



SFA HR TRUSTEE: HUMAN RESOURCES SPECIALIST

at the Sustainable Fibre Alliance (SFA)

OVERVIEW

Post Title: SFA Trustee – Human Resources Specialist

Payment: Unremunerated, reasonable expenses covered

Time Commitment: Board committee meetings & support between meetings – detailed below

Tenure: Initial term of three years; potential for renewal with mutual agreement

Responsible To: Chair of the Board

Location: Hybrid

Date Issued: May 2026

Start Date: ASAP

ABOUT THE SFA

The Sustainable Fibre Alliance (SFA) is a non-profit international organisation working with the extended cashmere supply chain, from herders to retailers, to promote a global sustainability standard for cashmere. Our vision is a responsible & inclusive global natural fibres sector that safeguards the health and well-being of people, animals and the environment. Founded in 2015, we are a standards-holding and capacity-building organisation with offices and subsidiaries in the UK, Mongolia and China. Our SFA Animal Fibre Standard offers a holistic, evidence-based sustainability standard for cashmere and other animal-based fibres that is both global in focus and locally adaptable.

Now in its second decade, the SFA is entering a pivotal stage of its development and is expanding its Board.

Strong Board oversight is essential to ensuring the credibility and effectiveness of the SFA's work, and we are seeking to appoint a new Board Member with expertise in Human Resources. We are looking for someone who:

- Has significant professional experience and expertise in human resources, including areas such as people management and leadership, and supporting organisational development and culture
- Has a strong understanding of the regulatory and legal frameworks underpinning all aspects of human resources, preferably in a global context
- Is willing to act as a Board-level champion for all things people, culture and working arrangements at the SFA

ABOUT THIS ROLE

The postholder will serve as a trustee on the Board of SFA, with a particular focus on human resource-related issues. The postholder will advise the Board and the Executive on continuous improvement on issues relating to all aspects of human resource management, and will help to ensure that risks related to human resources are mitigated and within organisational appetite. The role will also act as counsel and sounding board for the SFA's CEO & COO, supporting them to deliver high standards in this area.

The postholder will report to and be supported by the Chair of the SFA Board.

The time commitment for this role will include:

- Attendance at SFA Board meetings (three in-person (full day) and two online meetings (half day) per year), and the associated preparation/follow-up



- Ad-hoc support for the Board and Executive between meetings

KEY RESPONSIBILITIES

- Fulfil the essential duties of a trustee, [as outlined by the Charity Commission](#), including supporting the SFA to:
 - Fulfil its mission in minimising the environmental impact of cashmere and other animal fibres, safeguard livelihoods, and improve animal welfare standards
 - Comply with the law, and its own governing document, in all jurisdictions where it operates
 - Manage its resources responsibly
 - Comply with statutory reporting and accounting requirements
- Act as a Board-level champion for all things people, culture and working arrangements at the SFA

SKILLS & ATTRIBUTES

Required:

- A human resources specialist with significant professional experience and expertise in this area
- A strong understanding of legislation in this area
- Demonstrable understanding of and commitment to the principles of good governance in the charity and community interest company (CIC) context
- A strategic thinker with an ability to take a pragmatic approach to continuous improvement in a resource-constrained environment
- Willing to play an active role in areas of human resources strategy for the SFA, and discharge the broader duties of a trustee

Desirable:

- Experience of holding a trustee, non-executive director or similar governance position
- Experience of senior leadership at an executive level
- Knowledge and/or strong interest in sustainability challenges related to natural fibre production systems and/or the fashion/textile industry
- Experience and/or language skills related to working in Mongolia and/or China

TO APPLY

Informal conversation:

Please email info@sustainablefibre.org to arrange an informal discussion with our Board Chair, [Ian Whiteford](#).

Application:

To apply for this role, please send an email marked 'Vacancy: HR Trustee', including your CV and a cover letter, to jobs@sustainablefibre.org.

Please note that applications will be considered on a rolling basis.

We thank all applicants for their interest; however, please note that we cannot provide feedback to candidates who are unsuccessful in being shortlisted for interview.