

Photo: Ben Watkins

Trustee Recruitment Pack

January 2024



Cornwall
Wildlife Trust

Creating a Cornwall
where nature thrives

Introduction

From Oliver Blount, Chair of the Board

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.

Cornwall Wildlife Trust is embarking on an ambitious new Strategy that aims to dramatically increase the number of people taking action for nature in Cornwall and the area of land and sea that is managed for wildlife. We aim to increase the amount of space where nature is in recovery beyond our reserves, by supporting, influencing and enabling other landowners and those with significant direct impacts on nature through their businesses and livelihoods to take action, whether on land or at sea.

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 young people to care for wildlife where they live.

If you share our vision for nature recovery, with sufficient time to devote to actively contribute to our work, we'd be delighted to hear from you.



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About us

Where we've come from

For more than 60 years, Cornwall Wildlife Trust has been working to protect Cornwall's wildlife and wild places. Although a local, independent charity, we are part of a national movement of 46 Wildlife Trusts, all with a shared purpose.

Where we're going

We're working towards a Cornwall where nature thrives, with wildlife and wild places cared for and enjoyed by all.

Currently rare and threatened species will once again be a normal part of our countryside, skies, and seas. Children will grow up surrounded by wildlife. And people and communities across Cornwall will be connecting with and taking action for nature – benefiting our health and wellbeing.

Our Trust [website](https://www.cornwallwildlifetrust.org.uk/) (https://www.cornwallwildlifetrust.org.uk/) provides a more detailed appraisal of the range of work the Trust is engaged in, its resources and its management.



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Helman Tor, Cornwall Wildlife Trust's largest nature reserve, will be home to one of our most ambitious and exciting projects, as we look to implement rewilding principles at the site.

Photo: Ben Watkins



Our 2030 strategy

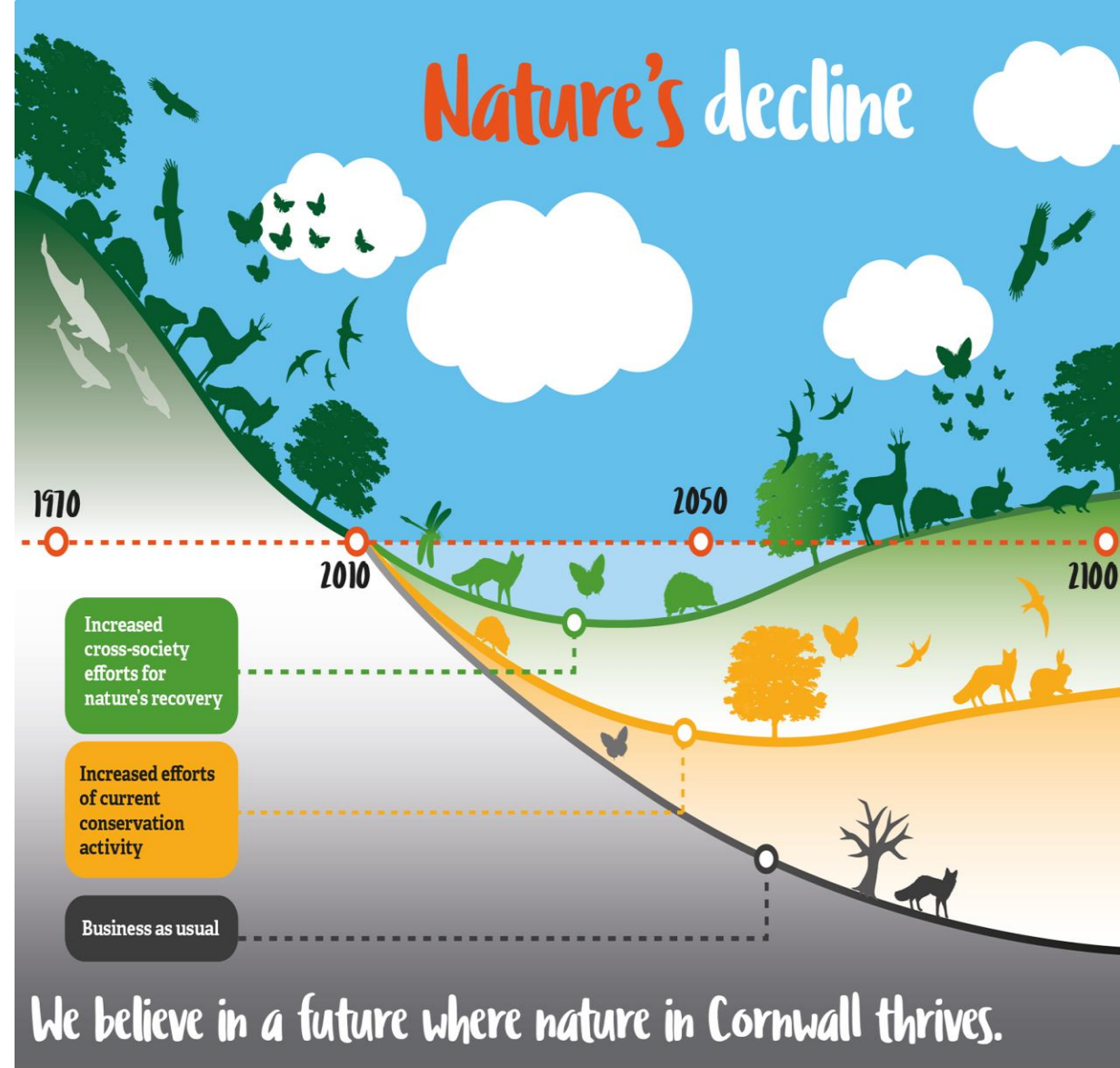
For too long, nature in Cornwall has been in decline, largely due to the impact of human activity. **Our 2030 strategy focuses on reversing this decline.**

To achieve this, we need more land protected for nature, more farmers and fishers using sustainable practices, more government policies (local and national) and business practices shaped with nature in mind, and more members of the public volunteering, donating, wildlife gardening, making sustainable consumer choices, and speaking out for wildlife.

In short, we need more people – from all spheres – taking action for nature. This is the principle that Cornwall Wildlife Trust's 2030 strategy is shaped around.



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Adapted from Leclère, D., Obersteiner, M., Barrett, M. et al. Bending the curve of terrestrial biodiversity needs an integrated strategy. Nature 585, 551–556 (2020)

To “bend the curve on biodiversity loss” and achieve nature recovery we need; **More Space for Nature**, **Active Nature Restoration** and **Reduced Pressure on Nature Everywhere!**



Photo: Ben Watkins

Our work in action

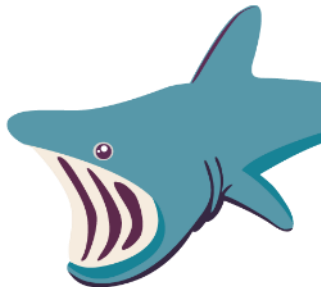
- 5,500 acres of land managed for wildlife across 59 nature reserves
- More than 1,200 threatened species found on these reserves
- One of the UK's first farmer-initiated badger vaccination trials implemented with Zoological Society of London with the aim of reducing TB
- Beavers reintroduced to Cornwall 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 are amongst those calling for this important step for nature's recovery at sea
- The creation and coordination of Cornwall's award-winning Your Shore Network, consisting of volunteer-led groups taking action for Cornwall's oceans in their communities
- 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

The role of our trustees

Key duties include:

- Ensuring 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
- 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 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, 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.



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 one's 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



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"Being a Trustee has allowed me to deepen my impact for nature in a part of the world I care deeply about. It's given opportunity to help guide the organisation and offer my expertise to the brilliant team doing incredible work for Cornwall's wildlife. The charity is driven by ambition and integrity, and knowing I'm contributing to a cause I care about in a place I love is incredibly fulfilling."

Jo Coumbe, Cornwall Wildlife Trust Trustee and Director of Communications for Blue Marine Foundation



Frequently asked questions

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 ongoing economic constraints.

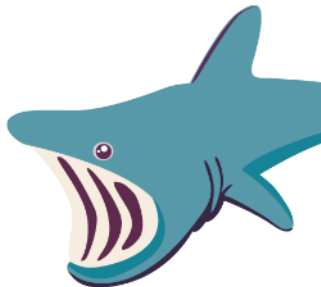
The Trust seeks to maintain a diversity of skills, age, abilities and backgrounds on its Board and is now seeking people with a nature conservation background to join the Board and supplement existing and provide additional skills.

We are looking for up to three new trustees with skills, knowledge and experience in one or more of the following areas:

- Conservation and environmental land management
- Community outreach and engagement
- Marketing and fundraising



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How does the Board work?

The Board meets formally four times a year. It also organises the Annual General Meeting (AGM) 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 two sub-committees which Trustees will be invited to join according to their skills and interests. These are: Finance and Resources; and Conservation and Engagement. 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 ongoing 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.

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 October. 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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To apply

Prior to making an application we invite you to have a discussion with Oliver Blount (Chair of the Board). Please contact Joanne Greaves (Head of People) at joanne.greaves@cornwallwildlifetrust.org.uk to arrange an informal discussion.

Following this a CV and Covering letter can be sent to recruitment@cornwallwildlifetrust.org.uk

Application deadline is midnight on **28 February 2024**

Interviews will be held in April 2024 at our HQ, Five Acres, Allet, Truro, Cornwall, TR4 9DJ. Microsoft Teams meeting option available if out of county/country with a potential face to face follow up meeting.



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Cornwall's land and oceans are home to a wealth of wildlife, including the Lined Polycera (pictured).

Help protect and restore nature in Cornwall by joining our board.

Photo: Joe Gurney



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