

Recruitment Information Pack

Introduction ...



Dorset
Wildlife Trust



Thank you for the interest you have shown in being a trustee of Dorset Wildlife Trust.

This information pack provides details about the role of trustee and an insight into the vital work we do for wildlife and people.

Dorset is a county rich in wildlife and nature, with ancient heathlands and downlands, wildlife rich farmland and an outstanding marine environment, few other places can rival its diversity. Our 43 nature reserves represent all of the major habitats found in Dorset, providing important sources of biodiversity and open access green space for our communities.

However, the world is facing two enormous crises. Climate change and environmental degradation are driving an ecological crisis that threatens everyone's quality of life and Dorset is not immune to the impacts of these crises.

Given the chance nature can help to address climate change but we need to reconnect people with nature and make more space for wildlife. Our work is more vital than ever!

Dorset Wildlife Trust aims to provide its trustees and staff with a purposeful but convivial and inclusive environment. We are ambitious about building a Dorset that is richer in wildlife for everyone. As you read the information in this pack, and perhaps visit the Dorset Wildlife Trust website, I hope you will be inspired by the opportunity to show us what you can bring to the team. We look forward to receiving your application and hope to meet you soon.



Mark Kibblewhite: Chair of Trustees

Mark Kibblewhite



Recruitment Information Pack

We are hiring ...



Dorset
Wildlife Trust

Role title: Trustee

Length of term: 3 years

Location: Meetings online or at Brooklands farm

Responsible to: Chair of Trustees

Closing Date: Monday 15 August 2022

Application format: CV and cover letter



Dorset Wildlife Trust

is the leading charity dedicated to nature conservation in Dorset.

From small beginnings in 1961 based entirely on voluntary effort, we now have over 27,000 members, 42 nature reserves, 5 visitor centres and a thriving programme of outreach with communities. As a business we have grown, with over 55 employees, but we have never lost our volunteer ethos and rely on the support of thousands of people to help us to look after wildlife and wild places in Dorset.



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Job Description



Dorset
Wildlife Trust

Trustee

Overall Role

The Trustee will work with other trustees to ensure the effective governance of the charity, to define and optimise strategy to achieve the charity's aims and objectives, and to support management and staff.

We are particularly keen to further strengthen trustee expertise in finance, ecological restoration and rewilding, and agricultural land management.

Main Responsibilities

Trustees have overall responsibility for the Dorset Wildlife Trust (DWT) and are collectively responsible for:

- DWT's strategy and policies
- Ensuring compliance with the governing document, charity law and company law
- Ensuring that the charity's funds are managed effectively and accounted properly
- Acting as the employer of staff, supporting their work, and promoting their development
- Understanding, promoting, and safeguarding the good name and ethos of DWT
- Having close regard for, and interest in, the views of members
- Monitoring the performance of DWT in achieving its objectives
- Appointing the Chief Executive and Senior Management Team
- Identifying and monitoring key risks, both external and internal.

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Job Description



Dorset
Wildlife Trust

Trustee

Expectations:

Individual Trustees are expected to:

- Attend quarterly Council meetings and the Annual General Meeting
- Support all decisions made by Council
- Take a strategic approach to DWT business
- Keep up to date with DWT's strategy, aims and objectives
- Keep up to date with requirements for the governance of charities
- Participate in at least one committee of Council
- Declare all conflicts of interest and set aside all interests other than DWT's when acting for the charity
- Maintain the confidentiality of DWT Information
- Understand and be committed to DWT's values and culture
- Be willing to participate in training, events and strategy meetings as required
- Assist and advise on the appointment of staff
- Maintain interest in as many aspects of DWT's work as possible and in its membership
- Represent DWT and help further its aims and objectives through their own networks when the opportunity arises
- Abide by all DWT policies and procedures.

Eligibility criteria:

The following are not eligible for election as a Trustee:

- Anyone under the age of 18 years
- Anyone convicted of an offence involving deception or dishonesty unless the conviction is spent
- An un-discharged bankrupt
- Anyone who has been previously removed from the Trusteeship of a charity by the court or the Charity Commissioners
- Anyone under a disqualification order under the Company Directors Disqualification Act 1986.

Job Description



Person specification

Essential Knowledge, Skills and Experience

Trustees should have:

- Familiarity with the governance and reporting requirements of charities and companies

Good communication skills, both oral and written.

Personal Qualities

- A team player willing to work with an established team
- Honesty, integrity, and confidentiality
- Enthusiasm and self-motivation
- Calmness under pressure
- Methodical approach to work

Good communications skills at all levels.



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Our Reserves



Dorset
Wildlife Trust



We manage 40 nature reserves for wildlife and people across the whole of Dorset.

We also work with other organisations and landowners to protect and connect wildlife sites across the county and inspire local communities and young people to care for wildlife where they live.

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Our Facilities



Dorset
Wildlife Trust

We have six visitor centres across Dorset

In addition to the beautiful nature reserves we care for, Dorset Wildlife Trust has six centres which provide a base for office working environments, as well as visitor centre facilities.

Brooklands Farm, situated four miles north of Dorchester, is Dorset Wildlife Trust's HQ and provides the office base for many roles. The building is beside the restored hay-meadow, a haven for wildflowers, beetles and butterflies.

The Kingcombe Centre is set within the lovely, newly designated Kingcombe and Powerstock National Nature Reserve.

The Urban Wildlife Centre is situated in East Dorset amongst stunning heathland and as well as hosting a multitude of flora and fauna, it also hosts a number of staff and volunteers.

The Chesil Beach Centre and the Wild Seas Centre at Kimmeridge host numerous activities and events throughout the year, offering snorkel trails, beach cleans and more.

The Villa at Brownsea Island is currently undergoing a huge refit as part of the Wild Brownsea project and is home to some of our Brownsea staff.



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Our Projects



Dorset
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A Wilder Dorset – England's first ever community rewilding project

In a bid to tackle the ecological and climate crises, Dorset Wildlife Trust recently acquired a large area of land near Bere Regis. This site, around 170 hectares in total, will showcase sustainable change in land use.

It will give Dorset wildlife much-needed room to spread and regenerate and give the community new space to reconnect with nature, while reducing net nitrates in Poole Harbour.

There are three key reasons for purchasing this land.

First is tackling the ecological crisis.

The Wildlife Trusts want to see 30% of land being managed in a way which is beneficial to nature in the UK by 2030. This means some currently nature-poor areas need to be restored to allow nature space to rebound and spread.

Second is tackling the climate crisis.

Restoring nature increases the amount of carbon held in healthy soils, new woodlands and wetlands and reduces outputs of harmful greenhouse gases.

Third, we aim to help local communities better connect with nature on their doorstep.

More of us than ever are disconnected from the natural world but connecting to nature has huge benefits for mental and physical wellbeing. This site will provide vital space and new opportunities to engage the public with the natural world. Dorset Wildlife Trust is excited to be involving the local community with planning for the site's future, to ensure their voices are heard and they receive real community benefits.



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Beavers in Dorset

In February 2021, Dorset Wildlife Trust released two beavers into an enclosed site in Dorset. This landmark project led by Dorset Wildlife Trust is the first of its kind for the county and welcomes beavers back to Dorset for the first time in over 400 years.

Following several years of preparation, including installing a specialist fence to enclose the site and recording baseline data with experts from University of Exeter and Wessex Water, the pair of Eurasian beavers (*Castor fiber*), an adult male and female, have been settling in for a few months now.

The beavers were relocated from Scotland to Dorset under licence from NatureScot. Their new home, a suitably large site of freshwater habitat, is not accessible to the public.

The beavers have been introduced as part of a scientific study and a key focus of the

project is monitoring and recording the impact the beavers have on water quality, flooding and other wildlife. Beavers are known as 'nature's engineers' and their activities, including wetland creation through the building of dams, have the potential to increase biodiversity, filter and clean water, and even reduce flooding by slowing the rate of water passing through rivers and streams during storm events.

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is the first of its
kind for the
county**



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