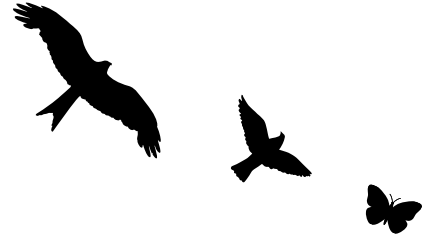




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Radnorshire
Wildlife Trust

Trustee Recruitment Pack



Protecting Radnorshire's Wildlife for the Future

A message from Bill Stow, Acting Chair



Thank you for your interest in becoming a trustee of Radnorshire Wildlife Trust. We have a lot going on at the moment so it's an exciting and challenging time to get involved.

As the smallest Wildlife Trust on the UK mainland, we are punching above our weight. Our strength lies in our skilled team of dedicated staff, our committed trustees, our hardworking volunteers and our faithful members. With their support we have gained an excellent reputation for wildlife conservation stretching back over more than three decades. But there is much more to do, and to give nature the very best chance, we are keen to recruit new trustees with a range of new skills who can help us to move forward. Here are just a few of the things that we have been doing:

- In October 2021, we bought a new farm, Pentwyn, near Llanbister. Our 8 Belted Galloway cattle are now grazing there, wearing their GPS collars and helping us to farm it for nature. Much more is planned, and trustees will play an important role in its development. A range of stakeholders and decision makers are already starting to take notice and visit Pentwyn, and we hope that our efforts will result in a site which demonstrates to Wales and the UK how nature friendly farming can become the norm.
- Our work to highlight the catastrophic decline in the water quality of our rivers has made a huge impact at local, regional and national level.
- In the past 12 months we have devised a new strategy for the Trust and undergone an external governance review. This was challenging work, but we believe we now have the tools to take the Trust forward with confidence.

There is no time to lose if we are to bring nature back from the brink. We need new trustees of all backgrounds, ages and stages with the determination and commitment to help us drive forward nature's recovery.



Protecting Radnorshire's Wildlife for the Future

About Radnorshire Wildlife Trust



Radnorshire Wildlife Trust (RWT) is a charity that exists to protect and enhance Radnorshire's wildlife and natural environment. We rely on the invaluable support of our members, volunteers and trustees. We also work with other landowners and organisations to protect and connect wildlife sites across the county and inspire local communities and young people where they live.

We currently have: 20 staff | 19 nature reserves | 2 Offices | Nearly 200 volunteers

RWT strives to build and maintain a high profile in Powys and beyond, engaging with decision makers and a range of external organisations. We are in a healthy financial position, with an income of £0.8M in 2021. We have a membership of over 1,000 and growing, with nearly 7,000 social media supporters. Our headquarters are at Warwick House in Llandrindod Wells, and Gilfach Nature Reserve is our flagship reserve situated just outside Rhayader, where we base our nature reserves operations and stage a range of events such as guided walks and species ID training.

We value diversity and are committed to fostering an inclusive culture which values individual differences and where everyone is able to be themselves and to reach their full potential. We want our people to flourish, just like nature!

Our Vision

RWT's work and influence is increasing the abundance and diversity of wildlife, inspiring people to take action for nature and helping to reduce the impact of climate change.

Three Strategic Goals

Our three strategic goals set out what we believe needs to happen by 2030 to ensure we achieve our vision. Our goals are separate but interdependent and equally important.

Goal 1: Nature is in Recovery

Goal 2: People in Radnorshire are doing all they can to support and increase the wildlife around them and to help reduce the impact of climate change.

Goal 3: By 2030 RWT is a net zero organisation and is leading the way in identifying and using nature-based solutions. Radnorshire Wildlife Trust is at the forefront of efforts to combat climate change in Radnorshire. We are adapting to its effects and showcasing nature-based solutions, to the benefit of wildlife and people



Protecting Radnorshire's Wildlife for the Future

Role Description: Chair



This is a rewarding role suited to someone who is comfortable with complex relationships and can communicate well and motivate people at all levels. A key part of the role is line management of the CEO. Experience of conservation is not essential though a commitment to wildlife is. As important is an understanding of governance (or a willingness to learn), an ability to see the big strategic picture and to harness the skills of a varied and talented group of Trustees. The Chair is also a Trustee of RWT. Details of the Trustee role are included in this pack.

The role of the Chair includes:

- Chairing the Council of Trustees which meets at least six times a year.
- Leading the Council in fulfilling its responsibilities for the governance of the organisation by ensuring that it acts in accordance with its constitution and all relevant legislation.
- Line managing the CEO, working in partnership with him/her to achieve the vision and strategy of the Trust.
- Fostering excellent relations between the Trustees and the CEO, staff, volunteers and members.
- With the CEO, taking a leadership role in promoting RWT, representing the organisation effectively to external partners, including the wider Wildlife Trust movement.

Priorities for Chair during tenure:

- Leading the Trust in delivering its new Vision and Strategy
- Ensuring the long-term financial sustainability of the Trust
- Implementing the results of the recent governance review
- Working with the CEO to support and develop our young and enthusiastic team, and to ensure we are a truly inclusive organisation



Person Specification: Chair



You will need:

A strong commitment to wildlife conservation and the Vision of the Trust

An understanding of the importance of governance, or willingness to learn



Professional and/or life skills gained, for example, whilst working in another charity, the public sector or business

An ability to think clearly, logically and strategically and to form judgements independently and without unnecessary delay

An ability to lead and motivate people and to build trusting relationships

An ability to get on well with people, to listen and to build consensus through lively discussions on the best way forward for wildlife and RWT

Highly effective communication skills , both oral and written

A working understanding of the requirements of effective performance and financial management

Desirable experience:

Previous experience in chairmanship roles and in the charity sector would be helpful but not essential. Line management experience at a senior level would be valuable.

Training:

You will be expected to take advantage of the induction, early mentoring and regular training provided through the Trust and calling on the very knowledgeable and helpful wider network of the Wildlife Trust movement.

Application deadline: 1st of March 2023



Protecting Radnorshire's Wildlife for the Future

Role Description: Trustee



Our trustees are a group of volunteers who hold the financial and legal responsibility for everything the Trust does. They bring a wide range of knowledge, expertise and experience to the charity and are responsible for approving our strategic plans, annual budget and Annual Report & Accounts.

The role of trustees includes:

- Ensuring that the organisation pursues its stated objects (purposes), as defined in its governing document, by developing and agreeing a long-term strategy.
- Ensuring that the organisation complies with its governing document, as well as charity law, Charity Commission guidance, company law and any other relevant legislation or regulations.
- Ensuring that the organisation applies its resources exclusively in pursuance of its charitable objects for the benefit of the public.
- Ensuring that the organisation defines its goals and evaluates performance against agreed targets
- Being aware of the Trust's safeguarding responsibilities and to ensure these are given appropriate priority
- Ensuring the effective and efficient administration of the organisation, including having appropriate policies and procedures in place
- Ensuring the financial stability of the organisation and managing the property of the charity and ensuring the proper investment of the charity's funds
- Promoting and supporting inclusive leadership amongst trustees as part of the RWT Equality, Diversity and Inclusion strategy.
- Complying with the legal duties of a trustee as laid out by the Charity Commission.



Person Specification: Trustee



You Will Need:

A commitment to the organisation

A willingness to devote the necessary time and effort

Strategic vision

An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship

Good, independent judgement

An ability to think creatively

A willingness to speak your mind

An ability to work effectively as a member of a team

A commitment to the seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

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.

Training:

You will be expected to take advantage of the induction, early mentoring and regular training provided through the Trust and calling on the very knowledgeable and helpful wider network of the Wildlife Trust movement.



How to Apply



If you think you have the necessary experience and skills for one of these roles please contact the Acting Chair of Radnorshire Wildlife Trust, Bill Stow for an initial conversation.

Telephone: 079645 23632

Email: bill@rstow.co.uk

Otherwise please send your Letter of Application and CV to:

Bill, c/o Radnorshire Wildlife Trust, Warwick House, High Street, Llandrindod Wells LD1 6AG.

Please mark the envelope "Chair Application" Shortlisted applicants will be invited to interview at our office in Llandrindod Wells or at Gilfach Nature Reserve.



Application Deadline: 1st of March 2023



Protecting Radnorshire's Wildlife for the Future