

# Trustee Recruitment Pack

Wiltshire Wildlife Trust











# Welcome

Dear Prospective Trustee,

Thank you for your interest in becoming a Trustee of Wiltshire Wildlife Trust. You are joining us at a pivotal moment.

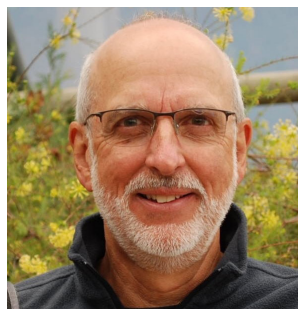
Nature is in crisis — and yet hope is not lost. With over 60 years of conservation experience, Wiltshire Wildlife Trust is leading efforts locally to reverse biodiversity loss, tackle climate change, and reconnect people with the natural world. We are looking for new Trustees who share our belief that a wilder Wiltshire and Swindon is not only possible but essential.

Whether you are an experienced board member or seeking your first Trustee role, we welcome diverse voices and perspectives to help us shape a thriving future for both wildlife and people.

Warm regards,

**Phil**

Phil Heads, Chair of Trustees  
Wiltshire Wildlife Trust





# Who We Are

Wiltshire Wildlife Trust was founded in 1962 and is today the leading charity in Wiltshire and Swindon working to achieve nature's recovery and a sustainable future for wildlife and people.

**We employ over 140 staff** and are supported by more than 1,500 volunteers and 18,000 members.

**We manage 44 nature reserves** across Wiltshire and Swindon, including wetland, woodland, meadow and chalk downland habitats.

**We have two Nature Centres** with cafés, where people can come and experience spectacular wildlife views whilst enjoying locally-sourced food and drink.

**We also have two Care Farms**, helping children with additional needs through therapeutic nature-based activities.

**Our farming enterprise** keeps our grasslands healthy and species-rich through grazing.

**We have over £15 million of assets** and annual income of around £7 million.

**We are part of The Wildlife Trusts**, a Federation of 46 local independent charities working across the UK to create a wilder future.







# Our Area

Wiltshire Wildlife Trust's work covers the unitary authority boundaries of Swindon and Wiltshire.

**Two thirds of Wiltshire lies on chalk.** Wiltshire has half the UK's surviving species-rich chalk grassland, some 18,000 hectares, helping to make it one of the best places in the UK for butterflies. The Wiltshire and Hampshire Avon, with its sparkling chalk-stream headwaters, is one of the most biodiverse river systems in the UK. Wiltshire Wildlife Trust is a founder member of the Wiltshire Chalk Partnership, which aims to create at least 2000 hectares of new habitat to connect and enhance Wiltshire's ecologically and culturally significant chalk landscape.

**Wiltshire is also rich in ancient woodland,** including one of our newest acquisitions, Great Wood in the Braydon Forest.

**Wiltshire is a farming county:** 80% of the land is farmed, with significant opportunities for farmers and landowners to lead nature's recovery at scale. There is an active network of farmer clusters across the county, keen to explore the opportunities for nature-friendly farming.

**Swindon is the fastest growing city in Europe,** with a diverse population. Wiltshire is also home to some fast-growing market towns such as Chippenham, Trowbridge and Melksham, making it vital that new housing developments achieve a net gain in biodiversity and that green infrastructure is created to ensure everyone is within 15 minutes' walk of natural greenspace.



# A Wilder Wiltshire: Our Strategy to 2030

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**Our Vision** is a future where wildlife and people flourish in harmony.

**Our Purpose** is providing leadership and driving nature's recovery. We are committed to connecting all generations with nature and empowering them to take meaningful action for nature and the climate.

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We face an ecological and climate emergency and an epidemic of mental ill-health. We want to see the abundance of nature restored and experienced by people in ways that enhance their lives and wellbeing. We want to ensure every person can build a lasting connection with nature.

By 2030, we will turn the corner on nature's longstanding decline and lay strong foundations for our vision for 2050, in which nature has been restored at scale to enrich everyone's daily lives.

By 2050, Wiltshire's soundscape in spring and summer will be alive with the calls of farmland birds and the hum of insects, signaling that nature's abundance has been restored across the county. Nature-friendly farming will be the norm in Wiltshire's farmed landscape, balancing the needs of climate-resilient food production and nature's recovery, whilst supporting the livelihoods and wellbeing of Wiltshire's farming communities.

Wiltshire's internationally important chalk streams will have the protection they deserve, and restoration and connection of our precious chalk downland, floodplain meadows and ancient woodland will be happening at scale.

Everyone, everywhere in Wiltshire and Swindon will be able to connect with nature in their daily lives, supporting their mental health and wellbeing and securing a strong mandate for nature's sustained recovery.



# Our Goals

## Goal 1

### Nature's Recovery

By 2030, nature will be in recovery in Wiltshire and Swindon. To achieve this, we need to ensure:

**Target 1.1** 30% of land is in positive management for nature.

**Target 1.2** Species abundance and diversity are increasing.

**Target 1.3** Natural processes are being restored.

**Target 1.4** Nature-based solutions are being used to address the climate and water emergencies.

## Goal 2

### Connecting People with Nature

By 2030, people will be taking action for nature and benefitting from nature in their lives. To achieve this, we need to ensure:

**Target 2.1** One in four people are taking meaningful action to drive nature's recovery locally and nationally.

**Target 2.2** The health and wellbeing of people is improved through their engagement in and with nature.

**Target 2.3** All children and young people have the opportunity to nurture a lasting interest in nature.

**Target 2.4** Nature and climate are at the heart of decision-making locally and nationally.

To read our strategy in full, visit: [www.wiltshirewildlife.org/strategy](http://www.wiltshirewildlife.org/strategy)



"I greatly enjoy my role as a Trustee of the Wiltshire Wildlife Trust. It is fascinating to see the range of the work the Trust does, meet the dedicated staff and work with the other Trustees who come from a range of backgrounds. It is a privilege to play a small part in helping the Trust work to achieve nature's recovery and connect people with nature in Wiltshire and Swindon. This is such important work."

**Tim Gilson, Trustee**





# Why Become a Trustee?

Trustees play a vital role in setting our strategy, ensuring strong governance, and championing our mission.

By becoming a Trustee, you will:

- Contribute to the recovery of nature in Wiltshire and Swindon
- Help to connect people with nature
- Join a passionate and skilled leadership team
- Develop your strategic, governance, and leadership experience
- Gain personal and professional fulfilment

We are committed to ensuring our Board reflects the diversity of the communities we serve to ensure we make informed and inclusive decisions. We especially encourage applications from underrepresented groups and all life and career stages.

## Role Description

As a Trustee, you will:

- Ensure WWT pursues its charitable objectives effectively and legally
- Contribute to strategic planning and decision-making
- Uphold the Trust's values and safeguard its assets
- Support, challenge and hold to account the Chief Executive and senior staff
- Promote and represent WWT externally

This is a voluntary position and all reasonable expenses will be reimbursed.

To find out more about being a charity trustee, visit [www.gov.uk/government/publications/the-essential-trustee-what-you-need-to-know-cc3](https://www.gov.uk/government/publications/the-essential-trustee-what-you-need-to-know-cc3)

## Commitments and Term

**Council meetings:** 4 per year (mix of in-person and online)

**Committee Meetings:** 4 per year (mix of in-person and online)

*Council and Committee meetings are currently held at our office in central Devizes during office hours and are 2-3 hours in duration*

**Events and visits:** Encouraged e.g. annual AGM, reserve visits, community events

**Term:** Three years, renewable up to a maximum of six years



# Who We're Looking For

We are particularly looking for trustees who will broaden the range of backgrounds and experience represented by our current Council. You do not need to have previous experience of sitting on a Board, or a university degree, or to have reached any particular stage in your career. Of greater importance is a keen interest in the work of the Wildlife Trusts, and an understanding of the communities of Wiltshire and Swindon.

## We are looking for people who:

- Are committed to our mission and values
- Think strategically and independently
- Are collaborative, inquisitive and solution-focused
- Can devote time (approximately 12 days per year, consisting of part day meetings and preparation time) to Trustee duties

## Experience in these areas is welcome but not essential:

- Lived experience as an active member of WWT or other community or environmental cause
- Service provision, particularly CRM systems, finance systems, property and estate management
- Equality Diversity and Inclusion (EDI) expertise
- Volunteer management and development
- Income generation, in particular fundraising
- Brand and external relations
- Charity leadership

"Being a Trustee of WWT is very rewarding. It gives me the opportunity to develop my interest in nature and wildlife, whilst at the same time allowing me to contribute to the development of the Trust by using my skills and expertise."

**Mel Henry, Trustee**





# Support and Inclusion

We are an equal opportunities organisation and are committed to removing barriers that might prevent people from applying. If you have any access needs, please let us know - we are happy to accommodate.

New trustees will receive an induction from our Governance Officer, and from The Wildlife Trusts, in addition to the allocation of a "buddy" in the form of a longer standing member of the Council.

## How to apply

If you would like to help lead Wiltshire's nature recovery, we would love to hear from you!

To arrange an informal chat about the role, please contact Bethan Parry on 07873 777083 or [bethanp@wiltshirewildlife.org](mailto:bethanp@wiltshirewildlife.org).

When you are ready to apply, please send the following to [bethanp@wiltshirewildlife.org](mailto:bethanp@wiltshirewildlife.org)

- A CV or summary of your experience
- A covering letter (or short video/audio) outlining:
  - Why you are interested in the role
  - What you would bring to the board
  - Any relevant skills, lived experience or background

## What happens next

All applications are considered by our nominations panel and successful candidates invited to an interview.

We will share interview questions and discussion topics in advance.

The nominations panel recommends new trustees to be co-opted to the Board when a space becomes available. Trustees are then formally elected at the Annual AGM.





**Wiltshire Wildlife Trust**

Elm Tree Court, Long Street, Devizes, SN10 1NJ  
Registered Company Number: 730536  
Registered Charity Number: 266202

