



Chair Recruitment

Candidate Information Pack

January 2026

Your application

Thank you very much for your interest in this Chair post at Sherbourne Recycling. On the following pages, you will find details of the role and the selection process to assist you in completing and tailoring your application.

You will no doubt do your own due diligence but do read this pack carefully as it will provide you with a good overview of the organisation and role. After you have done that, please feel free to get in touch with me, so that we can talk through your offer and get a sense of how that aligns to what Sherbourne Recycling is seeking.

To apply, we will need the following from you:

- A CV. Make sure this confirms your current/most recent roles (you can sum up earlier roles, say before the last 15 years), tell us about your achievements so we get a picture of your skills and experience, and try to keep it to two pages or three at most;
- A personal statement. We want to hear about your motivation, why this role/ organisation, and you will also want to evidence how relevant your offer is to the role specification; again ideally in two to three pages; and
- The declaration form, which is accessible via the role page on our website and includes space to indicate if you cannot attend any of the interview dates.

Please submit your completed application documents using the online form, which is accessible via our jobs page: www.campbelltickell.com/jobs. You will receive an email confirmation and see an onscreen confirmation message after submitting your application, but if you have any issues, you can call 020 3434 0990.

The role closes at 9am, Monday 16th February 2026. Please ensure we receive your application in good time.

Do call me if you wish to have an informal discussion about the role and organisation, or if you have any other questions to help you decide whether to apply.

Kind regards,

Kelly Shaw

**Senior Associate Consultant
07900 36380**

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Welcome to Sherbourne Recycling

Dear Candidate,

Thank you for your interest in the role of Chair of Sherbourne Recycling Limited. This is an exciting opportunity to lead a dynamic and forward-thinking organisation at the heart of sustainable waste management and recycling across the region.

Sherbourne Recycling was established as a collaborative venture between local authorities to deliver innovative, cost-effective, and environmentally responsible recycling solutions. Our mission is clear: to maximise recycling rates, reduce environmental impact, and create long-term value for our member councils and communities.

As independent Chair, you will play a pivotal role in shaping our strategic direction, ensuring strong governance, and fostering a culture of collaboration and innovation. Working closely with the Board and our experienced leadership team, you will help us navigate a rapidly evolving sector and champion our commitment to sustainability and operational excellence.

We are looking for an experienced non-executive director with a proven ability to chair effectively, demonstrate strong commercial insight, and foster collaboration and consensus across a diverse range of stakeholders. Your leadership will be instrumental in driving performance, maintaining transparency, and ensuring Sherbourne Recycling continues to deliver outstanding outcomes for our partners and the communities we serve.

Thank you once again for considering this opportunity. We look forward to receiving your application and exploring how your expertise and vision can help us achieve our ambitions.

Yours sincerely,

Sherbourne Recycling Chair & Board

About Sherbourne Recycling

UNIQUE IN EVERY WAY

Sherbourne Recycling is a waste and resource management company, wholly owned by eight local authorities in the West Midlands – in what is an industry first. Sherbourne was incorporated in 2021 to manage the design, build, and operation of a state-of-the-art Materials Recycling Facility (MRF), on behalf of its partner councils.

Tasked now with operating the facility, (Sherbourne Resource Park), Sherbourne Recycling provides its partners with a flexible recyclate management solution able to adapt to changes in waste composition and legislation, ultimately ensuring recycling is easier for residents.

SHERBOURNE RESOURCE PARK

Sherbourne Resource Park is the most technologically advanced MRF in the UK, designed to process the fully commingled residential dry mixed recycling of the 1.5million residents it serves. It processes plastics, fibre, glass, and metals using the latest state-of-the-art technology including AI and advanced robotics to achieve unparalleled levels of purity. It is the first residential facility of its size in the UK to accept plastic bags and wrapping (flexible plastics) from these collections. The facility is operated by Sherbourne Recycling on behalf of its eight founding partner councils.

OUR PEOPLE FIRST APPROACH

Sherbourne Recycling is supporting its partner councils in achieving a more sustainable future, through a fully integrated solution to the recycling process that combines sorting equipment, robotics and Artificial Intelligence. The use of these technologies help drive efficiency in practices and material recovery rates, that enable us to engage in a UK only markets.

We're showing the industry that by working in collaboration, investing in the right technology and people, and making decisions that are environmentally friendly and sustainable, residents can feel confident about recycling; and having a positive contribution to their community.

HISTORY

Reapproach how recycling is processed

The journey of Sherbourne Recycling started as far back as 2016 when some councils in the region wanted to reapproach how their recycling was processed and mitigate some of the risks associated with the industry. [Read more.](#)

THE FUTURE OF WASTE MANAGEMENT

At Sherbourne Recycling, we're dedicated to creating a cleaner, more sustainable future through innovative waste management solutions. Serving more than 1.5million residents throughout communities across the Midlands, we utilise advanced recycling technologies to improve recovery rates and value from recyclable materials.

Sherbourne Recycling is a pioneering collaboration between eight local authorities, united by a shared commitment to sustainable waste management, and environmental responsibility. This partnership ensures a future-proofed, and regionally unified solution to household recycling that is designed to meet the ever-changing needs of councils and their residents.

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**OUR INNOVATION AND COMMITMENT TO SUSTAINABILITY
HELPS OUR PARTNERS SIMPLIFY RECYCLING FOR THEIR
RESIDENTS, MAKING IT EASIER TO CONTRIBUTE TO
AN ENVIRONMENTALLY FRIENDLY FUTURE FOR ALL.**

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CREATING A CLEANER, MORE SUSTAINABLE FUTURE THROUGH RECYCLING

COLLABORATION AND INNOVATION

StrategicThinking

Sherbourne Recycling represents a groundbreaking partnership among eight local authorities. Faced with challenging market conditions and increasing costs, these councils came together to take control of what happens to recycling collected at the kerbside from households.. Their joint investment has funded 'Sherbourne Resource Park', a state-of-the-art Materials Recycling Facility (MRF) designed to handle the complex demands of modern waste management.

Sherbourne Resource Park not only supports the councils' environmental goals, but also offers a sustainable financial model that reduces dependency on external private markets. By investing in advanced recycling infrastructure, Sherbourne Recycling is well positioned for changes to legislation, product design, and consumer habits.

OUR VALUES

Contributing to our local community

We want to ensure we're contributing to our local community, the wider regions we serve, and at a national level – all while making sure we look after our hard-working staff, and council partners.

That is why our values align with Responsibility, Teamwork, Innovation, Safety, and Passion.



Teamwork: Our entire existence is the result of teamwork and collaboration, which is why we believe that approach is what can drive us, and the industry as a whole, forward.



Safety Culture: We take safety seriously which is why at the heart of our daily activity is a shared belief and approach to managing risk, protecting our staff, customers, and the environment.



Innovation: Operating the most advanced and state-of-the-art Materials Recycling Facility in the country is a privilege, and we want to make sure we stay at the forefront of the industry, continuously finding ways to improve our efficiency and performance.



Responsibility: It is our belief to always act as a responsible waste management partner for both our councils and their residents. We ask all residents to trust us by recycling their waste, safe in the knowledge we will act responsibly, and make sustainable, environmentally conscious decisions.



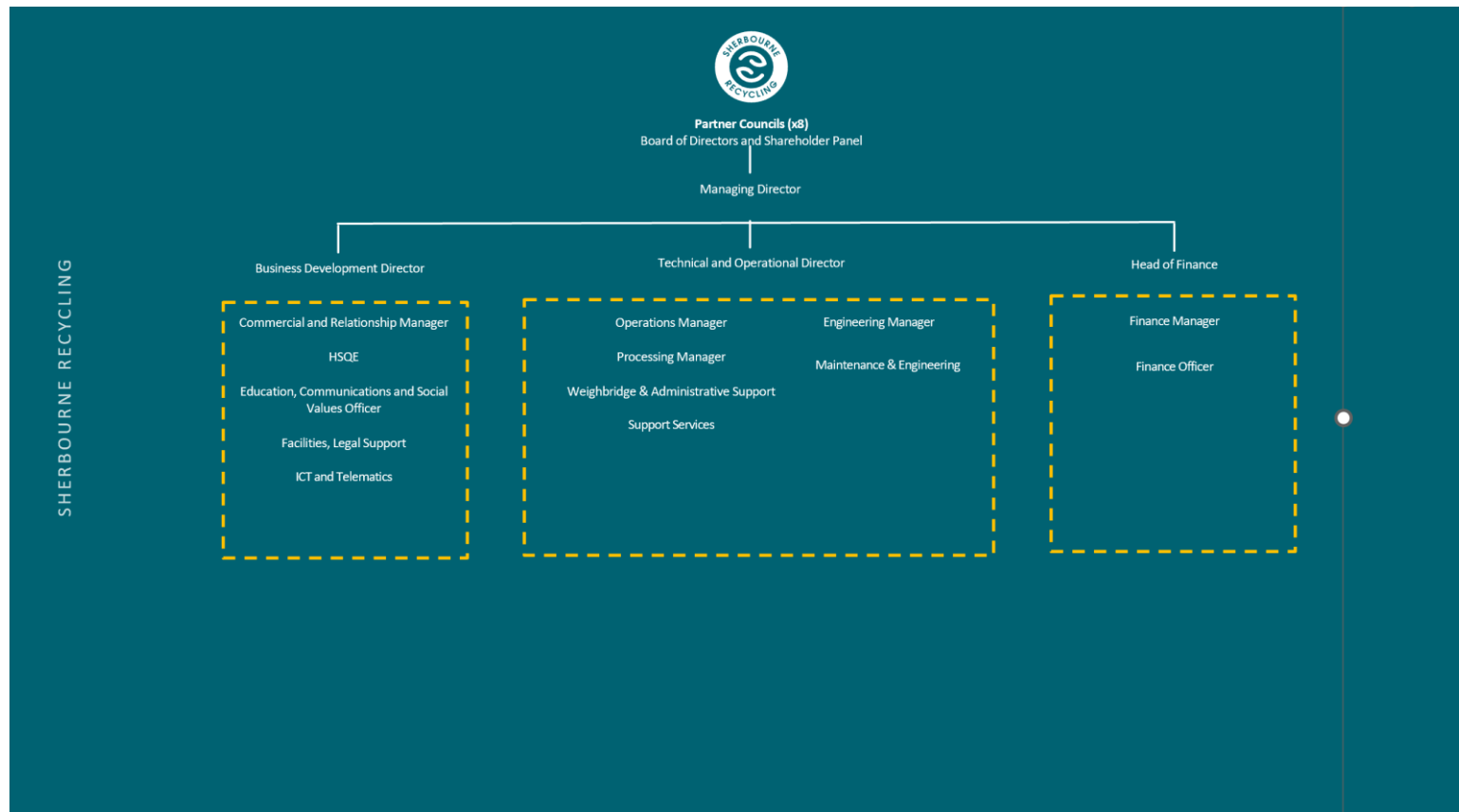
Passion: To ensure we drive innovation and sustainability practices, we need to harness our passion for sustainable recycling. We promise to deliver a service that highlights our position as a passionate market leader in waste management.

SOCIAL VALUES**Act in a responsible manner**

We're proud to say we always aim to act in a responsible manner, for our staff, community, and partners. That is why we take the following steps to ensure we're doing the right thing for everyone.



Our team



Our board can also be viewed [here](#)

Role profile

Job Title: Independent Board Chair

Company: Sherbourne Recycling Limited

Location: Primarily remote, with regular board meetings in Coventry

Remuneration: £20,000 per annum

Commitment: Part-time, approximately 2 days per month

The Role

Sherbourne Recycling is seeking an Independent Chair to lead its Board and guide the continued growth and governance of the organisation. This pivotal role requires a seasoned leader with governance expertise, strategic vision, and commercial acumen. While direct experience in waste management is not essential, you will bring a strong background in industry or commerce, ideally within a relevant transferable sector.

As Chair, you will provide independent oversight and constructive challenge, ensuring the Board operates effectively and supports the executive team in delivering organisational objectives. You will champion high standards of governance, mentor Board members, and foster strong relationships with shareholders and key stakeholders.

Key Responsibilities

- Lead the Board of Sherbourne Recycling and its commercial subsidiary, Sherbourne Trading.
 - Provide strategic leadership and guidance, ensuring clarity of purpose and direction.
 - Oversee the development and monitoring of business strategy, performance, and risk management.
 - Uphold the organisation's values and public service ethos, balancing commercial success with social impact.
 - Exercise independent judgement on key decisions, policies, and plans.
 - Offer constructive challenge on operational and financial performance, ensuring robust governance and compliance.
 - Advocate for innovation and sustainability in waste management practices.
 - Draw on prior experience to enhance operational effectiveness and inform strategic thinking.
 - Attend scheduled Board meetings in Coventry and occasional strategic sessions.
 - Act as an ambassador for Sherbourne Recycling, promoting its vision and values externally.
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Essential Experience and Attributes

- Proven senior leadership experience within a relevant sector (e.g. engineering, manufacturing, technology, R&D, or commercial waste).
 - Demonstrated ability to mentor and develop leaders at Board level.
 - Strong commitment to environmental sustainability and innovative practices.
 - In-depth understanding of operational and regulatory frameworks within waste or related sectors.
 - Commercially astute with strategic planning capabilities.
 - Expertise in corporate governance, risk management, and business planning.
 - Collaborative and values-driven, aligned with Sherbourne Recycling's Vision & Values.
 - Previous experience at non-executive director level.
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Additional Skills & Experience

- Stakeholder Engagement & Partnership Building – Ability to foster strong relationships with shareholders, local authorities, regulators, and industry partners.
 - Change Management & Transformation Leadership – Experience guiding organisations through growth, restructuring, or cultural change.
 - Financial Acumen & Commercial Oversight – Strong understanding of financial strategy, investment appraisal, and commercial risk.
 - Regulatory & Compliance Expertise – Familiarity with governance frameworks and statutory obligations.
 - Board Development & Succession Planning – Experience shaping Board composition and promoting diversity and inclusion.
 - Public Sector or Multi-Authority Collaboration – Understanding of complex governance arrangements and partnership working.
 - Communication & Advocacy Skills – Ability to represent the organisation externally and influence at senior levels.
 - Digital & Innovation Awareness – Knowledge of emerging technologies and their application in operational efficiency and sustainability.
 - Risk Assurance Leadership – Expertise in identifying, assessing, and mitigating strategic and operational risks.
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Key terms and conditions

Position:

Independent Board Chair

Remuneration:

The annual remuneration for the role is £20,000 per annum, plus travel expenses

Time Commitment:

Part-time, approximately 2 days per month.

Terms of Office:

The tenure length for Chair is three years. This can be renewed subject to a satisfactory appraisal and the Board's skills requirements at the time. All independent board members are restricted to a maximum of six years' continuous service (i.e. two terms, each of three years).

Location

Primarily remote, with regular board meetings in Coventry at Sherbourne Recycling Ltd, Sherbourne Resource Park, 255 London Road, Coventry, CV3 4AR.

Board meeting timetable can be found [here](#).

Key dates and the selection process

Closing date: Monday 16th February 2026 at 9am

The client meeting to agree longlisted candidates will take place on Monday 23rd February 2026. We will be in touch to let you know the outcome of your application by Tuesday 24th February 2026.

First interviews: Friday 27th February 2026

Longlisted candidates will be interviewed by a Campbell Tickell panel and will have the opportunity on the same day to have a 1-2-1 with the Managing Director.

Interviews will be held virtually via MS Teams.

Shareholder Sessions: w/c Monday 16th March 2026

Shortlisted candidates will have the opportunity to meet with a group of shareholders prior to the final interview.

Sessions will be held virtually via MS Teams.

Final interviews: Wednesday 25th March 2026

Shortlisted candidates will be interviewed by a Sherbourne Recycling panel. Campbell Tickell will also be present.

Interviews will be held at Sherbourne Recycling Ltd, Sherbourne Resource Park, 255 London Road, Coventry, CV3 4AR.

On the same day candidates will have the opportunity to tour site facilities and meet and greet with the senior leadership team.



SHERBOURNE RECYCLING

Independent Chair | Coventry | £20K per annum

Sherbourne Recycling Limited is a dynamic, forward-thinking organisation established by a consortium of local authorities to deliver innovative, sustainable recycling solutions. With a strong public purpose and a commercial outlook, we are committed to transforming waste management and driving environmental impact across the region.

We are now seeking an **Independent Chair** to lead our Board and guide the organisation through its next phase of growth and strategic development. This is a pivotal appointment, offering the opportunity to influence the future of recycling and resource management in the UK.

As Chair, you will provide clear, inclusive leadership to a diverse Board comprising local authority shareholders and independent members. You will ensure the Board operates effectively, focusing on strategic priorities, robust governance, and long-term sustainability. A key part of the role will be fostering a culture of collaboration and constructive challenge, enabling informed decision-making and strong accountability. You will also act as an ambassador for Sherbourne Recycling, promoting our vision and values to stakeholders and partners.

We are looking for an experienced non-executive director with a proven track record of chairing complex boards and navigating multi-stakeholder environments. You will bring strong commercial acumen and strategic insight, with the ability to balance public purpose and financial sustainability. Political awareness and an understanding of public sector dynamics are critical, enabling you to manage nuance and influence effectively. Exceptional interpersonal skills, diplomacy, and the ability to build trusted relationships across sectors will be essential to your success.

Experience in waste management or environmental services is not essential; we welcome applicants from a range of sectors who can bring fresh perspectives and strategic vision. This is an exciting opportunity to shape the future direction of a growing organisation at the forefront of sustainable resource management. You will work with committed local authority partners and a talented executive team, making a tangible impact on environmental outcomes and community benefit.

If you share our ambition and have the leadership qualities to guide Sherbourne Recycling through its next chapter, we would love to hear from you.

For a confidential discussion, please contact Kelly Shaw at Campbell Tickell
Kelly.shaw@campbelltickell.com **to book a time for a conversation**

Closing date Monday 16th February 2026 (9am)

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TICKELL

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