



BOARD OF TRUSTEES RECRUITMENT

**Strengthening Global Humanitarian
Capacity Through Engineering Excellence
and Climate Adaptation**

redruk
people and skills for disaster relief



WELCOME

RedR seeks exceptional leaders to join our Board of Trustees at a pivotal moment in global humanitarian response. As climate emergencies intensify and humanitarian needs reach unprecedented levels, with 305 million people requiring assistance in 2025, RedR stands uniquely positioned at the intersection of engineering excellence, humanitarian innovation, climate adaptation, and emerging technologies.

This appointment offers distinguished professionals the opportunity to shape the strategic direction of an organisation that has spent **45 years strengthening humanitarian capacity** through learning and development, technical assistance, and systems-level change through convening and sharing.

We are looking for senior board members with deep understanding across **engineering, humanitarian, and climate** domains who can engage with our work across these critical sectors during a period of strategic transformation including digital innovation and AI adoption.

ABOUT REDR

RedR is a learning and development organisation that strengthens the capacity of the humanitarian system to prepare, respond, and recover from disasters worldwide. Founded in 1980 with deep heritage in engineering, we have spent 45 years building humanitarian capacity through three core activities: training, technical assistance, and systems-level change through convening and sharing.

OUR VISION

A world in which sufficient competent and committed personnel are available and responding to humanitarian needs.

OUR MISSION

To strengthen the capacity and resilience of aid workers, communities and organisations in humanitarian, development, and peacebuilding contexts.

OUR VALUES

Collaboration: Work together towards shared goals

Excellence: Continually improve through listening and innovation

Lifelong Learning: Never stop learning

Integrity: Be honest, fair and speak up

Accountability: Do what we say we will

RECOGNITION AND IMPACT

- ◆ Recognised by the Financial Times as one of "[20 Leading Organisations Helping to Rebuild Broken Worlds](#)"
- ◆ HPass accredited organisation, leading sector quality standards
- ◆ Royal Patronage: HRH The Princess Royal, President since 1988
- ◆ Global federation spanning UK, Jordan, India, Indonesia, Australia, and Malaysia
- ◆ Delivery across multiple continents reaching thousands annually



OUR WORK

RedR operates across three interconnected thematic areas, delivering impact through our core learning and development activities:

ENGINEERING IN EMERGENCIES

Addressing the foundational skills gap in humanitarian engineering, we apply technical expertise across post-disaster reconstruction, shelter design, water and sanitation systems, environmental engineering, and civil infrastructure. Working with leading technical institutions and corporate partners including Arup, Ramboll, Mott MacDonald and WSP, we bring this expertise to crisis contexts.

HUMANITARIAN SERVICES

We support individuals and institutions develop expertise across core humanitarian, cross-cutting, and technical competencies, including safety and security, accountability to affected populations, management and leadership, project cycle management, coordination, monitoring and evaluation, and digital transformation. Our approach strengthens organisations and influences sector-wide standards and practices.

CLIMATE CHANGE

Targeting geographical areas most susceptible to climate impacts, we develop adaptive management capabilities, disaster risk reduction expertise, and early action frameworks. Our work builds resilience against extreme weather events.

OUR APPROACH

We deliver learning and development through:

Convening and Sharing - Synthesising sector insights to provide thought leadership, facilitate forums, and influence standards across the humanitarian sector.

Training Programmes - Multi-modal delivery including face-to-face, simulations, online facilitated, e-modules, and self-paced learning, coaching and mentoring.

Technical Assistance - Delivering contextualised solutions, guidance frameworks, and advisory services.

STRATEGIC PRIORITIES 2025-27

◆ Strengthening Resilience

Building capacity to mitigate crisis impact on vulnerable populations through enhanced technical expertise and localised solutions.

◆ Innovation in Learning

Expanding digital transformation capabilities, e-learning scalability and developing leading training methodologies, leveraging technology to reach broader audiences with contextualised content.

◆ Localisation Leadership

Advancing power-shifting initiatives by strengthening local and national actors, building strategic partnerships with local institutions, and advocating for sectoral change.

◆ Systems-Level Impact

Influencing humanitarian standards, contributing to policy frameworks, and creating consensus across the sector through our unique position at the intersection of practitioners, technical experts, and academia

◆ Quality and Excellence

Multi-modal delivery including face-to-face, simulations, online facilitated, e-modules, and self-paced learning, coaching and mentoring.

GOVERNANCE

Board Composition

RedR is governed by a Board of Trustees responsible for strategic oversight, organisational direction, and fiduciary responsibility. The Board currently comprises of 8 Trustees who bring diverse expertise across engineering, humanitarian response, climate adaptation, and organisational leadership. There is the opportunity to increase this to a maximum of 11.

The Board meets every two months with additional strategic sessions as required. There are two committees of the board:

- ◆ Financial, Audit and Risk Committee
- ◆ Governance Committee



BOARD LEADERSHIP OPPORTUNITY

PURPOSE OF ROLE

RedR Trustees provide strategic leadership, governance oversight, and fiduciary responsibility for the organisation. During this critical period of humanitarian sector transformation, Trustees will guide RedR's evolution as a leader in humanitarian and engineering-focused capacity building, enhancing RedR's ability to respond to increasing climate-related emergencies. Trustees will provide oversight as RedR intentionally advances the localisation agenda. Trustees will ensure good governance, enabling organisational transformation that reflects major shifts in technology.

Board Member Performance Expectations

- **Governance Oversight:** Ensure fiduciary, legal, and risk compliance.
- **Stakeholder Engagement:** Represent RedR externally; leverage networks to strengthen partnerships and funding opportunities.
- **Sector Influence:** Promote best practices in engineering, climate, and humanitarian systems; advise on policy and standards.
- **Board Participation:** Active engagement in board meetings.
- **Strategic Contribution:** Provide actionable guidance on organisational strategy, digital/AI transformation, and humanitarian systems engagement.

The Commitment

- **Term:** Three years (to a maximum of 9 years)
- **Time Commitment:** Approximately 12 days per annum, this can vary
- **Meeting Schedule:** Board meetings every two months in London and online
- **Committee Work:** Participation in relevant board sub-committees
- **Remuneration:** Unremunerated

What We Offer

- **Strategic Impact:** Opportunity to shape humanitarian sector transformation at a critical juncture
- **Meaningful Mission:** Direct contribution to strengthening capacity for disaster response, ultimately benefiting the world's most vulnerable populations
- **Global Reach:** Engagement with internationally respected organisation with royal patronage
- **Professional Development:** Application of expertise to the advancement of humanitarian learning and development
- **Network Access:** Connection to global leaders across corporate, academic, and humanitarian sectors

Person Specifications

Core Competencies

- **Strategic Vision:** Proven ability to provide strategic oversight during organisational transformation and navigate complex multi-stakeholder environments.
- **Technical Expertise:** Deep understanding across engineering, humanitarian response, or climate adaptation domains relevant to RedR's thematic areas (at least one), or cross-cutting on digital transformation.
- **Governance Experience:** Track record of effective board-level leadership with fiduciary responsibility and risk oversight capabilities.
- **Global Perspective:** Understanding of international humanitarian architecture, development contexts, and cross-cultural operational environments.
- **Change Transformation:** Championing the use of data and digital technologies and AI in delivery and operations, ensuring ethical, inclusive, and sustainable adoption.
- **Collaborative Leadership:** Ability to work effectively within RedR's collegial governance culture while providing constructive challenge and strategic guidance.

Desired Professional Background

Priority consideration will be given to exceptional candidates with senior leadership experience in one or more of the following:

- Engineering and construction with humanitarian and international development exposure
- Humanitarian and development sector organisations with technical focus
- Climate adaptation or environmental consultancy with emergency response experience
- Academic institutions with engineering, humanitarian, or disaster risk reduction programmes
- Leveraging technology to strengthen locally led response, operational efficiency, and learning systems

Leadership Qualities

- **Mission Alignment:** Genuine commitment to humanitarian principles and RedR's vision
- **Intellectual Rigour:** Analytical approach to complex technical and strategic challenges
- **Change Agency:** Comfort with challenging established practices and driving sector transformation
- **Cultural Competency:** Sensitivity to diverse cultural contexts and commitment to localisation agenda
- **Integrity:** Highest ethical standards and commitment to transparency

Sector Networks

- Established relationships within humanitarian engineering, climate adaptation, or international development communities
- Connections to funding sources, corporate partnerships, or academic institutions
- Access to technical expertise through professional bodies or industry associations

Professional Standing

- Recognition as thought leader in relevant domains
- Publication record or speaking platform
- Previous board or advisory experience
- Relevant professional qualifications

Personal Qualities

- Innovation: Creative thinking and openness to new approaches and technologies
- Resilience: Ability to operate effectively in uncertain and complex environments
- Communication: Strong interpersonal skills and ability to represent RedR externally
- Commitment: Availability to fulfil time commitment and genuine passion for the role



Application Process

How to Apply

To apply for this position, please submit:

1. **CV** detailing relevant experience and current commitments (maximum 3 pages)
2. **Cover letter** (maximum 1 page) addressing:
 - Specific expertise and networks you would contribute
 - Your approach to board leadership during organisational transformation
 - Your vision for RedR's role in humanitarian sector transformation
3. **Professional References:** Two senior-level references

Selection Process

Stage 1: Application review and strategic fit assessment

Stage 2: Panel interview with Board Chair, CEO, and selected Trustees

Timeline

- **Application Deadline:** Monday, 15 December 2025 (17:00 GMT)
- **Interview Process:** Interviews to be held w/c 12, 19, 26 January 2026
- **Appointment Confirmation:** w/c Monday, 9 February 2026

Induction

Successful appointees will receive onboarding including strategic briefings, stakeholder introductions, governance training, and mentoring support.

Diversity, Equity and Inclusion

RedR is committed to building a Board that reflects the diversity of communities we serve globally. We particularly welcome applications from candidates who would contribute to geographic, gender, ethnic, and professional diversity while meeting the technical expertise requirements essential for effective governance.

All reasonable adjustments will be implemented throughout the recruitment process to ensure accessibility for all candidates.

Applications should be sent to:

hr@redr.org.uk

Further Reading

RedR Resources

- [RedR Website](#) - Comprehensive overview of our work, impact, and current programmes
- [RedR Strategy 2025-27](#) - Our strategic direction and priorities for the next three years
- [RedR Annual Report](#) - Detailed overview of our recent impact and financial position
- [Financial Times Recognition](#) - Coverage of RedR as one of "20 Leading Organisations Helping to Rebuild Broken Worlds"

Charity Governance

- [*The Essential Trustee: What you need to know, what you need to do - Comprehensive guide to trustee duties and responsibilities*](#)

RedR UK is registered as a charity in England and Wales (Registration Number: 1079752) and as a company limited by guarantee (Company Number: 03929653).

