



Gloucestershire
Wildlife Trust

Trustee Recruitment Pack

Growing hope for a wilder future



A welcome from the Chair of the Board of Trustees, **Professor Kathryn Monk**



Thank you for your interest in Gloucestershire Wildlife Trust.

I have been Chair of the Board for the past year, supported by a Vice-Chair and nine Trustees who bring a wide range of skills, experience and perspectives. Together we oversee an organisation working across nature reserve management, landscape-scale conservation, land management advice, advocacy, and public engagement and learning.

You would be joining the Trust at a particularly important point in its development. We are working to deliver an ambitious 2030 Strategy at a time when the scale and urgency of nature recovery is increasing, alongside the need for strong governance, clear prioritisation, and demonstrable impact, underpinned by robust evidence.

Our work spans major, long-term initiatives – from restoring habitats and connecting landscapes to addressing flooding and water quality through nature-based solutions. Delivering these ambitions requires thoughtful strategic oversight as well as a willingness to challenge, support and guide the organisation as it evolves.

Being a Trustee is both a responsibility and a rewarding opportunity. Trustees play a central role in setting the strategic direction of the Trust, ensuring robust governance and regulatory compliance, and supporting a strong organisational culture. You will work closely with an experienced executive team while bringing independent judgement and external perspective to Board discussions.

We are keen to hear from individuals with a range of backgrounds and experiences who share our commitment to nature and who are motivated to contribute at a strategic level. Previous Trustee experience is not essential; what matters most is your ability to think clearly, ask constructive questions, and engage fully in the work of the Board.

I look forward to hearing from you.

A handwritten signature in white ink that reads "K. Monk".



Who we are

We are Gloucestershire Wildlife Trust, the largest charity in the county dedicated to local wildlife. We want everyone in Gloucestershire to value and enjoy wildlife in the county and believe strongly that nature matters, not only in its own right, but for the benefits it brings to people.

We aim to play a central role in tackling the ecological and climate emergencies, working closely with local communities and our partners in the county. We manage over 1,100 hectares of nature reserves and work with farmers and landowners across Gloucestershire. Nature's recovery depends on people and re-connecting their sense of belonging in the natural world. 26,000 members in Gloucestershire support our work, with hundreds regularly volunteering time, support and energy.

Our strategy

We are rooted locally, but part of something bigger. Gloucestershire Wildlife Trust is part of a network of 46 independent Wildlife Trusts across the UK. Our 2030 strategy **Growing Hope For A Wilder Future** is ambitious, but we believe we can deliver it by:

- **Ensuring that GWT is fit for the future**
- **Creating bigger, better, more & connected landscapes for nature**
- **Connecting people with a sense of belonging in nature**



Our purpose

As humans, we're deeply connected to the natural world and that world is powerful, dynamic, and resilient.

At Gloucestershire Wildlife Trust, we believe that nature offers the solutions to some of the biggest problems we face today, from climate change to our personal wellbeing.

That's why we work with local communities and partners, using evidence and our hands-on experience, in the service of people and wildlife. Whether it's a project on your street or something landscape scale, we believe that every action, big or small, can help shape a brighter, wilder future for us all.



Our values



We're *ambitious*
and dream big – for
people and for nature



We *collaborate*
because we can achieve
more together



We're *inclusive*
and believe that nature
is for everyone



We act with *responsibility*
for the work we do and the world
we're helping to shape

Together, we're growing hope for a wilder future

The Trustee Role Summary

Position: Trustee

Location: Gloucestershire

Remuneration: The role of Trustee is a voluntary role, although out of pocket expenses may be claimed

Time commitment:

- Attendance at four Board meetings (evening) per year – a mixture of face-to-face (at Robinswood Hill Country Park, Gloucester) and online.
- Attendance at two half day induction sessions on appointment (at Robinswood Hill Country Park, Gloucester).
- Optional training aimed at those without prior Board experience.
- Joining a Board Committee or Advisory Group which will meet online a few weeks before each Board meeting.
- Attendance at one full-day Away Day with Trustees and Senior Management Team (a different location around the county each year).
- Attendance at our AGM, an online evening event in November.
- Preparation for meetings.
- Representation of GWT at events such as major donor evenings or member festivals.
- Other optional opportunities that arise during the year such as meetings with other Wildlife Trusts or being on the interview panel for senior members of staff.

This is roughly equivalent to half a day per month but with more commitment in some months than others due to the quarterly nature of the meeting calendar.

Term: An initial period of three years with the possibility of serving up to a maximum of a further two terms of three years (nine years in total).

The purpose of the Trustee role is to oversee the delivery of GWT's 2030 Strategy.

Key responsibilities: With other Trustees to hold the charity "in trust" for current and future beneficiaries by:

1. Ensuring that GWT has a clear vision, mission and strategic direction and is focussed on achieving these
2. Being responsible for the performance of GWT and for its culture
3. Ensuring that GWT complies with all legal and regulatory requirements
4. Acting as guardians of GWT's assets, both tangible and intangible, taking all due care over their security, deployment and proper application
5. Ensuring that GWT's governance is of the highest possible standard

More general guidance on being a Trustee can be found on the Charity Commission website:

www.gov.uk/guidance/charity-trustee-whats-involved-cc3a



**Gloucestershire
Wildlife Trust**

What we are looking for

We have undertaken an audit of the skills currently on our Board and have looked ahead to planned retirements and have identified the need for three new Trustees in the following areas:

1. Someone with skills or experience in communications, marketing or fundraising
2. Someone with digital or cyber skills or experience, e.g. cyber risk, data protection, digital transformation, CRM, website etc
3. Someone with a background in nature conservation

We encourage people from a diverse range of backgrounds and experiences to apply. Prior experience of governance and being a Trustee is not required as training and active support will be provided if necessary. Those who are at an early stage in their career or who have never been a Board member before are encouraged to apply.

Applicants will need to live or work in Gloucestershire or have other close links with the county.

All successful applicants will need to become members of Gloucestershire Wildlife Trust if they are not already.

Applicants should be passionate about wildlife and the environment.

The recruitment process

If you would like to apply for one of these roles, please send a CV with a covering letter to GWRecruitment@gloucestershirewildlifetrust.co.uk. The letter should explain:

- **Why you are interested in Gloucestershire Wildlife Trust**
- **What perspectives you would bring to the Board**
- **Why you are interested in being a Trustee**
- **Whether you can meet the required time commitment**

If you would like an informal chat or to raise any queries before applying, please contact:
info@gloucestershirewildlifetrust.co.uk

The closing date for applications is 12th June
Interviews will take place on 1st and 14th July at our offices at Robinswood Hill Country Park, Gloucester.

After the closing date, we will review all applications and will invite a selection of candidates to interview on one of the scheduled dates. We will also contact any unsuccessful applicants. We may have other opportunities, outside of the Board of Trustees, that might be of interest to you.

Selected applicants will be interviewed by members of our Governance & Nominations Committee (a Committee of our Board of Trustees) together with our Chief Executive and successful candidates will be made a provisional offer. We will perform a series of eligibility checks and may take up references. The interview panel will then make a recommendation to the Board that the selected candidates should stand for election. Once the recommendation has been approved by the Board, we will start the induction process. We are a membership organisation, and it is therefore the members attending our AGM in November who will elect the selected candidates to the Board.

We look forward to hearing from you.





Gloucestershire Wildlife Trust

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Registered charity number : 232580

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youtube.com/gloswildlifetrust



Front cover image - pine marten © Terry Whittaker2020VISION

Back cover image - View of the Severn Vale © AdamSmith