



Philanthropic trustee brief

CEO foreword

Founded in 1988, HALO's mission is to protect lives and restore the livelihoods of those affected by conflict. We clear explosives and munitions in countries recovering from war—such as Angola and Afghanistan—as well as in active conflict zones including Ukraine, the Palestinian territories and Yemen. We are renowned worldwide for our expertise and leadership in training and technology, and have cleared over two million landmines since our inception. In 2024 alone, we saved thousands of lives by clearing almost 140,000 mines, bombs and ammunition.

Our total global income (The HALO Trust and HALO USA) for FY24/25 was £176 million, of which £171 million was restricted income. The majority (£131 million) was funded by governments, with £40 million coming from foundations, corporates and high-net-worth individuals. The remaining £5 million came from unrestricted sources.

Until recently, the organisation had limited capacity for generating philanthropic giving. However, since 2020 our nascent philanthropy team has overseen rapid growth from £4 million to over £40 million—most recently due to exceptional US donor support for new technologies in Ukraine. This progress has been underpinned by six and seven figure partnerships with major donors, corporates and foundations and supported by our superbly connected trustees and ambassadors.

As we enter a new phase of private fundraising, we are looking for trustees with deep philanthropic expertise to join our UK and US Boards and help us build on the strong progress made in recent years. In return for your time and expertise, you will become part of a global family of men and women working in the epicentres of war and on the frontlines of history.

The recent cuts to international aid budgets—most starkly demonstrated by the US Stop Order and the reduction in British Overseas Development Assistance—have expedited HALO's quest for more private support. This is essential if we are to continue saving lives in new (particularly urban) geographies with state-of-the-art technologies. Our ambition is to increase the amount of private philanthropy from 25 per cent of our revenue to 50 per cent.

Our focus for the next three years will be on new European markets, the Asia Pacific region and the Middle East, alongside further growth in the US, led by our sister organisation HALO USA. These efforts will be guided in close partnership with trustees who offer both strategic vision and philanthropic expertise.

We look forward to sharing the next chapter of our story with you.



James Cowan
CEO
The HALO Trust

About The HALO Trust

The HALO Trust is the world's leading humanitarian mine clearance organisation, employing more than 11,000 people in over 30 countries and territories. We are witnessing the highest number of active conflicts since World War II, and for the first time in decades the use of landmines is rising. By clearing landmines and other explosive hazards, HALO is helping communities in conflict-affected regions regain access to their homes, agricultural land and critical infrastructure. We support displaced families and local communities with practical, long-term solutions and ensure that those most affected by explosive hazards are at the centre of our work to build safer communities. We take action at every stage of conflict—preventing escalation where possible, addressing the consequences, enabling recovery and building a safer future.

To maximise our impact, HALO has ambitious strategic goals. Our technology strategy exploits cutting-edge advancements to accelerate the clearance process, improve safety, drive smarter decision making and integrate best practices from the commercial sector. We seek to lead the way in sustainable operations and accelerate our transition to greener practices—protecting the planet, as well as its people.



What sets us apart:

- **Our people.** Since 1988 our people have approached the mission with courage, discipline and integrity, delivering life-saving work with respect, dedication and an unwavering commitment to the communities we serve.
- **Responsible leadership.** Our impact is built on action, not just words. We work in high-risk environments but do so with the highest standards and accountability.
- **Strategic commitment.** We are often the 'first in and last to leave,' responding quickly to urgent humanitarian needs and remaining in place to support communities in their long-term recovery.

The Global Philanthropy Team



The HALO Trust Philanthropy Team is responsible for supporting a global consolidated approach to fundraising from foundations, corporates and HNWI's. HALO USA leads on the US Philanthropy strategy and its implementation. We have recently opened a philanthropy office in Qatar to exploit opportunities for raising funds in the Middle East and will conduct a scoping study in Southeast Asia later this year.

The UK team consists of 12 professionals working to secure new support and steward donors across the UK, Europe and increasingly in international markets. The team is sub-divided to manage corporate donors, foundations and HNWI's. The US team consists of seven professionals mostly based in Washington DC, who raise funds and steward donors in the USA to support HALO's global programmes. Our Middle East office in Qatar is currently staffed by one team member.

HALO has recently made a significant financial investment to accelerate our philanthropic work in three key areas: major and principal gifts, digital fundraising, and expanding our international footprint. The first phase of this investment totals £2 million over two years with the goal of generating £12.1 million in new private revenue in that timeframe. As part of this strategy, we plan to grow our philanthropy teams on both sides of the Atlantic.



Trustee experience and responsibilities

HALO is seeking a small number of trustees with strong fundraising and leadership experience.

Trustee experience:

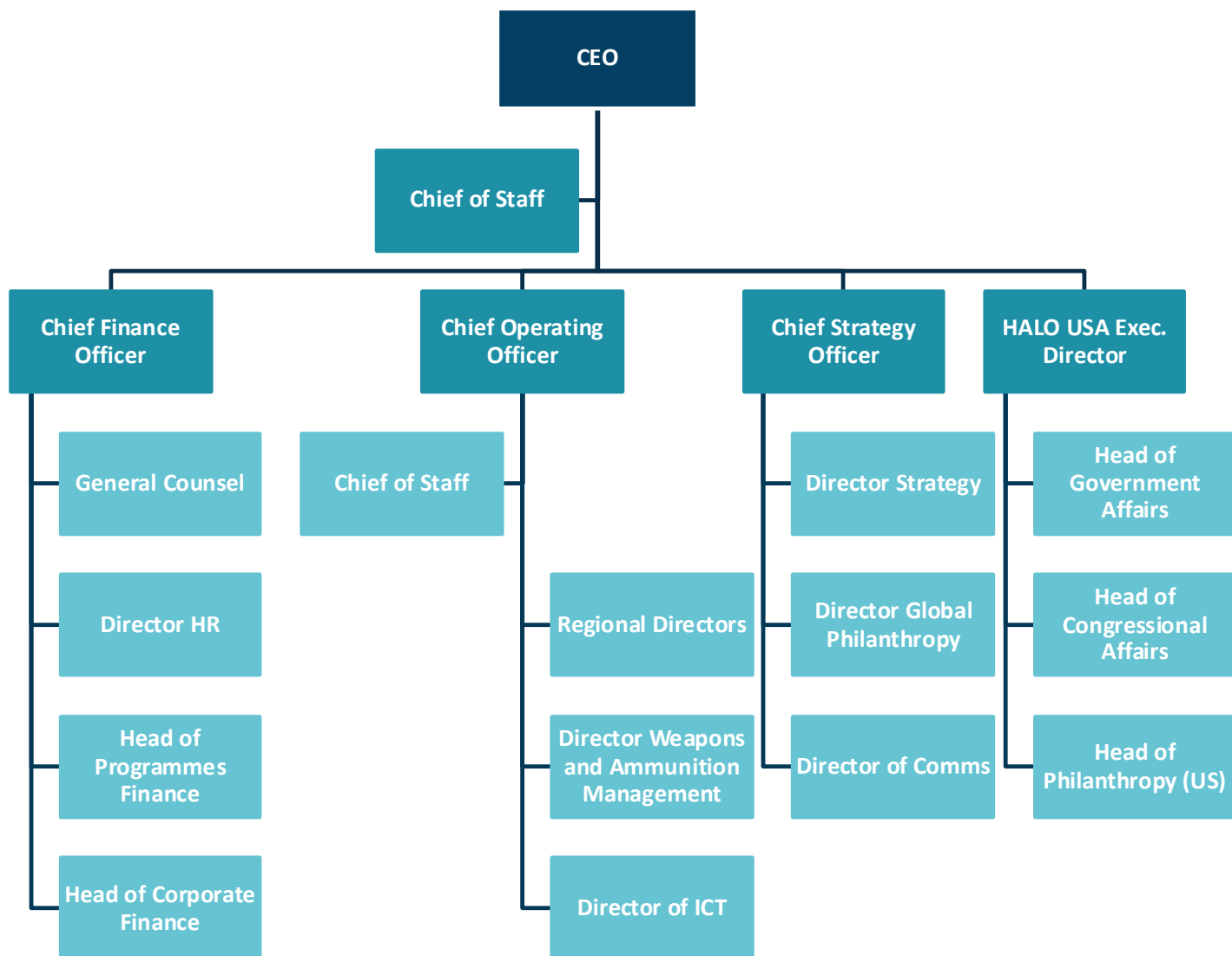
- A record of achievement gained in the NGO or philanthropic sectors with proven fundraising credentials with a track record of inspiring and motivating internal and external audiences.
- Strong connections to individual major donors and philanthropists.
- Proven leadership and team-building skills, including experience working with a geographically dispersed team.
- A personal track record of cultivating and soliciting donations from high-net-worth-individuals (HNWIs), Trusts, Foundations or corporate partners at the seven figure level and above.
- Experience of developing and implementing fundraising policies and procedures.
- Capacity and experience of operating at Board level.
- Ideally, some experience of managing or working within a global operation, including familiarity with US 501(c)(3) organisations.
- Knowledge of global philanthropic trends, international fundraising regulations and strategies for cross-cultural engagement.
- An understanding of different global markets, along with the legal and philanthropic contexts, opportunities and risks.

Trustee responsibilities:

- Support HALO's mission and discharge the fiduciary responsibilities of the role.
- Attend four in-person Board meetings each year (if necessary one meeting can be by video conference).
- Serve on a sub-committee of the Board, as needed (comprising: Audit, Risk, Remuneration, Nominations).
- Attend HALO's annual conference when held.
- Visit one of HALO's programmes within the first two years of becoming a trustee.
- Attend strategic away days when held.
- Offer advice to HALO's CEO and Executive Committee as needed.
- Help source potential additional trustees, especially those with philanthropic interests and connections.
- Facilitate introductions to individuals and entities in your network and help identify major donors who may be interested in supporting the work of The HALO Trust.
- Serve an initial three-year fixed term with the option to be reappointed at the end of the term and with a cap of nine years.



The HALO Trust organisation chart





How to apply

To apply, please send your CV and cover letter to Pippa Wicks via email:

pippa.wicks@btinternet.com on or before **4th July 2025**.

The HALO Trust is an Equal Opportunity Employer and does not discriminate against any applicant for employment based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

The HALO Trust is committed to a culture that is both diverse and inclusive. We seek to recruit, develop and retain the most talented people from a diverse candidate pool.





The HALO Trust
www.halotrust.org

The HALO Trust is a company limited by guarantee. Registered in England No. 2228587. Registered Charity No. 1001813 and (in Scotland) SC037870. Registered Office: One Bartholomew Close, Barts Square, London EC1A 7BL.

The HALO Trust (USA), Inc. is a 501(c)(3) not-for-profit organization. US Federal Tax ID Number 522158152. Office: 1730 Rhode Island Ave north-west, Suite 206, Washington, DC 20036.