



CL: AIRE  
Training

CL: AIRE  
LEADING SUSTAINABLE LAND REUSE

# Trustees

## Recruitment brief • February 2026

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**HarrisHill**  
Executive Search

# WELCOME:

On behalf of the Board, thank you for your interest in becoming a Trustee of CL:AIRE. CL:AIRE has played a distinctive role in supporting the sustainable reuse of land for over 25 years, combining technical credibility, independence, and a strong public-interest ethos. As the organisation continues to evolve, effective governance and thoughtful strategic oversight remain central to its success.

CL:AIRE delivers its charitable objectives through a range of complementary activities, including membership, training and events, technical project work, and the operation of nationally recognised accreditation and assurance schemes. Together, these activities are designed to raise standards, build confidence and support more sustainable practice across activities associated with land reuse and development. Acting as an independent enabler, CL:AIRE brings together industry, regulators and practitioners to support the development and application of practical, proportionate approaches to complex land reuse challenges. Increasingly, this work is enabled through digital platforms and data-led approaches, allowing CL:AIRE to scale its impact while maintaining independence and technical integrity.

We are seeking Trustees who can bring sound judgement, independence of thought, and a commitment to good governance, alongside an interest in the environmental challenges and opportunities that sit at the heart of CL:AIRE's work.

Trusteeship at CL:AIRE offers the opportunity to contribute to an organisation with a strong reputation and a clear sense of purpose, at a time when the quality of governance and leadership across the sector has never been more important.

I look forward to hearing from candidates who feel they could contribute to the Board's work and to the continued development of CL:AIRE.

Richard Froggatt  
Chair

# ABOUT CL:AIRE

CL:AIRE (Contaminated Land: Applications in Real Environments) is a highly respected, independent not-for-profit organisation established in 1999. Its purpose is to stimulate the regeneration of contaminated land in the UK by increasing awareness of, and confidence in, practical, evidence based and sustainable remediation solutions.

Originally founded to demonstrate remediation technologies “in real environments”, CL:AIRE has evolved significantly over the past 25 years. While its early work focused on land contamination - particularly site characterisation, remediation techniques, and verification and monitoring - the organisation’s remit has expanded as the sector itself has matured.

Today, CL:AIRE plays a central role in promoting sustainable land reuse across the development and infrastructure sectors. It supports and convenes key industry initiatives, including sustainable remediation and the management of asbestos in soils, and has been instrumental in developing nationally recognised regulatory and assurance frameworks. These include the Definition of Waste Code of Practice for development projects and the National Quality Mark Scheme.

CL:AIRE’s independence, technical credibility and long-standing relationships across industry, regulators and government place it in a strong position to identify emerging challenges and help shape proportionate, practical responses for the future of land reuse and environmental protection.

# THE TRUSTEE VACANCIES:

CL:AIRE is a charitable not for profit organisation which delivers its mission through its principal company and its wholly owned trading subsidiary.

The Board is seeking to appoint two new Trustees to strengthen its overall capability. In particular, the Board is interested in individuals with strong commercial judgement and senior-level experience of finance, marketing, or business development, who can contribute at a strategic level rather than as functional specialists.

## **The Role of a Trustee**

Trustees are responsible for the overall governance, strategic direction and long-term sustainability of the charity. In this role, Trustees are expected to:

- Provide strategic leadership and constructive challenge
- Act at all times in the best interests of the charity and in furtherance of its mission and values
- Contribute to long-term planning and organisational resilience
- Apply sound judgement and think creatively
- Understand and accept the legal duties, responsibilities and liabilities of trusteeship
- Ensure high standards of governance, financial oversight and risk management
- Oversee the charity's trading and commercial activities through appropriate governance arrangements
- Act as ambassadors for CL:AIRE, supporting strong relationships with regulators, industry and other stakeholders
- Take an active interest in environmental and sustainability issues relevant to CL:AIRE's work

Trustees are not involved in day-to-day management but play an important role in setting direction, monitoring performance and supporting the executive team

## **Chair Succession (Future Consideration)**

Trustees appointed through this process may, if appropriate, be considered for the Chair role in the future. An interest in becoming Chair is optional and not a requirement for appointment as a Trustee.

# ABOUT THE TRUSTEE ROLES:

## **Term of Office**

Initial term of three years, with the option of re-appointment for further terms, subject to ongoing eligibility.

## **Meeting Format**

Board business is conducted wherever possible in person, with the option to attend remotely when unavoidable.

## **Board Composition**

The Board currently comprises five experienced and highly regarded Trustees, including the Chair.

## **Advisory Group**

CL:AIRE is supported by the Technology and Research Group (TRG), which provides expert advice on technology development, sustainable land reuse, and related technical matters. The TRG is voluntary and advisory in nature and does not carry governance or decision-making responsibility.

## **Remuneration**

- Trustee roles are voluntary and unremunerated.
- Reasonable expenses incurred in the course of Trustee duties are reimbursed in line with CL:AIRE policy.

## **Time Commitment**

- The Board meets quarterly, typically in Reading, with occasional meetings held in London to coincide with other CL:AIRE events.
- Trustees may also be invited to participate in occasional additional meetings or working sessions, usually held online.
- The expected time commitment for Trustees is approximately 10 days per year

Trustees are not involved in day-to-day management of the organisation. Their role is to provide strategic oversight, governance, and support to the executive team.

## **Independence and Conflicts of Interest**

Trustees are expected to always act in the best interests of CL:AIRE and its charitable objectives. The role is not intended to provide commercial advantage, influence, or access to networks, markets, or decision-makers.

CL:AIRE has a strong culture of independence and transparency. Trustees are required to declare any actual or potential conflicts of interest, which are recorded and actively managed in accordance with the charity's governance policies. Individuals whose primary motivation for joining the Board is to promote personal, commercial, or organisational interests would not be suited to the role.

# HOW TO APPLY:

If you would like to apply, please send the following:

- An up-to-date CV
- A supporting statement (no more than two A4 pages) outlining:
  - your interest in becoming a Trustee of CL:AIRE, and
  - the experience and perspective you would bring to the Board.

Please send your completed application by 9:00am on Monday 23<sup>rd</sup> March 2026 to:  
[nick.shanks@harrishill.co.uk](mailto:nick.shanks@harrishill.co.uk)

## Dates for your diary:

**Closing date for applications: 9am, Monday 23<sup>rd</sup> March 2026**

**1<sup>st</sup> stage interviews: w/c 6<sup>th</sup> April 2026**

**2<sup>nd</sup> stage interviews: w/c 13<sup>th</sup> April 2026**

Please indicate in your application if you have any existing commitments during the interview period that may affect your availability.

If you require any reasonable adjustments or special provision to support you during the application or interview process, please let us know.

# ADVERTISEMENT:

**Harris Hill is delighted to be supporting CL:AIRE to recruit two Trustees to its Board.**

CL:AIRE is an independent not-for-profit organisation established in 1999 to support the sustainable reuse of land. Through technical leadership, independence and collaboration, CL:AIRE works to raise standards, build confidence and enable proportionate, practical approaches to complex land reuse challenges.

CL:AIRE is seeking to appoint two Trustees to strengthen the Board's overall capability. We are particularly interested in individuals with strong commercial judgement and senior level experience of finance, marketing or business development, who can contribute at a strategic level rather than as functional specialists.

## **The Role**

Trustees are responsible for the overall governance, strategic direction and long-term sustainability of the charity. Trustees are expected to provide independent oversight and constructive challenge, acting at all times in the best interests of CL:AIRE and its charitable objectives.

The role is non-executive. Trustees are not involved in day-to-day management.

## **Independence and Conflicts of Interest**

CL:AIRE places a strong emphasis on independence and integrity. Trustees must be willing to declare and manage any actual or potential conflicts of interest. The role is not intended to provide commercial advantage, influence, or access to markets, networks or decision-makers. Individuals seeking to promote personal, commercial or organisational interests would not be suited to the role.

## **Term and Time Commitment**

Trustees are appointed for an initial term of three years, with the option of re-appointment for further terms, subject to ongoing eligibility.

The Board meets quarterly, primarily in person, with some meetings held online. The expected time commitment is approximately 10 days per year.

## **Remuneration**

Trustee roles are voluntary and unremunerated. Reasonable expenses are reimbursed.

## **How to Apply**

For full details of the role and how to apply, please see the Recruitment Pack.

The closing date for applications is 9:00am on Monday 23 March 2026.

For an informal and confidential discussion, please contact: Nick Shanks – Harris Hill  
[nick.shanks@harrishill.co.uk](mailto:nick.shanks@harrishill.co.uk)

Both CL:AIRE and Harris Hill operate an equal opportunity policy and commit to treating all of our candidates and jobseekers fairly. We welcome and encourage applications from everyone regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.