



Ymddiriedolaeth Natur  
**Gogledd Cymru**  
**North Wales**  
Wildlife Trust



# Trustee

## Recruitment Pack

Help bring wildlife back,  
empower people to take action for nature,  
and create a society where nature matters



## About us

**We're a small charity with big ideas!** We believe that everyone has a part to play in nature's recovery. We are the only organisation in North Wales working to protect and enhance wildlife and wild places throughout the region. Through our work with businesses, organisations and the public we are mobilising others across the region and the rest of the UK to act for wildlife. As a registered charity, we are supported by over 9,500 members, and are part of a movement of 46 Wildlife Trusts with a collective membership of over 800,000.

Our purpose is to bring wildlife back, to empower people to take action for nature, and to create a society where nature matters. With the invaluable support of volunteers and members we manage 35 nature reserves in North Wales, and have an ambition to reverse the declines in nature. We work with landowners to protect and connect wildlife sites across the 6 counties of North Wales and inspire local communities and young people to care for wildlife where they live.

All our work is underpinned by our values. We have a love for the intrinsic value of nature, we work with enthusiasm and purpose, our innovation is evidence-based, and we act with respect and integrity.



# Role description

**Role Title:** Trustee

**Salary Grade:** Voluntary role

**Responsible to:** The Chair

**Overview:** To ensure North Wales Wildlife Trust's strategy is driven forward

## Main Duties and Responsibilities

As part of the board of trustees, you'll:

- Provide leadership and strategic direction for the Trust, including agreeing appropriate policies and scrutinising performance against agreed goals
- Champion North Wales Wildlife Trust and its values, creating an innovation culture where risks are appropriately managed
- Represent the Trust and its vision on the local, Wales and UK stage
- Ensure the Trust complies with its governing document, charity law, company law and any other relevant legislation or regulations
- Ensure the Trust uses its resources effectively and efficiently to deliver its vision and mission
- Utilise your knowledge and skills for the best interests of the Trust
- Ensure UK Wildlife Trust Strategies and policies and views are taken into account
- Appoint the Chief Executive and monitor their performance



# Who are we looking for?

## People with experience in:

- Terrestrial and/or marine ecology
- Climate change
- Campaigning/ lobbying/ advocacy
- Green financing
- Health/wellbeing
- Behavioural science
- Digital and IT
- Fundraising
- Marketing and communications
- Property and estate management

# Equality, diversity and inclusion

North Wales Wildlife Trust strives to ensure that our work supports a just, inclusive and cohesive society. We are committed to ensuring that we meet our responsibilities as set out under the Equality Act within a culture of authenticity: valuing our people and promoting trust and empowerment.

We recognise that some people encounter barriers to engaging with the Trust. We strive to offer equal opportunities for all to feel welcome and able to be involved with us, especially 18-25-year olds, minorities and individuals with disabilities.

# Commitments

- To attend 6 board meetings (held in Bangor, Conwy or online) and an AGM each year
- To attend and/or chair appropriate sub-groups as required
- To prepare for each meeting by familiarising themselves with the agenda and issues to be discussed
- To promote and inform others of the work of North Wales Wildlife Trust and its associated stakeholders
- To run, facilitate or participate in North Wales Wildlife Trust's training events as and when deemed appropriate
- To attend appropriate meetings, functions and events on behalf of the Trust



# What you'll offer us

As a Trustee your energy, passion, and enthusiasm for nature and wildlife will bring drive and direction to our work. We place equal value on professional and lived experiences from those who wish to champion nature and the role it can play to reconnect our communities with greenspaces. We strive to ensure that our Board is a safe space for Trustees and welcome applications from those who have been underserved and historically excluded from the natural heritage sector. You will be able to claim travel expenses for meetings. The term of appointment is for up to three years in the first instance, although there is the opportunity to be co-opted to the Board for an initial term of one year.

	Essential	Desirable
A strong commitment to the Vision of the Trust	X	
The ability to think strategically and creatively and to challenge proposals with clear logical thinking	X	
Understanding the role of governance in an organisation and an ability to work effectively in a team with different areas of expertise	X	
Personal and operational integrity	X	
An understanding and passion for bringing wildlife back and natural solutions	X	
A strong commitment and ability to represent, engage and inspire underserved audiences	X	
Experience of advocating for nature and/or communities at a strategic level	X	
Experience and understanding of the role and responsibilities of a Board Member		X
Charity Finance		X





# Next Steps

Those wishing to apply are encouraged to discuss their application informally with the Chief Executive Officer, Frances Cattnach on 07764 897410 and then, if they wish to continue with their application, to send a covering letter (no more than 2 sheets of A4) and a current CV to [frances.cattnach@northwaleswildlifetrust.org.uk](mailto:frances.cattnach@northwaleswildlifetrust.org.uk)

Candidates should ensure that their application sets out how they meet the skills and experience required and, in particular, their experience relating to bringing wildlife back and natural solutions. We value lived experiences in these areas equally to professional qualifications. Preferred candidates will be invited to meet for an interview.

Further information about the work of the Trust can be found on our website at [www.northwaleswildlifetrust.org.uk/what-we-do](http://www.northwaleswildlifetrust.org.uk/what-we-do)

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