



FAIRTRADE INTERNATIONAL

Independent Member of the Fairtrade International Non-Executive Board

Recruitment Pack

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Introduction from the Chair of the Non-Executive Board of Fairtrade International

Dear applicant,

Thank you very much for your interest in joining the Fairtrade International Non-Executive Board.

Being a member of the Fairtrade International Board means embodying the values we proudly carry as an organisation: collaboration, inclusivity, hope, integrity, and respect. We believe that every producer, worker, and farmer should have access to a better trade system. Naturally, this cannot be achieved in isolation. Businesses, governments, and everyday citizens have a role to play in making fairness the norm. As a Board Member, you will also play a significant part in this equation.




Next year, 2026, will see the culmination of our new strategy and the move into full operational momentum. You will join at a pivotal time as we translate vision into action and strengthen Fairtrade's impact in a world shaped by shifting economies, climate, and consumer expectations.

We are building on decades of experience while looking ahead to shape the future in a fairer way. Joining the Fairtrade International Non-Executive board brings an opportunity for you to be part of this journey.

Rita de Sousa Coutinho

Non-Executive Board Chair, Fairtrade International

The Fairtrade System

		
1,896 producer organisations representing over 1.9 million small farmers and workers in 67 countries	Fairtrade farmers and workers earned €211,5 million in Fairtrade Premium	round 2,400 companies license more than 35,000 Fairtrade products annually

Fairtrade is a simple way to make a difference to the lives of the people who grow and create much of the food and drink, clothing and textiles and other products we consume every day. Despite the enormous value of these products in consumer markets, life for the small-scale farmers and workers at the start of the supply chains is a constant struggle to support themselves and their families. Unfair trade rules, volatile commodity prices, climate change and other shocks can easily undo years of hard work and drive them back into poverty.

For over 30 years, Fairtrade has demonstrated an alternative. By enabling consumers to choose products that offer a fairer deal for farmers and workers, by collaborating with businesses who want to respond to that demand and – most importantly – by partnering co-operatives, worker organisations and other kinds of producer groups, Fairtrade has become the world's best known and most trusted ethical assurance scheme.

We provide an essential safety net for producers by setting minimum prices for all major commodities. Fairtrade believes the best way to eliminate poverty is to pay farmers a fair price for their produce and workers a fair wage for their labour. Uniquely among sustainability standards we include fair prices in our standards as a critical pathway to better incomes and sustainable livelihoods, and we are working to achieve progress towards genuine living wages and incomes.

We are the only global sustainability standard which is equally owned and managed by producers, for producers. Our three Producer Networks account for 50% of the votes at our General Assembly and we aim for balanced representation of the Networks and the National Fairtrade Organisations in committees and working groups.

But Fairtrade is far more than a certification scheme. Behind the famous Fairtrade label is one of the largest and most diverse global movements for change, working with 1.9 million farmers and workers, as well as a global grassroots supporter base of more than 2000 Fair Trade Towns in 28 countries, and countless schools, universities and faith groups. Our advocacy work helps the people who are on the front line in the fight for fair and sustainable trade to have a voice in international forums on trade and climate change.

We also help generate additional funds for farmers and workers to invest as they see fit. Since 2014, Fairtrade producers and farmers have received more than € 1.8 billion in Fairtrade Premium funds.

Our system comprises:

- Three [regional producer networks](#) that represent farmers and workers in Africa and the Middle East, Asia and the Pacific, and Latin America and the Caribbean
- [25 national Fairtrade organisations and marketing organisations](#) that market and promote Fairtrade products in consumer countries
- [Fairtrade International](#), the umbrella NGO that creates the internationally agreed Fairtrade Standards and coordinates Fairtrade worldwide
- [FLOCERT GmbH](#), a wholly-owned commercial subsidiary that provides independent certification for producers and traders, ensuring compliance with Fairtrade Standards

Follow this link to access our latest [annual report](#)

The Fairtrade International Non-Executive Board

The Non-Executive Board (the Board) of Fairtrade International is the governing body of the Association (Fairtrade Labelling Organisations International eV) and is primarily responsible for the strategic guidance of Fairtrade International. The Board exercises an oversight function for all matters relating to the Association's purpose as defined in the Constitution and for all further matters delegated by the General Assembly.

The Board provides guidance and oversight in developing the Association's Global Strategy and proposes it for approval to the General Assembly. It also approves official policies of a strategic nature and those related to the oversight of the Association. Within the framework of the Global Strategy, the Board approves the annual plan and budget as proposed by the Executive Management Team, ensuring that goals are clearly defined, prioritized, resourced, and supported by performance indicators.

The Non-Executive Board meets four times a year, with at least one meeting held in person. It also works through three committees, Finance & Audit, Governance, and People, and all Board members are encouraged to participate in one of them. While committee meetings are mostly virtual, the Finance & Audit and Governance Committees typically hold one in-person meeting each year.

It is comprised of 9 to 11 members who are all elected by the General Assembly. The term of office is three years and the Constitution sets a maximum consecutive period of office of six years (thus one re-election is possible). The members propose their own nominations for eight of the board places (four each from Producer Networks and National Fairtrade Organisations) and there are three places for independent members.

The Non-Executive Board elects a Chair, one or more Vice-Chairs among its members. It also appoints board members to committees and to the Supervisory Board of FLOCERT. Candidates for the board are asked to note that there is a preference for one of the Independent Members to serve as Chair and are asked to comment on this in their application

Diversity

The composition includes 6 women and 3 men and 1 vacancy. The 2 independent roles on the Board are currently held by 2 females originating from Portugal and Germany. There are 5 members from the Global South and a balanced representation of geographies for PN and NFO representatives. You can find more information about current Non-Executive Board members [here](#).

The Role of Board Member

Board Members are collectively responsible for the overall governance of Fairtrade International within the Constitution, and each Board Member has an individual responsibility to the Board to ensure that the Board is fulfilling its responsibilities. This responsibility includes:

- Attending Board meetings or providing good reasons for absence and being prepared to contribute to discussions by having read Board papers and background materials provided.
- Participating in the working of standing committees and ad-hoc groups as required and appropriate to the Board Member's expertise;
- Informing themselves of the work of the system and the legal implications of board membership, particularly in regard to the organisation's solvency and ensuring it operates as a going concern.
- Contributing his/her/ their expertise by way of advice, guidance and mentoring to other Board Members and the staff of Fairtrade International;
- Recognise the fiduciary duty owed to Fairtrade International and, where possible, avoid conflicts of interest or loyalty with personal matters or other positions held, while disclosing fully and promptly such conflicts as may arise and abide by the decision of the board as to their management.
- Maintain strict confidentiality in relation to information provided to her/him/ them in relation to Fairtrade International's business. This applies not only during the course of membership to the Board but also after termination of such term. This confidentiality clause covers such matters as knowledge of farmer groups, traders and licensees' businesses, business contacts and policies and procedures. Board Members may not disclose or use for another organisation or individual benefit any confidential information that s/he/they has access to in his/her/ their role as Board Member. All papers and records are the property of Fairtrade International and shall not be distributed to other people.
- Promotion of Fairtrade through the board member's contacts and networks and supporting by attending (where convenient) and/or inviting others to events aimed at raising awareness and/or securing stakeholder support.

Person Specification

Independent: A Board member is considered independent if he/she has no "material relationship", no business or personal relations with the Organization or its Leadership Team which cause a conflict of interests. Independents shall not exercise directorships or similar positions or advisory tasks for competitors or partners of the organization.

A. General skills & experiences (capabilities) required

- Board level experience
- Experience in high visibility role(s)
- Experience with complex stakeholder groups
- International breadth of experience
- Strong communication, presentation and interpersonal skills
- Financial literacy
- Networks relevant to Fairtrade

B. Specific skills & experiences (capabilities) required

- Proven experience in one of the following areas:
 - ✓ Compliance, Regulatory affairs and Funding expertise within EU context
 - ✓ Human Rights
 - ✓ Advocacy
- Familiarity with sustainability trends and regulations applied to international food supply chains
- Influencing skills with stakeholder groups, business, governments and other potential allies
- Organizational Development and change management

C. Values and Behaviours (how the person shows up)

- Sensitive to very diverse and very multicultural context, producer and consumer markets
- Exercises Independent judgement
- Inclusive mindset vs antagonist mindset
- Transformative mindset vs status quo
- Solutions mindset vs problem-based mindset
- Growth mindset vs fixed mindset
- **Other:**
 - Ability to devote time to the role: on average approximately 1 day per week
 - Language: oral and written English required, knowledge of other languages desirable
 - Aligned to Fairtrade values: Accountability, Respect, Integrity, Partnership

How to Apply

The recruitment process for these roles is managed by the Board's People's Committee who are responsible for assessing applications and interviewing shortlisted candidates. The People Committee will make recommendations to the Board as to which candidates should be proposed for election by the members of Fairtrade International at its next General Assembly to be held in Bonn, Germany in February 2026.

Applications for the role of Independent Board Member should be made via email to People_Committee@fairtrade.net with the following attachments:

1. **A cv of maximum three pages** highlighting your relevant experience, achievements and qualifications
2. **A motivation letter of maximum two pages** explaining your interest in the role and how you think you could help our board improve its performance and impact for farmers and workers. Please use the person specification for the role as a reference for this letter.
3. The shortlisted candidates will be asked to complete a self-assessment form for all the criteria in the person specification indicating their level of expertise.

Your cv or letter should include the names and contact details of two referees, one of whom should have worked with you in the last five years. Referees will only be contacted if you are being proposed for election at the General Assembly and only after you have given permission.

The deadline for applications is 16th December 2025.

We reserve the right not to consider applications received after this date, or that have not provided the documents detailed above.