



CIWM Trustee Recruitment Pack



Welcome

Thank you for your interest in becoming a CIWM Trustee. Our Trustees play a vital role in governing the organisation, setting direction and strategy, and supporting CIWM's mission to lead the way to a world beyond waste.

We are keen to welcome individuals who can support CIWM in shaping the future of the profession, influencing policy, and ensuring high standards in professionalism, qualifications delivery and governance.

This pack outlines who we are, what we do, and our values, as well as more detail on what we are looking for in new Trustees and what you can gain from volunteering with CIWM.



About CIWM

Who we are

CIWM is the leading professional membership organisation for individuals in the sustainability, resources and waste management sector, representing more than 8,000 members and 250 affiliated organisations across the UK and overseas.

Founded in 1898, CIWM plays a central role in advancing scientific, technical and practical aspects of resources and waste management to safeguard the environment.



Purpose

is to move the world beyond waste.



Vision

is of a thriving and resilient world enabled by the expertise of the professional resource and waste management community.



Mission

is to connect and lead our professional community through knowledge, events, training and accreditation, sharing best practice and innovation to drive the sustainable management of resources and waste.



Our Values

are collaboration, creativity, adaptation, determination and consideration.

What we do

CIWM empowers the resource and waste community, and the circular economy, by:

- Providing expert technical advice and information
- Delivering industry-recognised training, qualifications and professional development, including Chartership
- Hosting sector-leading events and conferences
- Ensuring members' views are represented across the UK and Ireland
- Bringing together members to discuss, share and collaborate on important sector issues

Our organisational structure

CIWM is a professional body under Royal Charter, with a governance structure including the Trustee Board, Presidential Team, Senior Leadership Team and Members' Council.

The Trustee Board sets the institution's purpose, direction and strategy, ensuring good governance, legal compliance, financial resilience and alignment with charitable objects.

Take an in-depth look at our [organisational structure](#) for more information.



Why we are recruiting trustees

CIWM is evolving strategically as the sector continues to transition toward a circular economy. With major developments including the integration of the Circular Economy Institute (CEI), digital transformation and advancing our 5-year strategy, CIWM is looking to strengthen its Trustee Board with new skills, perspectives and experience.

Each year we recruit at least two Trustees from our membership – they can be members of any grade as we value the contributions, experiences and perspectives of all our members.

What you will gain as a trustee

While the role is voluntary, it offers:

Influence

within a respected chartered professional body

Opportunities

to shape national policy and sector standards

Strategic leadership

and governance experience

Close collaboration

with UK-wide experts and thought leaders

Contribution

to CIWM's mission to drive global progress beyond waste

The role of a CIWM Trustee

Trustees play a critical role in CIWM's governance and strategic leadership.

Core responsibilities

- Uphold CIWM's Royal Charter and objectives, including advancing resource and waste management knowledge and promoting high standards of practice and conduct.
- Ensure CIWM complies with charity, regulatory and educational standards (including Ofqual, Qualifications Wales and CCEA).
- Provide strategic oversight to ensure CIWM meets its purpose and mission.
- Safeguard CIWM's financial sustainability and mitigate risks.
- Support and challenge the Senior Leadership Team (SLT), which delivers annual business plans aligned with CIWM strategy.

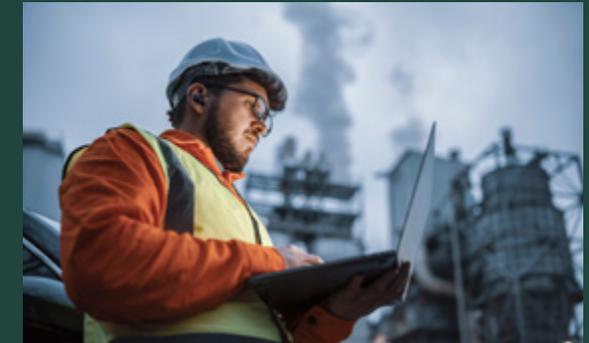
Time commitment

- Quarterly Board meetings.
- Annual strategy day.
- Optional participation in committees.
- Occasional support for events, policy responses or member engagement activities.



Term length

- Three years per term; can serve two terms before needing a break.



Person specification

Essential attributes

- Member of CIWM.
- Commitment to CIWM's purpose, vision, mission and values.
- Understanding of governance, risk and accountability.
- Strategic thinking and sound judgement.
- Ability to act collectively, constructively challenge and support.
- Commitment to professional ethics and **CIWM's Volunteer Code of Conduct**.

Skills and experience

We are interested in individuals with knowledge or expertise in:

- Strategic thinking and ability to see the big picture.
- Risk management awareness.
- Financial literacy and oversight skills.
- Understanding of the role of a Trustee.
- Stakeholder engagement, including conflict management.
- Understanding of the waste and resource or circular economy sectors.

Equality, Diversity & Inclusion

CIWM is committed to creating a diverse and inclusive Board that reflects the communities served by the resources and waste management sector. We welcome applications from underrepresented groups across race, disability, LGBTQ+, socio-economic background, and age.

We are happy to provide adjustments at any stage of the recruitment process.

How to apply

If you would like to apply to become a Trustee of CIWM, please send the following documents to governance@ciwm.co.uk:

1

Your CV (max. 2 pages)

2

A cover letter outlining:

- Why you want to be a CIWM trustee
- What skills, experience or perspective you would bring
- How you align with CIWM's purpose, vision, mission and values

3

A completed 'Trustee Skills Matrix' (Appendix A)

The skills matrix is completed by all Trustees annually to ensure the Trustee Board has a goods range of skills and experience.

Timeline

- **Applications open:**
week commencing 23 March 2026
- **Applications close:**
9am, 20 April 2026
- **Shortlisting:**
w/c 27 April 2026
- **Interviews:**
w/c 4 May 2026
- **Appointment and induction:**
w/c 8 June
- **Role begins:**
18 June 2026

For an informal discussion, please contact us via ceo@ciwm.co.uk or governance@ciwm.co.uk.



CIWM

Appendices

Appendix A

Trustee Skills Matrix

ciwm.co.uk | governance@ciwm.co.uk

