

The Wildlife Trust for
Lancashire
Manchester &
North Merseyside

Trustee Recruitment Pack 2026



Hello

Dear Candidate,

Thank you for expressing an interest in joining the Board of Trustees at The Lancashire Wildlife Trust (LWT), in the role of Trustee.

Our Trustees are all champions for our work, they bring a wealth and variety of knowledge and wide-ranging experience to our organisation. Together, they play an essential role in the governance of LWT, providing strategic leadership and working collectively to monitor activities, scrutinise performance and support our staff, empowering them to make a real difference for wildlife in our region.

Being a Trustee is a rewarding experience with opportunities to use your skills. You would be joining a welcoming group and you will add to your own skills and experience to help us thrive.

We welcome applicants with enthusiasm, transferable skills, and expertise within related fields, who may not meet the full criteria listed.

As an inclusive employer, The Wildlife Trusts value diversity and we're committed to creating an inclusive culture where everyone is able to be themselves and to reach their full potential.

We actively encourage applications from people of all backgrounds and cultures. We believe that a diverse organisation will help us create our vision of people close to nature, with land and seas rich in wildlife.

Thank you and good luck!



Chris Davies, Chair LWT



Tom Burditt, CEO LWT



About Us

LWT was founded in 1962 by people like you, who knew they needed to take action. Since then, we have grown to be the largest nature conservation body in the area around Lancashire, Manchester and North Merseyside. We are uniquely positioned to lead change in our region, working at a grass roots, local level whilst also being part of a strong cohesive movement – The Wildlife Trusts.

We have saved many special places, acquiring and managing many of them as nature reserves— we look after over 1,300 hectares of havens for rare and threatened species and habitats,

We have the powerful voices of over 27,000 members, whose invaluable support we simply could not do without. We engage over 1,000 volunteers in our mission, who are active on a very regular basis alongside our team of staff. Whether this is 'digging in' on the land or helping with education, fundraising and governing the charity.

We are incredibly proud of our achievements and the number of people we have inspired along the way. We recognise, however, that if we are to face the next set of challenges for our natural world ***we need to think bigger, be bolder, and empower more people to stand with us as we fight for nature's recovery.***

Click here to watch the video and learn more about our work





Our Strategic Goals

Slowing the decline of wildlife is no longer enough. We are dependent on our natural world to survive and to thrive as a human race.

The time to act is now. We need nature in recovery, at the heart of economic decisions through effective nature-based solutions, and we need people taking meaningful action for nature wherever they are.

Our 2030 Strategic Goals

More space for nature

Ensuring nature exists everywhere by working towards 30% of land and sea in recovery by 2030



Nature based solutions

Using nature to address the problems we all face in business, and in our communities

More people on nature's side

Empowering 1 in 4 people to take action for wildlife



Role Description

Trustee

Trustee

We are looking for an enthusiastic volunteer who is passionate about business and people to join our Board of Trustees at The Lancashire Wildlife Trust. The Trust currently has a vacancy on the Board for someone with skills and knowledge in managing a business, leadership and people management to join us and work with our existing Trustees.

Trustees play an essential role in the governance of the Trust. They provide strategic leadership and work collectively to: monitor activities, scrutinise performance and support staff. Enabling them to make a real difference to wildlife diversity and abundance in our region.

The Trust connects people with natural spaces and nurtures their sense of belonging within them through improved community engagement and creating safe and inclusive wild places close to where people live, work, and play.

We work to engage and empower people of all identities, cultures, backgrounds and abilities, supporting them to value, enjoy, speak up and take-action for wildlife.

The Wildlife Trusts movement have ambitious aspirations to ensure that at least 30% of our land and sea are connected and protected for nature's recovery by 2030, and we aim to engage 1 in 4 people to take-action for nature's recovery at a local and national level.

This is a varied and exciting voluntary position with the opportunity for someone to use their skill set to help the Trust deliver its strategy and join this ambitious team to make a real difference to local wildlife in Lancashire, Manchester and North Merseyside.

Prior experience of being a Trustee for a charity is not required as you will be provided with resources to develop your understanding of what being a Trustee means. You will need to be interested in attending meetings, considering reports and papers and contributing at meetings.

Further details on the responsibilities of a Trustee and the role are outlined below.

Trustee Duties



The Board of Trustees:

You would be joining a welcoming group of trustees. You can learn more about our current Trustees here.

Known as 'Council' the Board is the governing body of LWT. It is ultimately responsible for ensuring the strategic direction of the Trust and monitoring its delivery of its charitable purposes as well as safeguarding its assets, brand and reputation.

- Council has 15 Trustees.
- Trustee roles are voluntary.
- Trustees select new Co-opted Trustees to join the Board.
- Trustees are elected by members at the Annual General Meeting (AGM) for a 3-year period and can stand for re-election a further two times.
- All Trustees must be members of the Charity and register as volunteers.

Information on membership is available here.

The Board/Council operates a system of collective responsibility, where after discussions (where all Trustees can express their opinion), all Council members are expected to abide by the decision of votes taken and respect the confidentiality of the issues discussed.

Trustees will be expected to join relevant committees made up of staff and trustees working together.

Personal Qualities:

- Balanced and independent judgement.
- Creative problem solving.
- Able to analyse information and challenge constructively.
- Balancing the multiple priorities and values of a wide range of stakeholders.
- Diplomacy and a respectful balance of tact with candour.
- Understand the difference between executive and governance roles.
- Commitment to the Nolan principles of public life (selflessness, openness, integrity, honesty, objectivity, leadership and accountability).

Commitment:

- Attendance at Council meetings, 5 a year, on Thursday afternoons and 2 away days.
- Attendance at Finance committee meetings approximately 6 times a year.
- Attendance and Chairing of Human Resources committee meetings approximately 4 times a year.
- Scrutinising board and committee papers.
- Contributing to discussions.
- Focusing on key issues and taking an active interest in furthering the work of the Trust.
- To be available as a non executive point of esculation for HR grievences and whistle blowing concerns.

Duties:

- Act with reasonable diligence, skill and care to further the Trust's charitable purposes.
- Act in the charity's best interests.
- Comply with the legal duties of a trustee as laid out by the Charity Commission.

Further information is available here



Role Specification

Trustee

Knowledge & Skills:

We are looking to recruit a Trustee, with knowledge or skills in some of the following areas:

- A practical, strategic and financial understanding of managing and developing a medium sized business or charity.
- Experience of risk management and leadership at a senior level.
- An understanding of human resource management.
- Supporting current and future business needs through business planning, review and strategy development.
- Promoting corporate values and shaping a positive inclusive culture.

The successful candidate is likely to have senior leadership experience from either the private sector, public sector or third sector.

We welcome applicants with enthusiasm, transferable skills, and expertise within related fields, who may not meet the full criteria listed.

Values:

- Protect the Trust's vision, mission and values, ensuring its aims are at the centre of all it does
- Protect the reputation of the Trust
- Act in the Trust's best interests,
- Ensure that the Trust's resources are managed in a responsible manner
- Attend and actively contribute at Council meetings
- Champion diversity and inclusion
- Act as an ambassador for the trust
- Accept no personal benefit

Accessibility:

- Accessibility to meetings is important to our Trust and we will work to accommodate where possible
- Volunteers are eligible for travel expenses
- Many of our meetings are hybrid and attendees can choose to join digitally



How To Apply

Application process

The application process is overseen by a panel made up of selected LWT Trustees and senior Wildlife Trust staff to ensure a fair and balanced process.

The process runs as follows:

- Complete a supporting statement and return this, and your curriculum vitae (CV) via email to applications@lancswt.org.uk
- Shortlisted candidates will be invited for an interview.
- The chosen candidate will have the opportunity to attend a Council meeting and meet other Trustees and the CEO prior to becoming a Trustee.
- Induction and registration will take place.

Deadline for applications: 9am Monday 14 December

Interviews: Between Monday 11 to Friday 15 January

Please inform us of any dates that you may not be available for the indicated timetable.

We reserve the right to close this vacancy early should we receive enough suitable applications to take forward to interview prior to the published closing date.

If you would like to arrange an informal discussion to discuss this position, please contact Monica Atherton Patel (Company Secretary) by email: mathertonpatel@lancswt.org.uk or call: 01772 317242.

Thank you for your interest in joining The Lancashire Wildlife Trust.
We look forward to receiving your application.