



The Food Foundation

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Trustees
The Food Foundation



The Food Foundation



Welcome

Dear Applicant,

Thank you for your interest in joining the Food Foundation as a Trustee.

Against a backdrop of climate crisis, geopolitical instability and social and economic upheaval at home, food security now presents a major governmental and inter-governmental risk. The work of the Food Foundation has never been more important in shifting the food system so we can all afford and access a healthy, sustainable diet.

From small beginnings, we have always had a big ambition: to make it easier for everyone in Britain to eat well, regardless of their circumstances. We are known for the strength of our evidence, our collaborative approach and our focus on the food system as a whole – identifying where change can have the greatest impact.



We work at the intersection of academic research, policy and campaigning, business and investment, and citizen voices. Our talented team of 29 combines deep policy knowledge with expertise in communications, campaigning, nutrition and the environment, enabling us to respond quickly to political and economic opportunities for change.

We maximise our impact by getting evidence-based solutions into the hands of policymakers, businesses and investors and working with others to turn them into action. Our extensive partnerships across civil society, academia and business, together with our work to amplify citizens' voices, are central to this collaborative, whole-system approach.

Several of our Trustees will soon conclude their final term and we are seeking to appoint up to five people to succeed them and bring their own experience, perspective and networks to our Board. We are looking for applicants with a background in one or more of:

- academic leadership and research,
- communications and campaigning,
- public affairs, politics or regional representation,
- deep expertise gained as a senior economist,
- fundraising from foundations and working with family offices.

We are fiercely committed to building a Board rich in diverse expertise, backgrounds and ways of thinking and consider this essential to our success. We seek to recruit leaders who reflect the heterogeneous society we live in and who bring distinct experiences and imaginative systems thinking to the table.

As a Trustee, you will also bring strategic reach, sound judgement and the ability to challenge constructively. All our Board members are genuinely committed to our mission and make a full contribution. If you want to be part of a team that really makes change happen here and now, I very much look forward to hearing from you.

Dame Julie Mellor, Chair

Find out more

We believe everyone in the UK deserves access to an affordable, healthy and sustainable diet. Our vision is a sustainable food system which delivers health and wellbeing for all.

At the heart of what we do is changing the environments in which we are all making decisions about what to eat, so that those environments make healthy and sustainable choices more affordable, accessible and appealing.

Rebalancing the food system so that it is not so dominated by junk food and meat and dairy is challenging due to various commercial incentives, but in our first eleven years we've influenced some important commitments by both policy makers and businesses. Progress always feels too slow, but change is definitely happening.

The key pillars of our work span:

- Improving children's diets, by working with young people directly as well as civil society, academia, policy makers and businesses to drive improvements in children's food across the UK, informed by evidence and lived experience.
- Increasing uptake of plant-rich diets by working with partners to make healthy and sustainable plant-rich diets more readily available, affordable and appealing.
- Influencing Food Policy at the local and national levels.
- Inspiring change in food businesses and investment by working with a range of partners, especially with consumer-facing sectors such as retailers, restaurants and caterers, who are both gatekeepers to our diets and the funnel through which most commercially produced food is channelled.

Our values are:

- **Collaborative**
- **Creative and Innovative**
- **Trustworthy and Credible**
- **Bold and Impactful**

To read more about our team, [please click here](#).

You can read more about our initiatives, projects and campaigns by [clicking here](#).



Role description

Role title:

Trustee

We hope our Trustees will be active contributors and ambassadors. This means engaging thoughtfully in strategic discussions, asking the questions that help us make better decisions, sharing expertise and connections, and helping to amplify The Food Foundation's work. From time to time, Trustees may support campaigns, stakeholder engagement fundraising or specific projects where their experience can add value.

The main responsibilities of the role are:

Strategy

- Provide effective strategic leadership of the Food Foundation, including setting direction and strategy in line with its mission, considering how we can most effectively deliver and ensuring that the necessary financial and human resources are in place to meet objectives.

Governance

- Ensure we meet our fiduciary and legal and regulatory obligations (including those under charity and company law)
- Ensure that the Foundation works ethically at all times and in line with its values, upholding the highest standards of governance.
- Have oversight of financial plans and budgets and ensure that the Foundation demonstrates effective financial governance and oversight.

Support and scrutiny

- Ensure an ongoing focus on achieving impact including through reviewing organisational and executive performance.
- Contribute to meetings and work effectively together with trustees and the Chair to provide guidance, support and challenge to the executive team.

Stewardship & reputation

- Use independent judgement, acting lawfully and in good faith, to promote and protect the Foundation's interests.
- Being an ambassador for the Foundation and supporting executive team fundraising



Person specification

Knowledge and experience

- Deep experience in one or more of the following is essential to be considered for appointment:
 - academic leadership and research,
 - communications and campaigning,
 - public affairs, politics or regional representation,
 - economics at a senior level,
 - fundraising from foundations and working with family offices,
 - lived experience of food poverty.
- An understanding of the importance of sustainable food systems.
- An understanding of the legal duties and responsibilities of Trustees (experience of charity or company boards would be useful although it is not essential, and we are happy to consider younger Trustees).

Skills and abilities

We are seeking candidates who offer:

- excellent communication, interpersonal and relationship management skills;
- the ability to think strategically and creatively to consider and apply different approaches to the challenges we may face, and engage critically with our work;
- the ability to listen well;
- strong decision-making and problem-solving skills;
- the ability to make a positive contribution to, and engage in, Board discussions;
- sound financial skills would be useful.

Style and personal attributes

We are looking for trustees who:

- demonstrate sound judgement;
- are collaborative and strong team players;
- offer challenge and are open to challenge that is constructive in return;
- have the availability to engage and participate properly;
- have integrity;
- are committed to the principles of equity, diversity, and inclusion;
- bring a deep commitment to a healthier population through creating a more sustainable food system, and a strong commitment to tackling health inequalities.



Terms of appointment

Time Commitment

This role requires around 6-8 days a year.

This includes five Board meetings, usually lasting 3 hours each, an annual strategy awayday, preparation and reading of Board papers and occasional additional meetings or events.

Trustees are also expected to get more involved in particular areas of work, depending on their interests and expertise, and join one of our sub-committees, all of which meet quarterly.

Remuneration

This role is offered on a voluntary basis.

Reasonable expenses incurred in the course carrying out the role will be reimbursed by the organisation.

Location

Board meetings typically take place at our office in London. We usually meet in person.

Term of Appointment

Trustees are appointed for an initial term of three years, with the option of extension for a further three.



How to apply

To make an application, please go to <https://starfishsearch.com/jobs/food-foundation-trustees/> and click on the apply now button, with the following prepared:

- Your CV (no more than three sides).
- A covering letter that sets out your motivation for the role and describes the specific experience you can bring to the appointment.

We would also be grateful if you would complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

Closing date for applications is Monday 2nd November 2026.

Recruitment timetable

The closing date for receipt of applications is Monday 2nd November 2026.

Preliminary interviews with selected candidates will be held in late November and early December 2026.

Final Panel interviews for shortlisted candidates will be held in person in London on 8th and 11th January 2027.

Future meeting dates

Joining the Board at this time represents a key opportunity to understand the work of the Food Foundation and contribute to building the future strategy.

The next Strategic Awayday is on **21st January 2027.**

2027 dates

3rd March, 10:30 – 13:30

6th May, 14:30 – 17:30

2nd July, 14:00 – 18:00

Forward sub-committee meeting dates are available upon request.