



**Cornwall**  
Wildlife Trust

# Trustee Recruitment Pack



Thank you for your interest in applying for the role of Trustee of Cornwall Wildlife Trust.

Cornwall Wildlife Trust is one of 46 Wildlife Trusts working across the UK. With the invaluable support of our members, volunteers, corporate supporters, landowners and a wide range of partners we manage 59 nature reserves, creating safe havens in which wildlife can thrive and from which it can spread. Our vision is to bring about a Nature Recovery Network, supporting the regeneration of Cornwall's wildlife, and reversing the decline of nature in Cornwall.

This is our 60th anniversary year and we are stepping up our drive to inspire people in Cornwall – residents and visitors alike - to love and care for the natural environment. We aim to meet the challenges of habitat loss and climate change with strong, evidence-based, creative projects, programmes and partnerships with key local and national stakeholders who share our values and vision. We are strengthening our engagement at local community level and looking to build robust foundations for the future as we work with landowners and other partners to protect and connect wildlife sites across the Duchy and inspire local communities and their young people to care for wildlife where they live.

As a charity we rely on membership, legacy gifts, grants and donations from our supporters. We also recognise the efforts of our volunteers to help us 'make Cornwall wilder' and enable them to experience, enjoy and understand our fascinating range of landscapes that take in over 400 miles of coastline, including our unique island reserve, Looe Island. This wonderful watery world that surrounds us has become a particular focus of our work, and our marine conservation programme is at the forefront of national marine nature recovery efforts.

If you share our mission and vision for nature recovery, have significant experience in nature conservation, ecology or the natural environment, and sufficient time to devote to actively contribute to our work, we'd be delighted to hear from you.

I wish you every success with your application.

**Oliver Blount, Chair, Cornwall Wildlife Trust**





# About us:

**Cornwall Wildlife Trust has been committed to the conservation of Cornwall's wildlife and wild places for 60 years, with 2022 being our anniversary year.**

Cornwall Wildlife Trust believes in a wilder future; a future where nature is in recovery, Cornwall's wildlife and wild places including land and marine are protected, and more people engage with and take action to protect the environment.

We work towards this vision by managing over 5,500 acres of land across 59 nature reserves; implementing projects on land and at sea to benefit wildlife and wild habitats; and by engaging people with nature.

Cornwall Wildlife Trust is host to the Environmental Records Centre for Cornwall and the Isles of Scilly (ERCCIS) - the central resource for wildlife and habitat information for the county. ERCCIS provides a wide range of services to aid better informed biological and geological recording, conservation management, research and sustainable development of the Cornish landscape and seascape.

The Trust also operates its own environmental consultancy - Cornwall Environmental Consultants (CEC) Ltd. Since its launch in 1992, CEC has grown to become one of the South West's leading suppliers of ecology, landscape architecture and arboriculture services.



# More about us:

We are currently updating the Wilder Cornwall Strategy to focus on an overarching aim of reversing the decline of nature, with two key targets: 30% of land, rivers and seas managed for nature recovery and One in Four people taking action for nature.

## Some key successes:

- 5,500 acres of land managed for wildlife across 59 nature reserves
- Around 1,200 threatened species found on these reserves
- One of UK's first farmer-initiated badger vaccination trials implemented with Zoological Society of London with aim of reducing TB
- Beavers reintroduced to Cornwall in partnership with Beaver Trust and Woodland Valley Farm following centuries of local extinction
- 22 Marine Conservation Zones created in Cornish waters. Cornwall Wildlife Trust and our supporters amongst those calling for this important step for nature's recovery at sea
- Our Your Shore Project, engaging over 1,000 children and young people in deprived areas providing the opportunity to gain new skills, improve their wellbeing, learn about Cornwall's coast and marine life and empower them to take action
- Partnering with local fishers to increase sustainable fishing practices
- More than 1,700 acres of farmland improved for wildlife in 2021
- More than 17,000 members, without whom none of this work would be possible



# Our Vision:

**Our vision is for a Cornwall that is rich in all wildlife, where people enjoy and care about the natural world and take steps to safeguard it for the future.**

Our 'Cornwall State of Nature Report' published in 2020 showed that 12% of species of principal importance are threatened with local extinction, with nearly half of terrestrial mammals and three-fifths of butterflies found in fewer places.

Cornwall is experiencing an ecological and climate emergency and, as a charity, Cornwall Wildlife Trust has the knowledge, trust, hands-on ability, and partner relationships to work towards creating a Cornwall where nature thrives once more.

We are tackling the ecological emergency head on - teams are taking practical action by spending our time and money wisely, investing in our biggest asset – our people – and we are on a path to be carbon net zero by 2030.

# Role Description:

## Trustee of Cornwall Wildlife Trust

The duties are as follows:

- Ensuring that the Trust pursues its stated objects and complies with its governing documents, charity law, company law and other relevant legislation; and applies its resources exclusively to the pursuit of its charitable objects for the benefit of the public
- Developing and agreeing a long-term strategy, ensuring that the organisation defines its goals and evaluates performance against agreed targets
- Safeguarding the good name and values of the organisation
- Ensuring the effective and efficient administration of the organisation, including maintaining appropriate policies and procedures
- Ensuring the financial stability of the organisation
- Protecting and managing the property of the charity and ensuring the proper investment of the charity's funds
- Following proper and formal arrangements for the appointment, supervision, support, appraisal and remuneration of the chief executive

In addition to the above statutory duties, each trustee should use any specific skills, knowledge or experience they have to help the Board of trustees reach sound decisions. This may involve scrutinising board papers, leading discussions, focusing on key issues, providing advice and guidance on new initiatives, or other issues in which the trustee has special expertise.



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# Person Specification:

- A commitment to the Trust
- A willingness to devote the necessary time and effort to all aspects of the Board's work. In practice board duties may in aggregate amount to two to three days per month. Commitment may be dependant on ongoing workload
- Strategic vision
- Good, independent judgement
- An ability to think creatively
- A willingness to speak ones mind
- An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship
- An ability to work effectively as a member of a team
- A commitment to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership

# FAQ's:

## **What does the Board of Trustees do?**

The Board of Trustees of the Cornwall Wildlife Trust charity is a small group of dedicated volunteers from across a broad spectrum of Cornwall's community, all of whom have the desire to protect Cornwall's special wildlife.

The Board of Trustees has the responsibility to ensure delivery on the Trust's approved outcomes. The Board sets the strategic direction of travel and provides an overview on, and contribution to, the Trust's effectiveness of delivery.

Currently the Board consists of people with particular business, financial, conservation and marketing backgrounds. These skills enable the Trust to operate efficiently within the ongoing economic constraints.

The Trust seeks to maintain a diversity of skills, age, abilities and backgrounds on its Board and is now seeking people with a nature conservation background to join the Board and supplement existing and provide additional skills.

## **How does the Board work?**

The Board meets formally four times a year. It also organises the Annual General Meeting where it reports to the Membership on its current financial status and progress towards achieving its objectives.

The Board of Trustees appoints, from within itself, a Chair, a Secretary and a Treasurer.

There are currently four sub committees which Trustees will be invited to join according to their skills and interests. These are, Finance, Nature Recovery, Marketing and Fundraising and People (mainly HR issues). Currently each sub committee is scheduled to meet four times a year.

The effectiveness of the Board and its governance of the Trust is subject to constant review by the Board of Trustees.

There is an important distinction between strategic overview (the Trustees' role) and operational delivery (paid staff roles) that all Trustees are encouraged to understand and respect.



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## **What does the Trust do?**

Cornwall Wildlife Trust is a key nature conservation, member based, charity in Cornwall. It manages 5,500 acres directly and influences the management of much more land, aiming to meet the target of 30% of land managed for nature by 2030.

The Trust contributes to the development of local and national land and marine based conservation policies and is seen by key stakeholders as an innovative and effective delivery organisation that actually gets things done.

The Trust is currently developing its three-year strategic plan which will help prioritise the range of work the Trust can do. This strategic plan is influenced by national and local nature conservation policies as well as the outcome of consultations with the Trust's many partners and the wishes of its members.

The Trust has recently appointed a new Chief Executive to help lead the Trust in its work.

A new Chief Executive together with an energetic, diverse and effectively skilled Board of Trustees means that it is an exciting time for someone to become a new Trustee.

Our Trust web site provides a more detailed appraisal of the range of work the Trust is engaged in, its resources and its management.

## **What does a Trustee do?**

As a Trustee, you will have the opportunity to help steer the strategic direction of a leading member-based conservation charity dedicated to nature conservation in Cornwall.

Our Trustees bring a wide range of knowledge, expertise and experience to the charity and are responsible for developing and delivering our strategic plans, planning and approving the Trust's financial management and appraising the progress of the Trust's delivery of its work.

Trustees are also responsible for ensuring that the Trust operates within the laws that govern charities in the UK.

## **How is a Trustee appointed and for how long?**

There may be up to 15 Trustees of Cornwall Wildlife Trust. They are recruited by the Board according to skills identified and to ensure an effective number of Trustees is maintained.

Trustees are nominated by the Board for appointment by our membership at the Annual General Meeting of the Trust each November. However, Trustees can join the Board before a nomination is considered at the AGM via a co-option process. Trustees can complete three terms of three years. At the end of each term a Trustee will decide whether to stand for re-election at the appropriate AGM. A Trustee can resign from the Board at any time.



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## Who are we looking for now?

The Board of Trustees is looking for people with a particular interest in the wildlife of Cornwall and with an ability to contribute to the decisions to be made by the Board on the strategic direction for nature conservation by the Trust.

Ideally, we are seeking people with a professional background in nature conservation and who have the available time and enthusiasm to contribute their skills and knowledge to the Board of Trustees.

Diversity within the Board of Trustees is essential. As a progressive charitable organisation, we champion equal opportunities and welcome applications from all sections of the community, regardless of any protected characteristic. No previous Trustee experience is needed as training can be provided.

Details of our current Board of Trustees can be found on our website: [here](#)

## Reasons why you might want to become a Trustee of the Cornwall Wildlife Trust

Cornwall is renowned for its natural beauty; this environment is largely what makes Cornwall so special.

But Cornwall's wildlife has diminished considerably over the last few decades and continues to be under threat from pressures on a finite resource and from climate change. The Trust recently published its State of Nature 2020 report which highlights the huge challenges that wildlife faces in Cornwall.

Cornwall Wildlife Trust is a major player in addressing the root causes of nature's decline. We target our activities and resources to where they may be the most effective in aiding nature's recovery.

Government recognises the importance of nature for a variety of reasons: wellbeing, sense of place, flood alleviation, role in the local economy, etc. But action is best taken locally where local people can get involved and local resources can be targeted most effectively.

The Trust is well placed to lead in Cornwall on how nature's recovery can be implemented. We can really make a difference and can help sustain Cornwall's special environment.

By being a Trustee, you will be a critical part of the means by which Cornwall Wildlife Trust can contribute to protecting its environment and raising an awareness of the ecological crisis we all face.

Whilst you may already be contributing to nature's recovery in Cornwall through your job, becoming a Trustee of the Wildlife Trust would place you in a position where you can make significant strategic contributions above and beyond what you may already do.

So, if you are committed to Cornwall's environment, being a Trustee means that you can really stand up and be counted. You can make a real difference.



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# How to apply:

Applications should be made in the in the form of a cover letter accompanied by a CV and sent to:  
[recruitment@cornwallwildlifetrust.org.uk](mailto:recruitment@cornwallwildlifetrust.org.uk)

The closing date is the 18 September 2022.

Interviews will be held early October with the successful candidates put forward for election at our November 2022 AGM.

If you'd like to discuss these roles with us, you are welcome to contact Gill Saunders (the Board Secretary) or Charlie David ( Chair of the Board's Nature Recovery Committee). Please contact Joanne Greaves - HR, People & Engagement Manager at [joanne.greaves@cornwallwildlifetrust.org.uk](mailto:joanne.greaves@cornwallwildlifetrust.org.uk) to arrange an informal discussion.



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