

Photo: Ben Watkins

Trustee Recruitment Pack

January 2025



Cornwall
Wildlife Trust

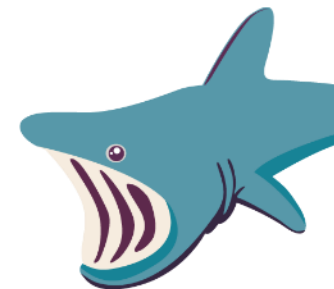
Creating a Cornwall
where nature thrives

Dive into what it means to be a Cornwall Wildlife Trust Trustee in this recruitment pack.

Photo: Paul Naylor

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Introduction

From Oliver Blount, Chair of the Board

Cornwall Wildlife Trust is working towards a wilder future for Cornwall, one that requires ambitious action across land and sea – through managing a network of 59 nature reserves, partnering with farmers and fishers to increase nature-friendly practices, conducting vital research into globally important habitats, mobilising communities to act for nature, and influencing stakeholders whose decisions could positively impact Cornwall's environment.

Our Board of Trustees (consisting of volunteers passionate about nature, with skills and knowledge that benefit the charity) is focused on ensuring that Cornwall Wildlife Trust is in the best possible shape to deliver its ambitious 2030 strategy for nature recovery in Cornwall. Amongst other duties our focus is on ensuring the effective governance, oversight and direction of our charity.

It's a fulfilling role and one I've found provides an opportunity to make a real difference.

In this information pack you will find details of the Trustee vacancies we are looking to fill, the work of our Board, and Cornwall Wildlife Trust's ambitious strategy to dramatically increase the number of people taking action for nature and increase the area of land and sea managed for wildlife.

Thank you for your interest. If you share our vision and have sufficient time to contribute to our work, we'd be delighted to hear from you.



A handwritten signature in black ink, appearing to read 'O Blount'.

Oliver Blount
Chair of the Board



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

Photo: Ben Watkins

Our work

The challenge

The UK is one of the most nature-depleted countries in the world, with the situation in Cornwall no different. For too long, nature has been in decline, but it's not too late to turn things around ...

Our vision

Our vision is of a Cornwall where nature thrives, with our wildlife and wild places valued and enjoyed by all.

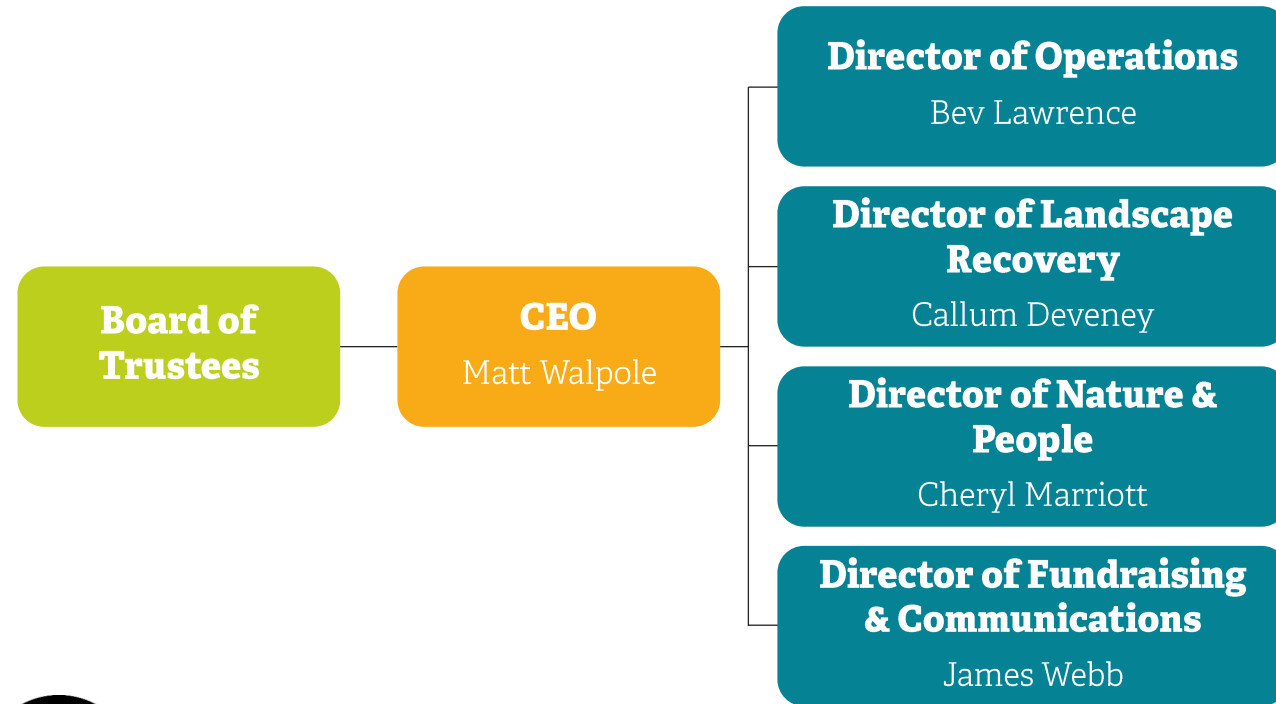
A Cornwall where currently rare and threatened habitats and species are once again a common part of our countryside, seas and skies. Where healthy wetlands, woodlands, moors, grasslands, sand dunes, and other ecosystems are valued for their vital roles. Where every child in Cornwall grows up with access to beaches and green spaces. And where we're all connecting with, benefiting from, and taking action for nature.



How we're run

Cornwall Wildlife Trust is a dynamic and ambitious organisation, supported by a dedicated team of 100 staff, over 11,000 members, and 1,700 volunteers.

We have four key functions each led by a Director that reports to the Chief Executive who is responsible for the operations of the Trust. The Chief Executive reports to the Board of Trustees, which governs the organisation.



The Chief Executive and Senior Leadership Team report to the Trustees and run the day-to-day operations of Cornwall Wildlife Trust with a team of expert conservationists and staff.



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Our strategy

To halt and then reverse nature's decline, we need more space for nature (bigger, better and more joined-up), active nature restoration (not just the protection of what remains), and reduced pressure on nature everywhere (be that from development, pollution, habitat loss, intensive farming and fishing, or climate change). But we can't do this alone.

We will ensure more areas of land and sea are managed well for wildlife, by informing, involving and inspiring more people, from all spheres to take action for nature.

How? Through our four impact objectives ...

1

By **demonstrating** what is possible and **inspiring** others through our conservation delivery on the ground.

2

By **supporting** and **advising** others on how to reduce negative pressures and create positive outcomes for nature.

3

By **engaging** and **mobilising** individuals and groups to use their time and resources to participate in practical action.

4

By **campaigning** and **advocating**, as we use our collective voice to call for better decisions for nature from those in power.



Click the image above to read the full strategy.



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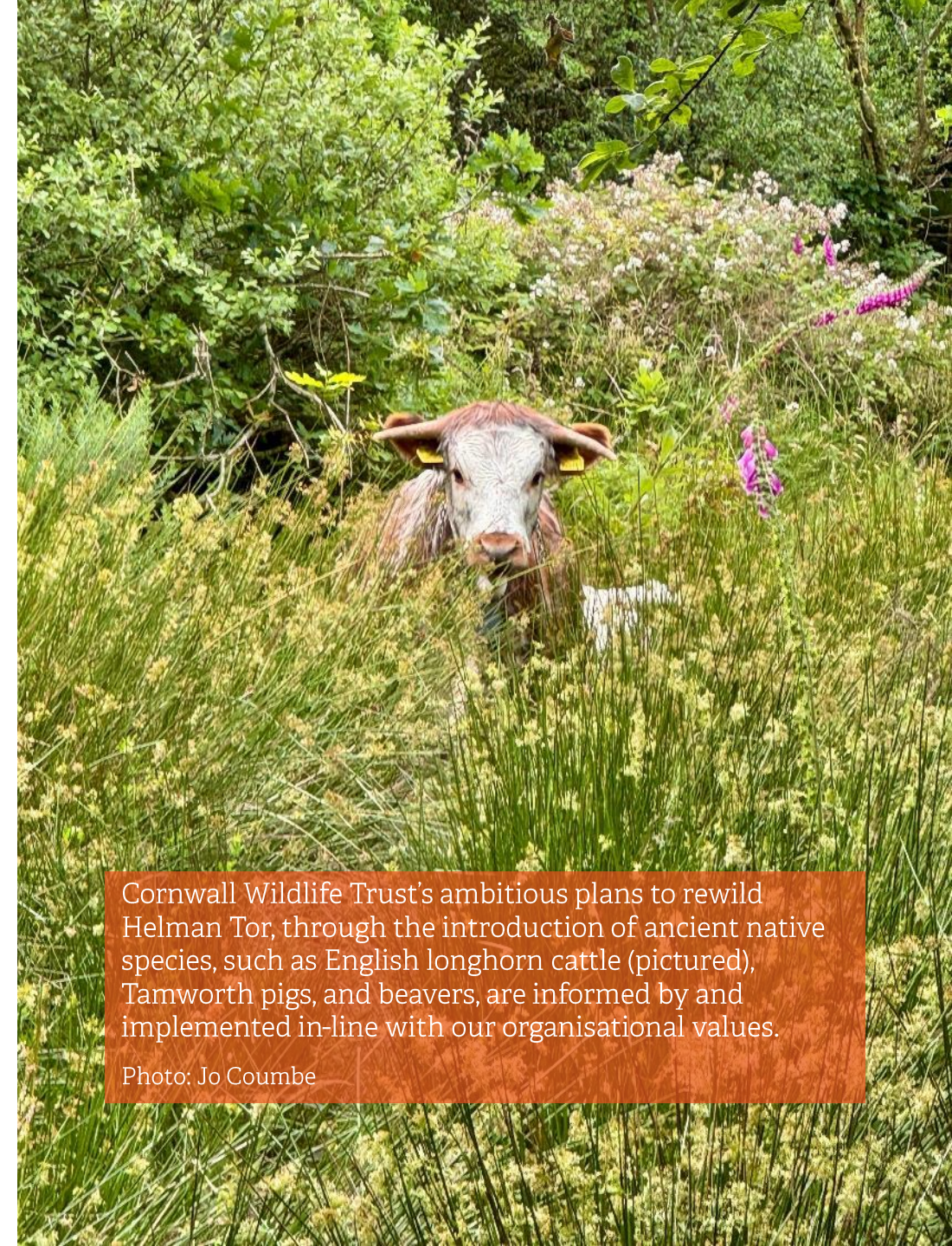
Our values

Everything we do at Cornwall Wildlife Trust is underpinned by our organisational values.

- 1. We are Passionate and Inspiring:** We believe in our vision of a Cornwall where nature thrives and know that what we do matters. We are committed to our work and inspire others to join us.
- 2. We are Knowledgeable and Authentic:** We bring expertise and credibility to our work, ensuring actions and decisions are grounded in integrity, accountability, evidence and practicality.
- 3. We are Inclusive and Enabling:** We know we cannot turn the tide on nature's decline alone, and that everyone has a role to play. We listen to, learn from, collaborate with, involve, educate and empower others to deliver change.
- 4. We are Focused and Impactful:** We are ambitious and determined to deliver impact. We recognise the need to be creative, applying bold new approaches alongside the things we know already work.



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Cornwall Wildlife Trust's ambitious plans to rewild Helman Tor, through the introduction of ancient native species, such as English longhorn cattle (pictured), Tamworth pigs, and beavers, are informed by and implemented in-line with our organisational values.

Photo: Jo Coumbe

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 the 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 were key in securing 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 8,000 acres of farmland improved for wildlife in 2023-24.
- More than 17,000 members, without whom none of this work would be possible.



Click the image above to find out more about our work from our 2023-24 Impact Review. You can also watch [this short video](#).



Our Board

Cornwall Wildlife Trust's Board consists of a small group of dedicated volunteers responsible for the oversight and direction of the charity. It includes people with a range of skills and interests including conservation, business and finance, marketing and fundraising, and governance and compliance.

We seek to maintain diverse skills, ages, abilities and backgrounds on our Board, and recruit new members to both supplement existing and introduce new skills and experience. Membership of the Trust is a requirement for all candidates (those wanting to help us protect and restore nature in Cornwall can [join here](#)).

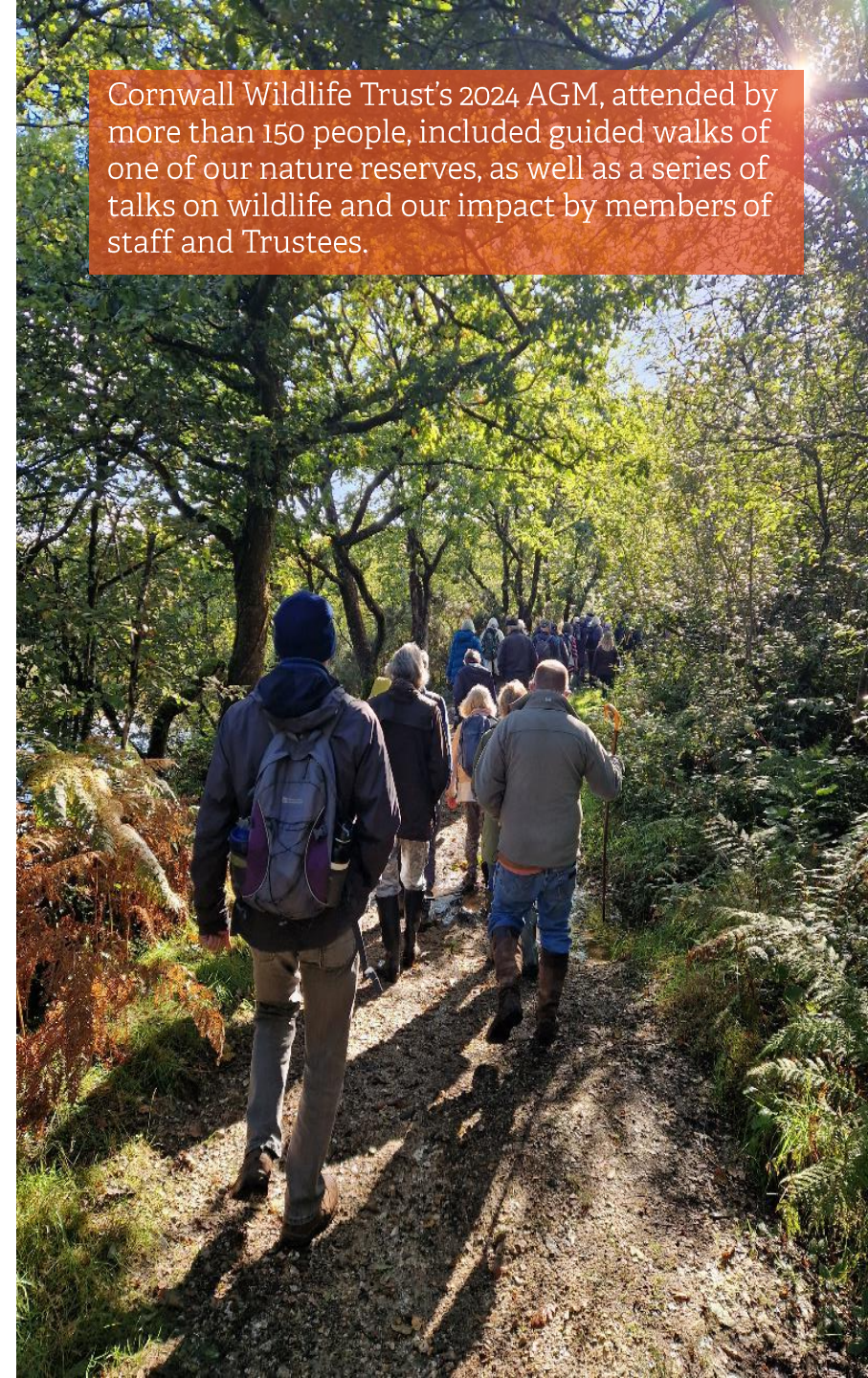
We are looking for up to three new trustees with skills, knowledge and senior level experience in one or more of the following areas:

- Conservation and environmental land management, particularly in relation to practical conservation activities and the engagement of diverse stakeholders in the delivery of nature recovery.
- Leadership and management involving responsibilities in areas such as financial control, governance and compliance, and advocacy and representation in either the private, public or not-for-profit sectors.
- Commercial/business sector development and income generation.



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Cornwall Wildlife Trust's 2024 AGM, attended by more than 150 people, included guided walks of one of our nature reserves, as well as a series of talks on wildlife and our impact by members of staff and Trustees.



Person specification

In addition to a proven track record of achievement in the areas outlined we will be looking for candidates who demonstrate:

- A genuine passion and commitment to our charity, its strategic objectives and cause.
- The ability to both work collaboratively and question and challenge constructively.
- The ability 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 dependent 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.



"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 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

Trustee responsibilities

- Ensuring Cornwall Wildlife 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.
- Ensuring that proper and formal arrangements for the appointment, supervision, support, appraisal and remuneration of the Chief Executive.

Additionally, members of the Board may be asked to help organise Cornwall Wildlife Trust's AGM, where the charity reports to its members on its current financial status and progress towards achieving its objectives.

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.

You can read more about the role and responsibilities of a charity trustee [here](#).



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FAQs

How many Trustees are on the Board?

There may be up to 15 Trustees of Cornwall Wildlife Trust.

How are Trustees appointed?

Trustees are recruited by the Board in open competition, according to the skills requirements identified and to ensure an effective number of Trustees is maintained.

Trustees are nominated by the Board for appointment by our membership at the AGM of the Trust each autumn. However, trustees can join the Board before a nomination is considered at the AGM via a co-option process.

How long do Trustees serve?

Trustees can serve a maximum of 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.

How often does the Board meet?

The Board meets formally four times a year. The majority of meetings are held in-person at Cornwall Wildlife Trust's HQ in Allet, near Truro. On-line participation via Teams may be made available when in-person attendance is not possible.

Are there specific roles within the Board?

Yes, the Board includes a Chair, a Secretary and a Treasurer (all currently appointed from within the Board). Some Trustees also serve as Chairs of sub-committees (see below).

What are the Board sub-committees?

There are currently two Board sub-committees which Trustees will be invited to join according to their skills and interests. These are: Finance and Resources; and Conservation and Engagement. At present, each sub-committee is scheduled to meet four times a year.

Does the Board get involved with the operation and management of the charity?

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



How to apply

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

Following this a CV and Covering letter supporting your application should be sent to recruitment@cornwallwildlifetrust.org.uk

Application deadline is midnight on **Friday 28th February 2025**.

Short-listed candidates will be invited for interview. Interviews will be held in March and in person at our HQ, Five Acres, Allet, Truro, Cornwall, TR4 9DJ.

Thank you for your interest.



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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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Photo: Ben Watkins