

# FEMS Board member

2027-2029

Recruitment pack

# Join the FEMS Board

The Federation of European Microbiological Societies (FEMS) is seeking two new Board members with the values, commitment, and passion to advance its mission and vision.

As a Board member, you will join a network of dedicated colleagues from across Europe and beyond, working together to guide the Federation's activities and uphold its values of collaboration, integrity, and service to the microbiology community.

This is an exciting moment to join FEMS. The organisation has entered a new strategic phase focused on strengthening connections across its global network, deepening its support for microbiologists, and driving long-term impact across science and society.

Serving on the Board offers a unique opportunity to apply your experience and leadership in service of the microbiology community, shaping the Federation's future and contributing to the continued growth of microbiology worldwide.

# About FEMS



FEMS is a global network connecting over 50 Member Societies from 40 countries and representing more than 30,000 individual microbiologists. As a UK-registered charity and not-for-profit organisation, it is led by passionate microbiologists who volunteer their time and supported by a professional team based in the Netherlands.

FEMS exists to advance microbiology and support scientists at every stage of their careers, driving scientific development by bringing microbiologists together in purposeful ways to create impact. Currently, it does that through fostering scientific communities online and in person, and uplifting the next generation of microbiologists through meetings, webinars and summer schools, grants & awards and its journals.

The Board works closely with the FEMS Office team to ensure that the Federation's activities have real impact for microbiologists across Europe and beyond.

In 2024, FEMS celebrated its 50th anniversary, marking five decades of bringing microbiologists together. Today, it continues to strengthen connections across the global microbiology community, shaping the future of the field and supporting the scientists who drive it forward.

# The Board of Trustees

The FEMS Board is composed of the President, the Secretary General, the Treasurer, and five additional Board members. Together, they guide the Federation by co-creating strategy and ensuring that the organisation's charitable objectives are met. FEMS strives to have a diverse Board with geographic representation, gender balance, and diversity in experience and microbiology specialisation.

## Meetings and time commitment

Serving as a FEMS Board member is a commitment requiring attendance and active participation in scheduled meetings, and a willingness to travel and represent FEMS through participation in projects and conferences. Attendance at the FEMS MICRO: Congress & Exhibition is also required. The Board typically meets for three two-day in-person meetings per year (February, May, November) and a shorter meeting in September alongside the FEMS Council. Meetings are held in Delft, the Netherlands, with three to four online meetings per year. Additional ad hoc business may arise between meetings.

## Key responsibilities

The Board is responsible for the governance and financial oversight of FEMS, evaluating programmes and services, and working collaboratively to set strategy. Board members:

- Set the strategic direction of FEMS, guiding its work and priorities to support the Federation's mission and long-term goals.
- Act as a FEMS representative, promoting the organisation and its work within the wider microbiology community.
- Maintain the financial viability of FEMS, ensuring that resources are used effectively in pursuit of its charitable mission, including the proper investment of funds.
- Work closely with the Executive Director, the FEMS Office, volunteers, and the wider microbiology community to strengthen the organisation's impact.
- Serve as champions and liaisons to sub-committees based on their expertise.

# Benefits of becoming a Board member

Being part of the FEMS Board gives you a central role in our activities. Board members gain professional recognition, visibility, and opportunities to expand their networks while contributing to a meaningful cause.

## Key benefits include:

- Personal and professional development, including experience in leadership, governance and committee work.
- Opportunities to acquire new skills through training and information sharing.
- Collaboration with a diverse, multinational, and multicultural group of colleagues who share a common passion for microbiology.
- Working closely with the professional FEMS staff based in the Netherlands, to deliver the Federation's programmes and initiatives.
- Contributing expertise and experience to strengthen professional networks and advance microbiology worldwide.

Serving as a Board member is voluntary. Board members are not financially compensated for their service, except for reimbursement of reasonable expenses incurred in performing their duties, in accordance with the FEMS expenses policy.

# Essential skills and attributes

FEMS Board members play a critical role in guiding the organisation and advancing microbiology across Europe and beyond. To be effective in this role, Board members must bring a combination of leadership, strategic insight, and personal integrity, as well as a commitment to collaboration and the values of FEMS. The following skills and attributes are essential for success in this position:

## Proven performance as a leader

A solid track record of using one's knowledge, talent, skills and vitality to contribute to the success of programmes, events or projects is essential for this position. Different from the role of a manager, a leader inspires and motivates stakeholders to achieve these successes.

## Strategic and generative thinking skills

Board members are visionaries. They identify and articulate opportunities for FEMS, recognise the relationships among its various bodies, and work to ensure synergy wherever possible.

## Strong problem-solving and decision-making skills

Experience of adapting to unexpected circumstances combined with the ability to think critically and make swift, sound decisions regarding a course of action.

# Essential skills and attributes

## Commitment to teamwork

Many people contribute their efforts toward the realisation of FEMS goals and objectives. It is essential for Board members to have well-developed interpersonal and intercultural communication skills, collaborating with the FEMS Office and consistently attending Board meetings.

## Sound judgment and integrity

The role requires a commitment to the wider goals of FEMS, which may involve subordinating special interests for the greater good of the charity, including making decisions that may not be popular.

## Commitment to FEMS values

A strong commitment to the values, mission, and goals of FEMS, dedicating the necessary time and effort to serve the organisation.



# How to apply

Applicants should submit the following to the FEMS Nomination Committee via the form

[Apply now](#)



- CV (no longer than three pages and with a focus on candidate roles and achievements that demonstrate the skills relevant to the position).
- A supporting letter from two FEMS Member Societies.
- A brief covering letter explaining why you are applying and how your skills and experience can contribute to FEMS (500 words max).

Apply by  
10 June

Shortlisted candidates will be invited to continue in the nomination process, which may include an online interview and submission of a candidate video for Council consideration.

FEMS Council, representing the FEMS Member Societies, will vote on the final candidates during the Annual General Meeting taking place 3-4 September 2026.