MONTESSORI
GLOBAL EDUCATION
®

We believe that Montessori is for everyone.

We are a global education organisation championing equitable access to the empowering opportunities of future-focussed sustainable education.
#OpportunityEmpowers

Trustee Recruitment – 23 November 2026

Montessori Global Education is looking to welcome new trustees to our Board.

Building on almost 75 years of experience and expertise, we are a global education organisation committed to making the Montessori approach available wherever it is needed, anywhere in the world.

As our work, partnerships and global community continue to develop, we are seeking motivated and thoughtful individuals who share our vision and values and can bring their knowledge, experience and perspective to the Board. Our trustees play an important role in supporting our charitable purpose, strengthening our impact and helping shape the continued development of Montessori Global Education.

We welcome applications from individuals from a wide range of backgrounds and experiences. Our organisation is a strong advocate of equality and inclusion, and we continue to seek trustee candidates from across the world. Our board recognises, respects and values diversity, making a positive effort to remove, reduce or prevent obstacles to people being trustees, This includes looking at: the time, location, and frequency of meetings (*trustees are expected to attend four meetings a year – virtual or in person – more details under the section 'Recruitment'*), how papers and information are presented to the board, for example using digital technology and assistance, and paying reasonable travel expenses for any occasional "in-person" activity.

The board sees diversity, in all its forms, as an integral part of its regular board reviews. Experience or expertise in education is not a requirement, but a passion for creating positive changes and collaborating with others is essential, as well as the willingness to work in a collegiate way. Trustees must be willing to engage positively and constructively with the team, bringing independent perspective and contributing their experience and expertise to support the charity in its strategic oversight for the organisation-wide activities of Montessori Global Education.

People enquiring to become trustees will be sent appropriate documentation about the organisation, our Charity "Montessori St Nicholas Limited" and supporting materials about trusteeship.

Montessori Global Education
33 Colston Avenue, Bristol,
BS1 4UA, UK
e. connect@montessori.org.uk
www.montessori-globaleducation.org

VAT Number: 798 4680 56
Registered Charity Number: 313636
Registered Company Number: 00531204

Montessori Global Education is the working name of Montessori St Nicholas Ltd, a charitable company registered in England, and its subsidiary, St Nicholas Montessori Training Ltd (Montessori Centre International, MCI).

Applicants for trustee positions must send a professional CV, a summary or cover letter outlining their professional expertise and why they are interested in this role, at the following email address: ceo@montessori.org.uk.

The closing date for applications is 9 December, 2026.

Montessori Global Education - Who are we

Montessori Global Education is a global education organisation committed to making the Montessori approach available wherever it is needed, anywhere in the world.

Montessori Global Education is a global education organisation committed to making the Montessori approach available wherever it is needed, anywhere in the world. We work collaboratively in the UK and internationally, supporting approaches that are locally relevant, inclusive and responsive to the needs of children, educators, practitioners, families and communities.

Our long-standing experience in training, supporting and connecting educators continues to inform our work, while collaboration, innovation and an increasing focus on demonstrating meaningful impact shape how we look to the future. The future we envision is a world where:

- The power of Montessori education is available to everyone
- Generations of Montessori-inspired children are educated equitably
- All children have access to the empowering opportunities of future-focused sustainable education.
- Children are confident using the creativity and skills required to secure the future of the world they will inhabit.

Our work brings together education and training, professional recognition, community engagement, partnerships and charitable initiatives, with a focus on:

- **Training and professional development** (through our portfolio of programmes and courses),
- **Professional recognition and quality assurance** (through our STAR Framework),
- **Community and connection** (through the Network, partnerships and professional and community engagement),
- **Charitable impact** (through bursaries, awards, research, community initiatives).

Montessori – our principles and practices

Dr Maria Montessori developed an educational method that places the child at the centre of the learning process. Our approach echoes this and we aim to foster joy in learning; we enhance analytical, expansive thinking, nurturing creative, resilient and confident individuals ready to face the 21st century. We are improving outcomes across education, health, economy and social equity through our modern approach to high-quality, sustainable Montessori learning, in and beyond the classroom.

The main aim of Montessori education is to help each individual child reach their full potential in an environment specifically prepared to meet the child's needs and interests. Adults and children are an integral part of this nurturing environment designed to facilitate the Montessori motto of 'following the child'. By allowing children to take the lead and providing an environment that addresses their holistic needs, the Montessori

approach naturally fosters learning, creativity, independence, and problem-solving.

The success of the Montessori method has reached almost every corner of the world, and the Montessori classroom is seen as one of the most culturally responsive learning environments. As a relevant and flexible learning pedagogy, Montessori retains clear focus on a series of Key Fundamentals that secure the Montessori Approach in practice – these are shared and commonly acknowledged tenets:

- Supporting the individual as an active learner
- Respecting the inner life of the learner
- Trusting an individual's inner motivation
- Enabling and providing freedom within limits
- Encouraging inner discipline

Reflection upon these fundamentals enables open and engaged consideration of the most appropriate actions for educators as they accompany learners in their learning and development experiences.

Looking Ahead

As Montessori Global Education continues to develop its reach, partnerships and global community, we remain focused on making the Montessori approach increasingly accessible and sustainable.

We are building on our established expertise while continuing to explore new ways to support educators and communities, strengthen professional practice, encourage collaboration and highlight the difference that the Montessori approach can make.

Our Board of Trustees has an important role in supporting this continued development: safeguarding our charitable purpose, bringing independent perspective, and helping ensure that our ambitions are pursued responsibly and sustainably.

Board of Trustees - Recruitment

We recognise that an effective board of trustees is essential if the charity is to be effective in achieving its objectives. The board must seek to be representative of the people with whom the charity works and must have available all the knowledge and skills required to run the charity. Individual trustees must have sufficient knowledge, both of trusteeship in general and of the Charity's activities, to enable them to carry out their role and to represent the Charity at meetings and other events.

Our Trustees

We are now seeking new Trustees who can complement the experience and expertise represented on our Board and contribute actively and thoughtfully to its work.

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About the role/what we are looking for

As part of this recruitment, we are seeking Professionally Trained Montessorians, as defined within our Articles of Association: *individuals who are professionally or commercially engaged or active in, or connected with, the Montessori movement.*

We are also seeking candidates whose professional experience can complement the existing expertise of the Board and support the organisation's continued development. Areas of relevance include:

- charity governance and strategic leadership;
- finance, audit and risk;
- fundraising, philanthropy and income development;
- education, training and professional development;
- partnerships and international engagement;
- research, impact and evaluation;
- communications, influence and stakeholder engagement.

Candidates are not expected to bring expertise across all these areas. We are interested in the particular contribution each individual can make to the collective capability and effectiveness of the Board.

Trustees are also important ambassadors for Montessori Global Education, helping to strengthen our relationships, visibility and influence and championing our vision of making Montessori education accessible to all.

Trustee responsibilities, duties and time commitment

Trustees have a range of duties under United Kingdom law, including the Charities Acts 2011 and 2016, and the Companies Act 2006. These include: a general duty to act reasonably and make decisions in accordance with a duty of care; and a duty to act prudently and in good faith.

As a trustee, you must exercise your powers for the benefit of the charity as a whole. Consequently, your personal interests must not be allowed to conflict with your over-riding duty to act, at all times, for the benefit of the charity, and must not cause harm to it.

- Trustees' responsibilities and duties

Trustees are charged within company and charitable law, with:

- Serving the whole organisation and not as representatives of any specific interest group.
- Providing strategic oversight.
- Always acting in the best interests of the organisation.
- Working together and not pursuing personal or sectional interests at the expense of organisation interests.
- Ensuring the organisation complies with its governing document, charity law, company law and other relevant legislation or regulations.
- Supporting the charity, which is also a Limited company with subsidiaries.

- Ensuring the organisation operates within the aims and objectives as set out in its governing document.
- Ensuring the organisation's resources are applied exclusively in pursuit of its objectives.
- Completing, signing and providing, when requested, all required information, declarations, registers, forms and other documentation necessary to support the organisation's regulatory and compliance obligations, including requirements of the Charity Commission, Companies House and any other relevant regulatory or statutory body.
- Acting as whistle-blowers to the Charity Commission when issues of concern are raised and not dealt with by the Trustee Board.

- Time Commitment

The term of office for trustees is three years, which could be renewed for up to 6 years. Within each term of office trustees are expected to:

- Attend meetings of the Board – at least three meetings (virtual or in person) out of four established meetings per year.
- Promote the organisation's goals and values and represent the Board's agreed position when speaking publicly on behalf of the organisation.
- It is expected that the time commitment will be approximately 12 days a year.

As a trustee and director of a charitable company, you will not be entitled to receive any payment for the time you spend on your duties. However, reasonable out-of-pocket expenses properly incurred in the performance of your duties as a director and trustee will be reimbursed.

Recruitment Process

As soon as possible after the deadline, the applications submitted at ceo@montessori.org.uk (CV and summary or cover note) will be reviewed to create a shortlist, based on original requirements.

In the event of there being a large number of applicants, those most closely matching the skills required will be approached at this stage in preference to less suitable applicants, however, consideration will be given to appointing several suitable applicants.

Applicants who appear suitable will be invited to an informal conversation with the CEO and a fellow trustee, followed by an introductive call with the Chair of the trustee board. Applicant trustees may be invited to attend a trustee meeting as an observer, depending on the case, and will receive further information regarding the role of being a trustee.

Successful applicants will be requested to complete the following forms provided by the organisation:

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- Trustee code of conduct,
- Declaration of Interest - the applicant will be asked to declare any conflicts of interest,
- Trustee Eligibility Declaration - a declaration that they are not disqualified from being a trustee as per section 72 (1) of The Charities Act 1993 and the Code of Conduct document,
- And obtain and provide two letters of reference - from other charity trustee colleagues/ associates or other Executive colleagues.

It is the responsibility of the trustees on the recruiting panel to ensure that references are obtained, and all other relevant checks are completed before confirming any appointment. The applicant will also be asked formally whether or not they wish to be appointed. The observations and recommendations of the panel will be put to the following board meeting and a vote taken in accordance with the procedure for appointing trustees detailed in the governing document. Approval processes allow for email approval (for which all Trustees must give email approval) or approval of the majority at a Trustees meeting.

Successfully appointed trustees will be notified, given attendance invitations for subsequent meetings and the administrative processes for formally notifying Charity Commissions and Companies House will be completed. Documents to evidence completion of the recruitment, selection and appointment process will be stored securely, electronically in the Governance drive for the organisation.

Once appointed, new trustees will receive a Trustee pack, including internal and external documents to support their understanding of the trustee role and scope of work, and will receive an informal induction from the CEO. Newly appointed Trustees will also undergo formal onboarding, including enrolment and completion of the Introduction to Montessori Programme, available on the organisation's Virtual Learning Environment.

Once appointed, new trustees will receive a Trustee pack (including, but not limited to, internal and external documents that facilitate the understanding of the trustee role and scope of work) and receive an informal induction by the CEO.

Newly appointed Trustees are expected to undergo the formal onboarding for their role. Part of the induction also includes the enrolling and completion on the Introduction to Montessori Programme, available on the organisation's Virtual Learning Environment.

Intellectual Property

Please note that this Trustee pack, including all materials, content and appendices contained within it, is the intellectual property of the organisation. All rights are reserved.

Organisational and Governance Information

Montessori St Nicholas Ltd (MSN). The charity is a company as well, and trustees will become directors of the company. The Charity also operates a wholly owned trading subsidiary, St Nicholas Montessori Training Ltd (Montessori Centre International, MCI). MSN is the sole shareholder of MCI and asks the CEO to act through delegated authority as the Board member for MCI. The CEO reports to the trustees on MCI progress. We also operate globally (some international projects and activities) - together, we are Montessori Global Education.

Supporting document(s):

- Charity Commission Publication CC3- 'Responsibilities of Charity Trustees'
- Charity Governance Code for smaller charities
- "Articles of Association of Montessori St Nicholas Limited" – Governing Document

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