



**Leicestershire
& Rutland**
Wildlife Trust



Trustee Recruitment Pack

Leicestershire and Rutland Wildlife Trust

Message from the Chair

Thank you for your interest in a Trustee position with Leicestershire and Rutland Wildlife Trust.

Nature supports all of us on this planet, from the food we eat and the environment we live in, to our personal health and well-being. Yet nature is under threat everywhere, through the twin crises of climate change and biodiversity loss.

But nature *can* recover if given the chance, and this is what we at the Trust are working to achieve.

The Trust has now been active in the two counties for 70 years, defending and supporting nature and wildlife. We do this in many ways; through our nature reserves and our work with other landowners, in our engagement with local communities, and in speaking up for nature at local and national level. Our 2030 Strategy – ‘Bringing Nature Back’ – gave fresh impetus to our mission at such a crucial time for the planet.

We are looking for people to join our governing body, the Trustee Council. Those individuals need to be passionate about the wildlife of Leicestershire and Rutland, and feel they want to make a difference.

You don't need to have prior experience

of being a Trustee or understand all the formalities and requirements involved in the role right now. We can offer you a full induction, mentoring, training, and expenses where appropriate.

In exchange you would use your skills, background and experience to help our work, offer new ideas, commit time to attend meetings, and be willing to learn more about being a Trustee and the work of the Leicestershire and Rutland Wildlife Trust.

This application pack tells you more about the Trust, the opportunity on offer, and the process of applying to be a new Trustee on our Council.

Being a Trustee is a serious commitment for anyone. But it is also an extremely rewarding experience, both in working for nature as part of a team, and in developing new skills as an individual. We look forward to hearing from you!



Ann Tomlinson
*Chair, Council of Trustees,
Leicestershire and
Rutland Wildlife Trust*

Where we've come from

For 70 years, Leicestershire and Rutland Wildlife Trust has been working to protect the wildlife and wild places of Leicestershire and Rutland.

We currently manage 38 nature reserves covering 1,290 hectares (3,187 acres) including 19 Sites of Special Scientific Interest (SSSI), two National Nature Reserves and a Special Protection Area. We also work with landowners, farmers, and other stakeholders and partners, encouraging land management aimed at enhancing and improving biodiversity across the two counties, and especially in our six Living Landscape areas.

We are supported by a team of 35 staff, more than 700 volunteers, and over 19,000 members.

Although a locally-based charity, we are part of a national movement of 46 Wildlife Trusts, all with a shared purpose. Each Wildlife Trust is an independent charity formed by

people getting together to make a positive difference for wildlife, climate and future generations. We believe everyone, everywhere, should have access to nature and the joy and health benefits it brings. Across our national network we care for 2,600 diverse and beautiful nature reserves and we also work with others to manage their land for nature.

As members of the influential network of Wildlife Trusts, we are part of a collective covering the whole of the UK with 944,000 members, 33,000 volunteers, 4,100 staff and 600 trustees, all working together through a central unit, the Royal Society of Wildlife Trusts ('The Wildlife Trusts'). Together we are on a mission to restore the UK's land and seas for nature and to increase people's involvement with and experience of the natural environment.



LUKE MASSEY/2020 VISION

Where we're going

We're working towards making Leicestershire and Rutland counties where nature thrives, with wildlife and wild places cared for and enjoyed by all.

Species which are currently rare and threatened will once again be an everyday part of our countryside. Children will grow up surrounded

by wildlife. Urban or rural, people will have more access to nature, and people and communities across our two counties will be connecting with and taking action for nature – benefiting our health and wellbeing.

Our 2030 Strategy

For too long, nature in Leicestershire and Rutland 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 other landowners 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 around which Leicestershire and Rutland Wildlife Trust's 2030 Strategy is shaped.

[Our website](#) provides more detail on the range of work the Trust is engaged in, its resources, and its management, including details of our 2030 Strategy.

DAVID TIPLING/2020VISION



The Council of Trustees and its role in governance

Leicestershire and Rutland Wildlife Trust is led by its Council of Trustees. The Trustees are dedicated volunteers from across a broad spectrum of our community, all of whom have the desire to protect our local wildlife and wild spaces.

Trustees on the Council are also by definition directors of the Trust under Company Law.

The Council of Trustees has the responsibility of ensuring delivery of the Trust's charitable

objects: that is, what the charity has been established to achieve. The Council sets the strategic direction of travel, and maintains an overview of, as well as contributing to, the Trust's effectiveness in that delivery.

Trustees are required to bring to the Council their own personal expertise, experience, and skills. This, together with their commitment to their Trustee role, enables the Trust to operate efficiently and to meet its charitable and legal obligations.



The Opportunity

The Trust seeks to maintain a diversity of skills, ages, abilities and backgrounds on its Council. We are currently seeking to augment both the skills represented on our Council and the number of Trustees in place.

We welcome applications from anyone who is passionate about nature's recovery and believes they can contribute to the effective management of the Trust.

In this round of recruitment, we are interested to hear in particular from applicants who have skills, knowledge and experience in one or more of the following areas:

- Human resources
- Supporter recruitment
- Green finance
- Advocacy.



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 Officer.

In addition, each Trustee should use any specific skills, knowledge or experience they have to help the Council of Trustees reach sound decisions.

The above responsibilities will involve a number of tasks for Trustees, such as: scrutiny of Council papers; leading or participating in discussions; ensuring focus on key issues; providing advice and guidance on new initiatives; or other issues in which a Trustee may have expertise or experience.



Why I became a Trustee

Gemma Harper

“I wanted to be an active part of my local community and to give back to the natural environment that sustains us all. Being a trustee is a very fulfilling experience – from providing scrutiny, support and challenge to the Executive at Council meetings, to facilitating stakeholder engagement, advising on learning and development, and participating in the Nature for Everyone committee. If you love nature, are motivated by charitable service and want more wildlife, wild places and people having a strong connection to nature, this could be the perfect role for you.”



Taras Bains

“After spending a few years supporting the Trust’s education activities, I wanted to contribute to the work of the Trust and wider nature recovery across our two counties on the more strategic level. Since joining as a trustee, I have been able to get stuck in right from the start, shaping the continued development of our work, including chairing our new Nature for Everyone committee. Everyone has important perspectives to contribute, whatever your background or experience, so I encourage anyone who is passionate about ensuring a brighter, greener and more wildlife-rich future to apply!”



Person specification

- A commitment to the work of the Leicestershire and Rutland Wildlife Trust
- A willingness to devote the necessary time and effort to all aspects of the Council’s work. Commitment of time may be dependent on ongoing workload (see following page)
- 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.

How does the Council work?

The Council meets formally four times a year to consider the Trust's progress to date and current issues of note. As required by law the Council also holds an Annual General Meeting (AGM) where it reports to the Membership on the Trust's financial position, and its progress over the year towards achieving its objectives.

The Council of Trustees appoints, from within itself, its Honorary Officers: namely, the Chair, Vice-Chairs, Treasurer and Secretary.

A Trustee gives their time and involvement on a voluntary basis. They will be expected to attend the Council's four meetings each year, as well as the AGM and any additional meetings that might be required periodically on specific topics (including sub-committees where relevant). They will be expected to be able to give adequate time to prepare for these meetings by reading the papers provided, so they can participate fully in discussions. They may be asked to represent the Council at certain events and external meetings.

Trustees are also encouraged to step forward where possible to take on specific governance responsibilities, and generally to participate in the life and activities of the Trust.

The effectiveness of the Council and its governance of the Trust is subject to regular review by the 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.

Useful links:

[Charity Commission - 'What's involved'](#)

[Charity Commission - 'The essential trustee: What you need to know and what you need to do'](#)

[Charity Commission - The Governance Jigsaw](#)

[Charity trustee welcome pack - GOV.UK](#)

[LRWT governance details](#)





How is a Trustee appointed and for how long?

There may be up to 21 Trustees of Leicestershire and Rutland Wildlife Trust. Individuals are recruited according to their personal and professional skills, and to ensure an effective number of Trustees is maintained.

Trustees are nominated by the Council for appointment by the Membership at the Annual General Meeting of the Trust held each November. Trustees are appointed for a term of three years, up to a total of three consecutive terms. At the end of

each term, an eligible Trustee will decide whether to stand for re-election at the AGM. A Trustee can however resign from the Council at any time.

Where individuals are identified as fitting the role of Trustee, the Council can also co-opt them at any point in the year. That co-option lasts until the following AGM when that Trustee would need to stand for election by the Membership in order to continue in the role



The Trustee recruitment process

The application window for this round of recruitment closes at midnight on 27th March 2026.

Thereafter the process will involve the following steps:

- Individual telephone/video call with the Chair – April 2026
- Review of applications by Selection Panel – April/May 2026

- In-person interviews of shortlisted candidates – Thursday 21st May and Friday 22nd May 2026 (interviewees can attend on either date)
- Selection presented to the Trust Council at its meeting on 22nd June 2026, where successful candidates will be co-opted onto the governing body.

To apply

Please send your CV and a covering letter, explaining why you want to be a Trustee and why you think you would be suitable for the role at the Trust, to:

info@lrwt.org.uk

Please state '**Trustee Recruitment**' in the subject line of your email.

Application deadline is midnight on **27th March 2026**.

If you have any additional queries before you make an application, please email us on the above address. However we do urge you to read this Application Pack and suggested additional publications/documents carefully to ensure your query is not already answered.

Applicants who are subsequently invited to attend an in-person interview with the Selection Panel will need to be available on either 21st or 22nd May 2026.

Interviews will be held at our Volunteer Training Centre, Rutland Water Nature Reserve, Hambleton Road, Oakham (candidates will be provided with full joining instructions and address prior to the date).





**Leicestershire
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*Thank you for your interest in becoming a Trustee
with Leicestershire and Rutland Wildlife Trust!*



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