

# Recruitment Pack

## Youth Board Member London Wildlife Trust





## About us

### What is London Wildlife Trust?

London Wildlife Trust is the only charity dedicated to protecting London's wildlife, engaging local communities through outdoor learning, volunteering and access to our nature reserves. In a city facing development pressure and a rising population, where people are increasingly disconnected from their natural environment, we believe we can create real change.

### Our Vision:

We manage 36 nature reserves and manage five 'hub sites' as centres for learning, volunteering and other urban conservation activities.

Over our 35-year history, we have delivered a wide range of projects to engage London's communities in the protection and conservation of wildlife, including work with children and young people, families, and socially excluded groups.

As outlined in our five-year Strategic Plan, one of our key aims is to provide hands-on, informative and inspirational outdoor learning experiences for Londoners, including 'the delivery of innovative programmes of activities for, and with, young people.'

You can find out more about London Wildlife Trust and Our Strategic Plan [here](#).

### Our Values:

#### Regard and respect

We believe that London's wild plants, animals and their habitats, are an essential part of the city and have a right to flourish.

#### Inclusivity and wellbeing

We believe that everyone has a right to access and benefit from free, natural spaces and a high quality natural environment in their own neighbourhood. Read about London Wildlife Trust's commitment to Equality, Diversity and Inclusion [here](#).

#### Curiosity and passion

We are curious and passionate about nature in London and people's relationships with wildlife, and are prepared to challenge policies and actions that lead to the deterioration of the city's natural fabric.

#### Rigour and integrity

We take actions and decisions that are open, transparent, just and are based on evidence. In doing so we will respect the environment, nature, and people.

#### Collaboration and can do attitude

We will work in partnership with others to ensure that London's wildlife and wild spaces are protected and enhanced, for now and in the future.

## 'Our vision is a London alive with nature, where everyone can experience and enjoy wildlife'

### Our work with young people

As outlined in our [Strategic Plan](#), one of our key aims is to provide hands-on, informative and inspirational outdoor learning experiences for Londoners, including 'the delivery of innovative programmes of activities for, and with, young people.'

One of our key areas of work with young people has been the Keeping it Wild programme, which since 2018, has successfully inspired over 1,500 young people aged 11-25 to become actively involved in the protection and promotion of London's natural heritage. Young people took part in nature conservation projects in their local communities, completed paid traineeships and were involved with our Young People's Forum with the overall aim of making nature more inclusive, accessible and relevant to young people living in London.

The project really set out to help change the face of the environmental movement! From there, we set up a dedicated Youth Programmes team at the Trust who are continuing to deliver the paid traineeship scheme, build strong partnerships with youth groups and organisations, and coordinate the Trust's Youth Board.



## What is the Youth Board?

Following on from the fantastic work that the Keeping it Wild Youth Forum achieved from 2018-2021 (including influencing our comms, Equality, Diversity & Inclusion work and creating the new [Wild Youth Hub](#)), we have placed youth voices right at the heart of the Trust's governance structure through our Youth Board, which was founded in 2022.

The Youth Board consists of 12 motivated young people (aged 16-25) who are passionate about London's wildlife and ensuring young people's voices are heard. Over the year we meet every month in person at one of our London Wildlife Trust sites to discuss and plan a range of agendas including: projects, events, campaigns, curating events, communication and youth strategy, blogs, podcasts and films. Members are also part of our mentoring scheme where Youth Board members are paired up with Trustees and Senior Management team, meeting to discuss personal goals every six weeks.

We're currently recruiting for nine positions to fill the gaps of those who are leaving the Board. If you'd like to speak to an existing member of the Youth Board before applying, please email us on;

[fvogely@wildlondon.org.uk](mailto:fvogely@wildlondon.org.uk)



## What you will deliver

### The Youth Board will:

- Support the implementation of the Trust's Strategic Plan, particularly on how the Trust can better engage young people from a range of backgrounds;
- Share their ideas, experiences and opinions by contributing towards evaluation, strategy documents, blog posts, interviews, social media or film content;
- Create materials and curate events (including our annual Green Careers Showcase) to inspire more young people to get involved with the Trust;
- Represent the Trust at events (in person and online)
- Co-ordinate and lead Youth Board meetings with support from the Youth Programmes team;
- Represent the Youth Board at Board Meetings with Trustees and Senior Management Team and working group meetings with staff (e.g. outdoor learning, health and safety, conservation, equality, diversity and inclusion, comms and marketing);

### Year of 2023-24 Youth Board's achievements:

- Youth Board member Jazzie was involved in one of the stages of recruitment for the CEO role at London Wildlife Trust which included an interview with 3 candidates where Jazzie asked her own questions.
- London Wildlife Trust supported Mya Bambrick's Walk for Wildlife at Woodberry Wetlands seeing around 15 young people gather for the guided walk and talk.
- Youth Board members Nishat and Jazzie attended the AGM and Jazzie gave an inspiring speech around what the Youth Board had accomplished over the year.
- Youth Board fed into the Volunteering Strategy giving their perspective of how the Trust can further the work of the volunteers at the charity. The session focused on areas discussing what motivates you to volunteer, how do you say thanks to volunteers, accessible volunteering, recruiting a diverse range of volunteers and promotion.



## Further achievements:

- London Wildlife Trust's Youth Board in collaboration with BTO's Youth Reps delivered a session focussed on Bird ringing, a guided walk and a Zine making workshop led by Nishat. The day saw 10 young people attend the event who all really enjoyed the session!
- Ryan and Charlotte represented the Youth Board at the Transport For London Youth Panel Event launching the organisation's Sustainability Policy at the Transport Museum.
- Action for Conservation hosted an Instagram live Q&A with one of their young ambassadors asking Youth Board member Queen questions surrounding representation in the outdoors and empowering young Black activists.
- The Youth Board has been creating a campaign for wildlife to ease Eco-Anxiety. Focusing on 3 main areas: Advocacy, Action and Wellbeing as well as the importance of connecting with other like-minded people
- Youth Board members Kam, Katie, Jazzie, Alan and Queen were involved in the London Wildlife Trust Brand Review taking part in workshops focusing on the 3 main strategic priorities for the Trust and ensuring youth voice was heard through the process.



## Testimonials from Youth Board members and mentors

"Being a member of the Youth Board has been fantastic in giving me insights into charity governance and nature conservation. The opportunities to represent the Trust at events and to advise on plans for these events as well as other things makes me feel valued. Through the youth board and because of all of the wonderful people I have met on the board and in the Trust, I have been inspired to incorporate nature into my career plans and become more involved in conservation overall." **(Youth Board member)**

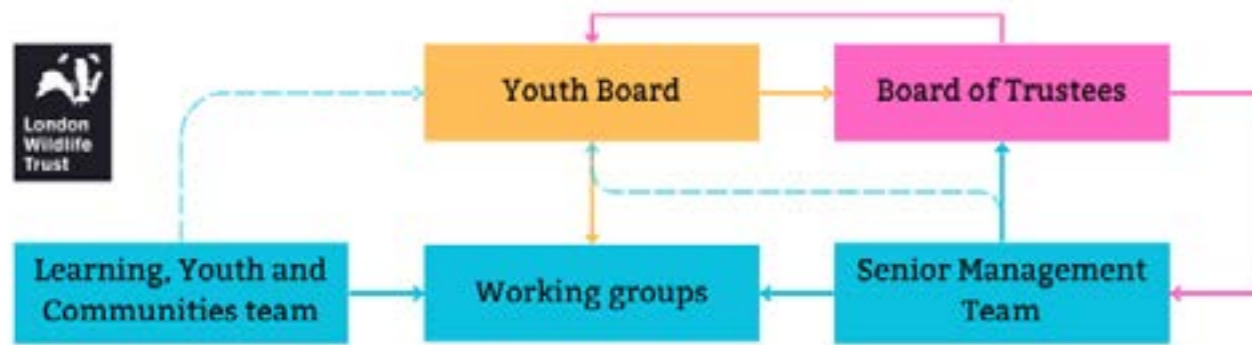
"It's the importance of being in the room, learning and building confidence, knowing that you belong in those conversations and have something to say. Being on the Youth Board is helping to build confidence in myself as who I am, not being pushed in a particular direction". **(Youth Board member)**

"I'm an international student, so it's really been up to me to build my network here in London. I think being able to meet a lot of different people in the sector has been super helpful. Getting an insight into what different people do, and just learning about what they specialise in... And I think we've really spread the word about the Trust, and what it does, especially to a younger audience." **(Youth Board member)**

"My mentor has given me really good advice, she's helped me see things differently. I'm very interested in policy change, and that's what she does within her field. She gives me a lot of resources and advice, there was a presentation I had to do and she gave me really good tips about that." **(Youth Board member talking about their Mentor)**

"It feels like sort of both ways, because she asks me a lot of questions as well, she's understanding things from my perspective, as someone who's within the Youth Board." **(Youth Board member talking about their Mentor)**

"We have a very close relationship. We're very well matched. It's really more of an even relationship than you might imagine. I think he sees me as a bit of an inspiration, and I definitely see him as one." **(Mentor talking about their Youth Board mentee)**



## What you will bring to the Trust

### Could you be what we are looking for?

- You are aged 16-25;
- Motivated to create change
- Reliable and enthusiastic
- Keen to take part in discussions, events, meetings, workshops and training;
- Excited about furthering youth involvement at the Trust;
- Interested in being an advocate for other young people and the role that young people can play in determining the future of wildlife and wild spaces in London;
- Interested in learning more about the environment, urban nature conservation and how to get more people from all backgrounds standing up for nature on their doorsteps; you do not need to have any experience with nature or the environment to apply

### Minimum time commitment:

- 1 year with the option to stay on for 2 years
- 12 core in-person meetings a year: one meeting in the first week of each month alternating between weekday meetings (6:30pm – 8:30pm) and weekend meetings (12:00 – 3:00pm)
- Optional socials around the core meetings
- Additional training and working group meetings as per your own interest, usually 1 – 2 times a month for around an hour
- Attend at least 1 Trustee Board meeting per year
- Optional opportunities to get involved in other events and projects



## What we will offer you in return

- We will cover your travel expenses to meetings/events you attend and we will provide lunch/snacks/refreshments;
- We are also able to offer financial reimbursement (at London Living Wage) for some opportunities undertaken with the Trust outside of the minimum time commitment areas as outlined above (e.g. for being an ambassador and representing the Trust at external events);
- Mentoring from our trustees and senior management team (every six weeks);
- Regular training opportunities on a wide range of topics for your personal development including:
  - » Youth Leadership;
  - » Presentation skills, public speaking, charity governance;
  - » CV/Careers workshops;
  - » Campaigning workshops;
  - » Talks and presentations from staff (e.g. species ID and habitat management, fundraising, project management, communications and marketing);
  - » A London Wildlife Trust annual membership and a welcome pack





**Photo credits:**

Alan Yap, Youth Board member  
Bobbi Benjamin-Ward, Yotuh Delivery Officer  
Lois Donegal, Communities and Youth Communications Office  
Nature Nurtures Young attendees

## How to apply

If this opportunity sounds interesting to you, we'd love to receive an application from you!

To apply, please complete our short application form: <https://wildlondon.typeform.com/youthboard>. You can answer the application questions in writing, or in a video or voice note. Note that you can't save your progress, so make sure you're ready to submit your whole application. The questions we want you to answer are:

1. Please tell us about why you've decided to apply to the Youth Board.
2. Tell us about a project you've done that you're really proud of.
3. What are you hoping to learn or develop by joining the Youth Board?

Your answers should be no more than 1,000 characters each, or 3 minutes each if you are doing a video or voice note.

For an informal chat about the roles for the Youth Board please email Faye Vogely, Head of Youth Programmes ([fvogely@wildlondon.org.uk](mailto:fvogely@wildlondon.org.uk)).

**Closing date for receipt of applications is 11.59pm on Sunday 4th August**

We will contact all applicants on the outcome of their application. Shortlisted applicants will be expected to be available for an informal Zoom or in-person interview in the week starting **15th August**.

