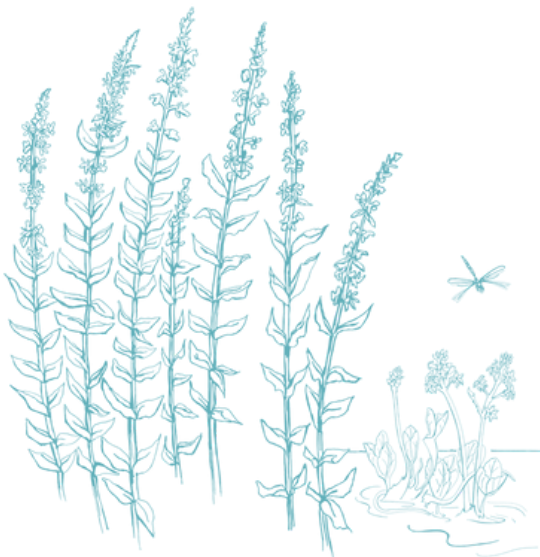
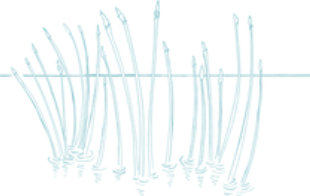




Trustee recruitment pack



www.freshwaterhabitats.org.uk



About Freshwater Habitats Trust

Freshwater Habitats Trust (FHT) is the UK's leading charity for all freshwaters. We've been creating, restoring and protecting high quality habitats for freshwater wildlife for more than 30 years. Through conducting scientific research, carrying out practical conservation work and influencing policy, we're dedicated to reversing the long decline in freshwater biodiversity.

Our aim is to reverse the decline in freshwater biodiversity. We work to achieve this through practical conservation, scientific research, community engagement and by influencing policy. As an evidence-based organisation, we target our practical delivery work where it will make a real difference. We have projects in many parts of the UK, focusing on restoring and protecting high quality habitats for freshwater wildlife.

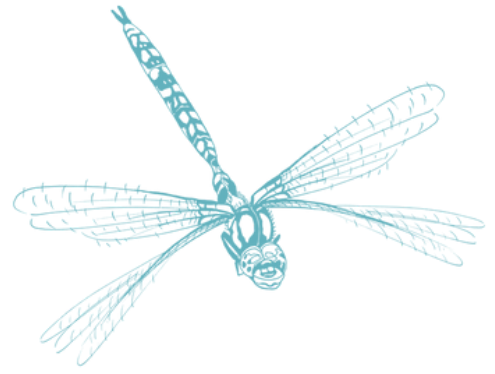
Life in freshwaters is under severe threat. Globally, these habitats and the species they support are among the most vulnerable parts of the natural world and there is clear evidence of the need for new measures to protect freshwater biodiversity. That's why we're building the Freshwater Network which underpins our 2021 - 2035 Strategy. You can read more here:

<https://freshwaterhabitats.org.uk/freshwater-network/>

FHT wants to use its experience to increase its impact substantially over the next period. We have been rapidly building the team over the past three years to strengthen our capacity for existing programmes and to go to a greater scale in our delivery. To significantly increase our impact in a short timeframe, we want to work in partnership with other organisations and develop our ambitious plans. Developing our Trustee Board is a key stage in this scaling of FHT.



We deliver our work through:



Conservation and Practical Delivery

As an organisation that is grounded in science, our work is based on the latest evidence. That means we restore, create and protect habitats where we know we can achieve the biggest gains for biodiversity.

We work in partnership with other NGOs, Government bodies, landowners and businesses to extend our reach and bring together the skills and expertise needed for high quality conservation work.





Policy

We're focused on affecting change – and often the biggest impact can be achieved through scientific research that influences policy and legislation. In our policy work we target our activities on the issues where we can make the biggest difference for freshwater wildlife.

The freshwater industry is massive and complicated – and it affects everyone. It's difficult to make effective change, so we focus our efforts on work to protect freshwater biodiversity and work with many different partners to achieve this. We work with other NGOs, with the water industry and with government agencies to help develop new policies that will lead to more effective protection of freshwater biodiversity.





Research and monitoring

As an evidence-based wildlife conservation charity, it's essential that we generate new knowledge about freshwater habitats and the species they support. Our programme of research and monitoring activity ensures that our practical conservation work is based on science.





Projects

We have many projects across England and Wales. With partners and volunteers, we're discovering more about freshwater biodiversity and water quality and working to create, restore and protect high quality habitats for wildlife. Here are a couple of examples:

Through Blue Horizons, Freshwater Habitats Trust is improving the running and standing water network in the New Forest - an internationally significant landscape for freshwater biodiversity.

North Bucks Freshwater Resilience Project is a catchment project across North Buckinghamshire delivering biodiversity net gain through wetland habitat creation, combined with flood risk reduction through the implementation of Natural Flood Management (NFM) measures.

All our projects are featured on our website: www.freshwaterhabitats.org.uk/projects



About the role

At this stage in the organisation's development, we want to enhance the current Board and bring a range of backgrounds and experiences reflective of the people we currently serve and those would like to be serving in the future.

We particularly welcome new trustees who bring skills and experience in any of the following areas:

- Communications
- Policy and Parliamentary influence
- Human Resources

Though please do not be put off from applying if you do not have any of these skills or if you have never been a Trustee before. The most important qualities for our Trustees are enthusiasm, engagement and a desire to get involved and make a contribution to FHT. If you don't have experience serving on a board, we can support you through peer mentoring with an experienced Trustee and training with [Getting on Board](#).



About the Board of Trustees

The Board culture is friendly and lively, with an openness to creative ideas and input. There is a focus on core mission and values to inform decision making processes. The meetings will be focused, effective and inspiring, and led in line with FHT's overarching aim to reverse the decline in freshwater biodiversity. The Board values diversity and welcomes applicants from a range of backgrounds.

The statutory duties of a Trustee are as follows:

- 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 (ie its trust deed, constitution or memorandum and articles of association), charity law, company law and any other relevant legislation or regulations.
- Ensuring that the organisation applies its resources exclusively in pursuance of its charitable objects (ie the charity must not spend money on activities that are not included in its own objects, however worthwhile or charitable those activities are) for the benefit of the public.
- 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 and efficient administration of the organisation, including having appropriate policies and procedures in place.
- 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 CEO.

In addition to the above statutory duties, 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.



Person specification

You will need:

- A commitment to the organisation and a genuine interest in freshwater conservation.
- A willingness to devote the necessary time and effort.
- Strategic vision.
- Good, independent judgement.
- An ability to think creatively.
- A willingness to offer constructive challenge.
- The ability to act as a positive ambassador for FHT, helping to build connections and to facilitate opportunities.
- An understanding and acceptance of the legal duties, responsibilities, and liabilities of trusteeship (training can be provided).
- Previous Board experience is desirable but not essential. •An ability to work effectively as a member of a team that values diversity.

Location

Board meetings are held four times per year, and we work to find times that are accessible for Board members. Three meetings are online with one in-person meeting held each year in London or Oxford.

Time Commitment

The role requires a time commitment of about four days per year to cover four Trustee Meetings and occasional extra duties, such as attending key meetings on behalf of the organisation.

Remuneration

This is a voluntary role and reasonable travel expenses will be reimbursed.



To Apply:

Please submit your CV with a covering letter outlining why the role is of interest and why you think you would be suitable.

Email to Jessica Rhys-Griffith, Operations Director:

jrhys-griffith@freshwaterhabitats.org.uk

Closing date : Friday 18th October 2024.

For an information initial conversation, please contact Jessica Rhys-Griffith by email or on 01865 595505.

