



Youth4Nature

Mobilizing Youth for Nature and Climate

Youth4Nature Board of Directors

Background

Our vision: A world where communities thrive with nature across generations.

[Youth4Nature](#) (Y4N) is a youth-led, international non-profit organization, headquartered in Canada but with a global team, that educates, empowers, and mobilizes young people to lead on solutions for the ecological and climate crises that are ambitious, backed by science, and grounded in environmental and intergenerational justice.

Acting as the nexus between nature, climate, and the global youth movement, our mission is three-fold:

1. **Mobilize** decision-makers to take ambitious action for nature and climate by 2030 that create co-benefits for social and human well-being;
2. **Elevate** the voices of youth by providing a platform to share their stories and have them be heard; and,
3. **Build a bridge** for youth action between the biodiversity and climate movements, while building their capacity as stewards for nature and climate.

Our message is simple: in the search for solutions to the climate crisis, political leaders cannot forget young people; they cannot forget frontline and marginalized communities; and they cannot forget nature. To this end, Youth4Nature has three core pillars and areas of work:

- **Knowledge-sharing:** bring together scientists and youth to increase the knowledge base of youth around nature as a solution to climate change.
- **Storytelling:** provide a platform for youth from all corners of the world to tell their stories about natural climate solutions and have their voices be heard.
- **Capacity-building:** mobilize on-the-ground at key events and meetings, engaging with decision makers and building a youth movement advocating for nature as a climate solution.

Our History and Work So Far

Officially launched in May, 2019, in just over a year, Y4N has built a network of more than 5,000 youth leaders for nature and climate through knowledge-sharing, storytelling and capacity building. Our major accomplishments include running two delegations to the United Nations Secretary General [Climate Action Summit in New York](#) in September and to the UN Framework Convention on Climate Change (UNFCCC) climate negotiations [COP25 in Madrid](#) in December.

At those events, we organized several workshops, spoke on over 30 panels, delivered a three-day rotating Storytelling Exhibition, engaged in bilateral meetings with decision-makers and international organizations, and pushed hard for more space for young professionals, on-the-ground experience, and raised ambition for natural solutions to our climate crisis, reaching thousands.



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We have also launched a [global Storytelling Campaign](#), gathering over 90 stories from 35 countries in four months and, have conducted [eleven webinars](#) in four languages engaging over 800 people. Moreover, we have been featured in two viral videos ([1](#), [2](#)) which have been viewed over 200,000 thousand times.

Moving Forward

Youth4Nature is a registered non-profit organization under the British Columbia Societies Act and has recently undergone a change in constitution and shift of vision. This past summer we hired eight new staff, totalling 11 part-time to full-time youth based in six different countries around the world. We are in the process of considerably scaling up our work, while building a strong foundation as an organization in the process. We have relaunched our [Storytelling Campaign](#), and have a goal of representing youth from every country in the world on our StoryMap. We are continuously organizing knowledge sharing activities through webinars, information sessions, trainings, and more, and will be continuing this work both regionally through the work of the Regional Directors and more centrally as Youth4Nature. As the world overcomes COVID-19 and we begin to look towards key conferences that have been postponed, we are preparing policy positions and coordinated efforts for the Convention on Biological Diversity (CBD) COP15 and the UNFCCC COP26, amongst others. Reflecting this new chapter, Youth4Nature is seeking the recruitment of a minimum of three (3) Directors to make up the Board of Directors.

Our Guiding Values:

At Youth4Nature, we:

- 1. Orient towards solutions:** Our work centres around advocating for tangible solutions to the ecological, social justice, and climate crises. We work at a multi-scalar level with a variety of partners and stakeholders, from grassroots movements and community groups to international NGOs and institutions. Above all, we prioritise working with youth.
- 2. Empower youth:** Youth empowerment means financing youth work, valuing youth voices, opening meaningful space for youth as equal decision-makers, and building our own spaces when necessary. We commit to noticing those not sharing decision-making power, making their absence visible, and sharing space with them.
- 3. Centre people, equity, and justice:** At Youth4Nature, we believe that people and nature are deeply interconnected. This requires an intersectional and decolonial approach to tackling various forms of inequity and sovereignty within climate and environmental action that considers the diversity and power relations between and within different social groups. It also demands centering environmental justice, land justice, energy justice, social/economic justice



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and climate justice. Furthermore, it involves making a concerted effort as an organisation to continuously critique our own ways of knowing and working.

4. **Commit to learning:** Knowledge is the foundation for all of the work that we do. Knowledge is inclusive of climate and biodiversity science, lived experience, and community-held knowledge. In recognizing this we uphold the knowledge of Indigenous groups, frontline communities, and marginalized people within the reciprocal and regenerative solutions we advocate for and lead on. We commit to continuously learning from all spheres, conducting our own research, and actively listening to the experts from every corner.
5. **Uphold our autonomy:** We retain autonomy over our work and identity as a by-youth, for-youth organization. We retain autonomy over ourselves as individuals and as young people working in partnership with established institutions. By remaining autonomous, we assert our independence as an organization and the right to make decisions regarding the work we do, partnerships we accept, and the freedom to assert our views and perspectives.
6. **Change decision-making structures:** Ambitious, integrated action towards the environmental and social crises is necessary at a governance level if we are to maintain a liveable planet for current and future generations. We advocate for policy and politicians that align with this. We must address intergenerational injustice by meaningfully integrating the role of youth as decision-makers and problem-solvers. Our vision for the future is one where bottom-up decision making is the norm, where local people share in the responsibility for governance, and diverse opinions are valued.
7. **Think of the system:** Systems-change requires systems-thinking. If we fail to act on the socio-political, economic, and ecological crises in front of us in an integrated way, we will not achieve our goals. We are committed to upholding our values in the ways that we work as a team and are actively working to break down silos through an interdisciplinary approach that is rooted in the recognition of relationships between ecological and human wellbeing that are reciprocal and regenerative, and upholds them at all times.

The Role of the Board of Directors

As a by-youth, for-youth organization, Youth4Nature and all of our members believe strongly in retaining our autonomy as young people and as shared decision-makers. Our staff and our network of Global Ambassadors operate on a horizontal decision-making structure, meaning that within the work that we do we do not adopt a clear hierarchy or chain of command. We value the input of everyone on our team and we will continue to support the ability for all to share in decisions, directions, and the future of Youth4Nature. In accordance with our decision-making structure and strategic vision, the



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Board of Directors at Youth4Nature will act in an advisory capacity, drawing on their collective experience in nonprofit leadership, accounting, legal systems, international and national policy, ecology, and climate advocacy to help guide our work and ensure we are building a strong foundation. The Board of Directors will act as advisory members to the Coordination Team, the Regional Directors, and the Global Ambassadors of Youth4Nature. We are seeking a Board that is intergenerational, regionally diverse, and deeply interested in supporting the growth of a young organization.

What We Offer:

Y4N is a rapidly growing, ambitious, and dynamic organization that is entirely youth-led. We are looking for a Board of Directors who are excited to join a global youth team and motivated to contribute to an organization that is still in early stages. We welcome the recruitment of Board members that are looking for a working space that they can actively shape and grow alongside. You would join a team of ambitious and determined young people with diverse experience from around the world, and be able to help us sustainably grow our reach to even more young leaders.

These positions include:

1) President

The President of the Board of Directors at Youth4Nature is the Chair of the Board and is responsible for supervising the other directors in the execution of their duties. This commitment is expected to take 20 hours per year at a maximum, including leading quarterly meetings, and the Annual General Meeting in addition to any advisory matters presented by the members of Youth4Nature.

2) Secretary

The Secretary is responsible for doing, or making the necessary arrangements for, the following:

- (a) issuing notices of general meetings and directors' meetings;
- (b) taking minutes of general meetings and directors' meetings;
- (c) keeping the records of the Society in accordance with the Act;
- (d) conducting the correspondence of the Board;
- (e) filing the annual report of the Society and making any other filings with the registrar under the Act.



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This commitment is expected to take 20-30 hours per year at a maximum, including quarterly meetings and the Annual General Meeting, in addition to any advisory matters presented by the members of Youth4Nature.

3) Treasurer

The Treasurer is responsible for doing, or making the necessary arrangements for, the following:

- (a) receiving and banking monies collected from the members or other sources;
- (b) keeping accounting records in respect of the Society's financial transactions;
- (c) preparing the Society's financial statements;
- (d) making the Society's filings respecting taxes.

We are seeking a Treasurer that is registered as a Chartered Professional Accountant (CPA) in Canada. This Treasurer will work in an advisory capacity with the Managing Director and the bookkeeper at Youth4Nature on financial records and accounting measures when needed. This commitment is expected to take 20-30 hours per year at a maximum, including quarterly meetings and the Annual General Meeting, in addition to any advisory matters presented by the members of Youth4Nature.

4) Directors

All other Directors that comprise the Board would be responsible for supporting the work of the Board and the Youth4Nature staff. These roles are expected to take 20 hours maximum per year, including quarterly meetings and the Annual General Meeting, in addition to any advisory matters presented by the members of Youth4Nature.

Experiences and Skills Sought: *We value the knowledge, perspectives and expertise that comes from lived experience as well as work, volunteer and/or academic experience.*

- Applicants should have experience working in the nonprofit sector, with preferred experience working with youth-led organizations. Knowledge of business operations such as contracts, financial management, nonprofit requirements in British Columbia, and/or international team management are all assets.
- Interest, passion, and dedicated knowledge in environmental and climate issues, preferably in an international context. Experience working in international climate and/or ecological policy, having participated in high-level negotiations and conferences is considered a strong asset (UNFCCC COP, CBD COP, etc.). Experience conducting research in the climate and environment



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field, with preference given to the realm of ecosystem-based approaches and/or nature-based solutions is also an asset.

- Experience fundraising in the non-profit sector, particularly in the environmental NGO sector.
- Ability to converse in English, with the ability to speak other languages considered an asset.
- We are seeking a diverse Board, with equitable representation of Global North and Global South members. We strongly encourage people of Indigenous ancestry, people of colour, LGBTQIP2SA individuals and members of other diverse communities to apply.
 - Note: Applicants for Treasurer ideally have status as Chartered Professional Accountants in Canada, or an excellent understanding of Canadian accounting under the Canada Revenue agency.
- Strong interpersonal skills, excellent communication skills, and a desire to work flexibly and collaboratively.

Terms of Position:

- These are unpaid positions on a volunteer basis.
- Access to a computer and a stable internet connection are requirements of this position.
- This position requires comfort speaking English in a professional capacity. Fluency in other languages additional to English will be considered an asset.
- These positions are for a term of at least one year, beginning with the election of the Board at the Annual General Meeting held in January of 2021.
- Board members will communicate most often with the Managing Director, and members of the Coordination Team.
- This is a remote position and all meetings will be conducted via Zoom.
- The number of hours spent working will vary depending on the week and the time of year. Some weekend work may be required.

Ready to Apply? Please fill out this [Google Form](#) in full. Note that we are not seeking CVs or cover letters at this time. We thank you in advance for your interest in joining our Board, and want to note that only successful applicants will be contacted.

For questions not answered here, please contact Hailey May, Managing Director at hailey@youth4nature.org.

Youth4Nature Foundation's Equal Opportunity Policy

Youth4Nature (Y4N) is committed to recruiting, hiring, developing, and promoting employees with equal opportunity and inclusion. We are an equal opportunity employer with a commitment to engaging the



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skills and leadership of Indigenous people, people of colour, people identifying as LGBTQI, members of ethnic minorities, immigrants, people living with disabilities, and other individuals from diverse backgrounds. We encourage applicants from a diversity of genders, cultures, languages, and experiences to apply. Equal opportunity and inclusion are essential to Y4N's mission and vision. Y4N does not discriminate in any area of recruitment, employment, or volunteer work including compensation, benefits, hiring, and promotions and terminations. We believe all volunteers and employees should be treated with respect and employment actions should be based on job-related factors. Employment actions must not be based on race, colour, religion, gender (including pregnancy), sexual orientation, marital status, gender identity or expression, national origin, genetics, age, disability status, protected veteran or service member status, citizenship status when otherwise legally able to work, or any other characteristic protected by law.