What relevant skills, expertise and experience can you contribute to the role?**
- **How does our vision and values resonate with your own personal values and goals?**

Applications should be submitted by 11:59 pm on Sunday, 8 February 2026, to recruitment@verture.org.uk

Interviews will be held on 23rd and 24th February 2026.

Expectations of the Role

Trustee Role Profile

The Board of Trustees provides strategic leadership to ensure that Verture fulfils its charitable purpose, operates to best practice governance standards and delivers meaningful impact in the work it undertakes. Charity Trustees have overall accountability for the control and management of the charity.

Key Responsibilities

- Setting the vision, mission and values of the organisation
- Developing and approving the strategic direction and plan
- Ensuring the charitable purpose is delivered
- Overseeing delivery, performance and operational and financial resilience
- Ensuring effective governance and policy frameworks are in place
- Managing risk and compliance
- Representing the charity externally at events, with stakeholders, funders and partner organisations

Who you are

The ideal person will have:

- experience in the areas listed on the previous slide
- ability to demonstrate strategic leadership, decision-making and influence
- a history of demonstrating fairness, promoting diversity and inclusion



Time Commitment

There are four board meetings and an AGM each year.

Meetings are quarterly for three hours with an optional one-hour education session to provide insights into Verture's programmes of work and impact.

Meetings are held in Edinburgh with hybrid facilities as needed. It is expected that Trustees will be willing to attend in person for at least two meetings a year, and for key events such as strategy days. Travel expenses can be covered.

There will also be an opportunity to engage in working groups to support the CEO and Leadership Team, engage with staff members and act as a sounding board.

The role is for an initial three-year term, with the option to extend for a further three years.

Meeting Dates during 2026

Board meetings are currently scheduled for 11 March, 10 June, 9 September and 9 December.

Support for New Trustees

What we offer

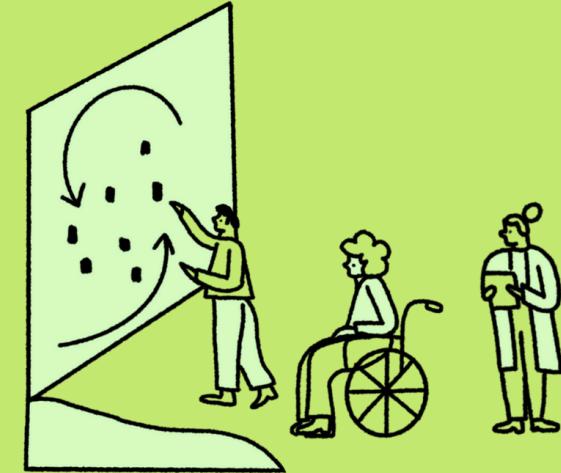
Although unremunerated, this offers an exceptional opportunity to play a key role in ensuring Verture helps communities, organisations, and businesses to understand, anticipate, and transform in the face of climate change.

Becoming a Trustee provides the opportunity for professional development and learning new skills, along with other board members.

Induction will be provided as part of onboarding covering training in the duties and responsibilities of the trustees and an opportunity to understand our work.

There will be the opportunity to attend climate resilience training and other events.

Annual Trustee one-to-one meetings are held to assess Board skills and training requirements to support the identification of additional development opportunities.



Equality & Diversity at Verture

We are committed to creating and sustaining a workplace where everyone is treated with dignity, fairness and respect, and where differences are valued. We believe that embracing equality, diversity and inclusion strengthens our organisation, supports our people to thrive and enhances the impact of our work.

We foster an inclusive culture where everyone feels they belong and we are committed to both equality and equity in our policies, practices and decision-making.

We understand how climate change disproportionately affects those who are already disadvantaged and it is important to ensure their engagement in our strategy and decision-making.

We believe a Board whose trustees have different backgrounds, lived experiences and professional skills is more likely to encourage debate through diversity of thought, support innovation and improve performance through inclusive decision-making.

