Application Pack

WORLD LAND TRUST

Trustee Application Pack

Closing date: Friday 30 September 2022

World Land Trust is a UK based conservation charity. Registered charity no. 1001291 |Limited company registered in England & Wales no. 2552942 Phone: +44 (0) 1986 874422 Email: info@worldlandtrust.org Website: Worldlandtrust.org
Registered office: Blyth House, Bridge Street, Halesworth, IP19 8AB, Suffolk, United Kingdom.

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About World Land Trust

The world is facing interlinked biodiversity and climate crises and a sixth mass extinction event, with up to half a million species under urgent threat of extinction in the coming decades. The most critical threat to biodiversity is the ongoing loss and degradation of natural habitat, with more than half of the world's terrestrial area now dominated by human land uses.

World Land Trust (WLT) works directly to tackle this threat on the ground, by bringing land into conservation in partnership with local conservation organisations and groups who are best placed to ensure its ongoing management and protection. This simple approach has underpinned WLT's work for the last 30 years, and over this period WLT has directly brought 975,057 hectares (2.4 million acres) of land into long-term protection and a total area with co-funders of more than 2.2 million hectares (5.8 million acres). In addition, WLT supports programmes to restore habitats, sequester carbon and fund rangers.

Currently, WLT supports 39 project partners in more than 22 countries, primarily across Central and South America, Africa and Asia. Species protected in WLT supported reserves include African and Asian Elephants, Western Lowland Gorillas, Bornean Orangutans, Jaguars, Spectacled Bears, and countless species of birds, amphibians, reptiles, invertebrates and plants. Its patrons are Sir David Attenborough, Chris Packham, Steve Backshall and David Gower.

We are at a critical juncture, and trustees have approved an ambitious 5-year strategy to capitalise on the surge of public concern about the threats to our planet. Initial signs are promising - despite Covid, 2021 was WLT's best financial year ever and that trend continues into 2022.

Role of Trustee

The Trustees of World Land Trust (WLT) form the governing body of the charity and combine the responsibilities of trustees as laid down in the Charity Act 2011 and of company directors as laid down in the Company Act 2006. As a member of the Board of Trustees, you will share the collective responsibility for directing the affairs of WLT, ensuring that it is solvent, well-run, and delivering the charitable outcomes for which it has been set up. You will be committed to ensuring that WLT's governance is of the highest possible standard. In exercising your collective responsibility your primary duty in all cases will be to act in the best interests of the charity.

As well as exercising your statutory duties, it is expected that as a Trustee you will endeavour to: attend all Board meetings; be familiar with WLT's governing document and any rules or bye-laws; use any specific knowledge or experience you have to help the Board of Trustees reach sound decisions; assist the Executive with advice as required; and keep informed about, and support as appropriate, the activities of the organisation.

As a Trustee, you will also be a Member of WLT, with the rights, liabilities and obligations attached to Membership. Liability of Members is limited to a sum not exceeding £10 in the event of WLT being wound up. You will be invited to attend the Annual General Meeting (AGM) and general meetings of the charity, and you will have the right to vote on ordinary and special resolutions, including the nomination and election of trustees and changes to the governing document, rules or bye laws of WLT. Your membership of WLT will expire with your term of office as a Trustee.

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WLT seeks new Trustees who will be engaged, ensuring good governance and help deliver its ambitious growth strategy. The successful candidates must bring expertise in at least one of the following areas:

> **Conservation** – we are particularly interested in candidates with a global non-UK biodiversity perspective (particularly Africa) and current knowledge of and expertise in one or more of the following areas: carbon, conservation in Africa, and/or due diligence processes for working with partners. We are open to candidates specialising in academic study or practical field experience.
>
> **Legal** - particularly expertise in contracts and commercial agreements, combined with business acumen.
>
> **Business** - with particular emphasis on managing fast growth and entrepreneurialism.

We would also welcome applications from people open to taking on the role of Chair in the future and those interested in chairing sub-committees or advisory panels.

WLT is open to those seeking their first non-executive role, provided they can demonstrate that they have the ability to work at a strategic level, think creatively and criticise constructively. We are also open to applications from outside the UK, in particular from parts of the world where we work with partners.

Current Board composition

- Dr Gerard Bertrand, Honorary President
- Dr Mark Avery, Chair
- Myles Archibald, Honorary Treasurer
- Clare Ashby
- Ken Burnett
- Pauline Harrison
- Alistair Gammell
- Laura Sheard
- Dr Mark Stanley Price
- Emma Tozer

Diversity

World Land Trust exists in a diverse society. Our aim is to build an organisation that reflects this diversity, while fostering a working environment which allows everyone – regardless of their differences – to thrive. We welcome applications from everyone regardless of age, gender, ethnicity, sexual orientation, socio-economic group, disability or faith. As those from younger age groups and from ethnically diverse backgrounds are currently underrepresented on the Board, applications from those candidates are particularly encouraged. All appointments will be made on merit, following a fair and transparent process.

In line with the Equality Act 2010, however, the organisation may employ positive action where candidates from underrepresented groups can demonstrate their ability to perform the role equally well.

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Role specification

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As a member of the Board of Trustees, you will share the collective responsibility for directing the affairs of WLT, ensuring that it is solvent, well-run, and delivering the charitable outcomes for which it has been set up. You will be committed to ensuring that WLT's governance is of the highest possible standard.

Your legal duties, as laid down in the Charity Act, include:

- ensuring that WLT carries out it objects for the public interest;
- complying with WLT's governing document and statutory requirements;
- acting in WLT's best interests;
- managing WLT's resources responsibly;
- acting with reasonable care and skill;
- ensuring that WLT is accountable.

In exercising your collective responsibility your primary duty in all cases will be to act in the best interests of the Charity. You will not act independently or outside of any specific responsibilities delegated to you by the Board of Trustees and formally recorded in minutes.

In addition, the Companies Act 2006 requires you to:

- exercise independent judgment;
- avoid conflicts of interest;
- refrain from accepting benefits from third parties;
- declare an interest in any proposed transaction or arrangement.

As well as exercising your statutory duties, it is expected that as a Trustee you will:

- endeavour to attend all Board meetings;
- be familiar with WLT's governing document and any rules or bye laws;
- use any specific knowledge or experience you have to help the Board of Trustees reach sound decisions;
- assist the WLT executive with advice as requested;
- keep informed about and support as appropriate the activities of the organisation.

Your initial term of office as a Trustee and Member of WLT will be three years from the date of your appointment. You will then be eligible for re-nomination for a further term of three years. At the end of this initial six-year term, you will be eligible to be nominated for re-appointment after an interval of at least two years. You may serve a maximum of twelve years as Trustee, unless elected as Chair of Trustees during the final three years of service.

As a Trustee, you will also be a Member of WLT, with the rights, liabilities and obligations attached to Membership:

- Liability of Members is limited to a sum not exceeding £10 in the event of WLT being wound up;
- Attendance at Annual General Meeting (AGM) and general meetings of the Charity;

- Right to vote on ordinary resolutions and special resolutions on matters including: Nomination and election of Trustees;
- Removal of Trustees;
- Nomination and election of Honorary President and Vice President;
- Changes to the governing document (Charity Act, Companies Act);
- Changes or additions to, or repeal of, rules or bye laws of WLT.

You should be aware that as a Member of the charity you owe a fiduciary duty to act in the best interests of the charity when exercising your voting rights.

Your Membership of WLT will expire with your term of office as Trustee.

Terms of appointment

The role is unremunerated, but reasonable, pre-agreed travel expenses will be reimbursed. There are quarterly 2.5hr Board meetings usually in normal business hours, plus occasional ad hoc meetings, not usually totalling more than four a year. You will be expected to devote time to reading papers for these meetings in advance. It is also expected trustees will take an active role in advisory panels relevant to their expertise and/or mentoring and providing guidance to members of the Executive. Meetings will be a mix of virtual and in person moving forward.

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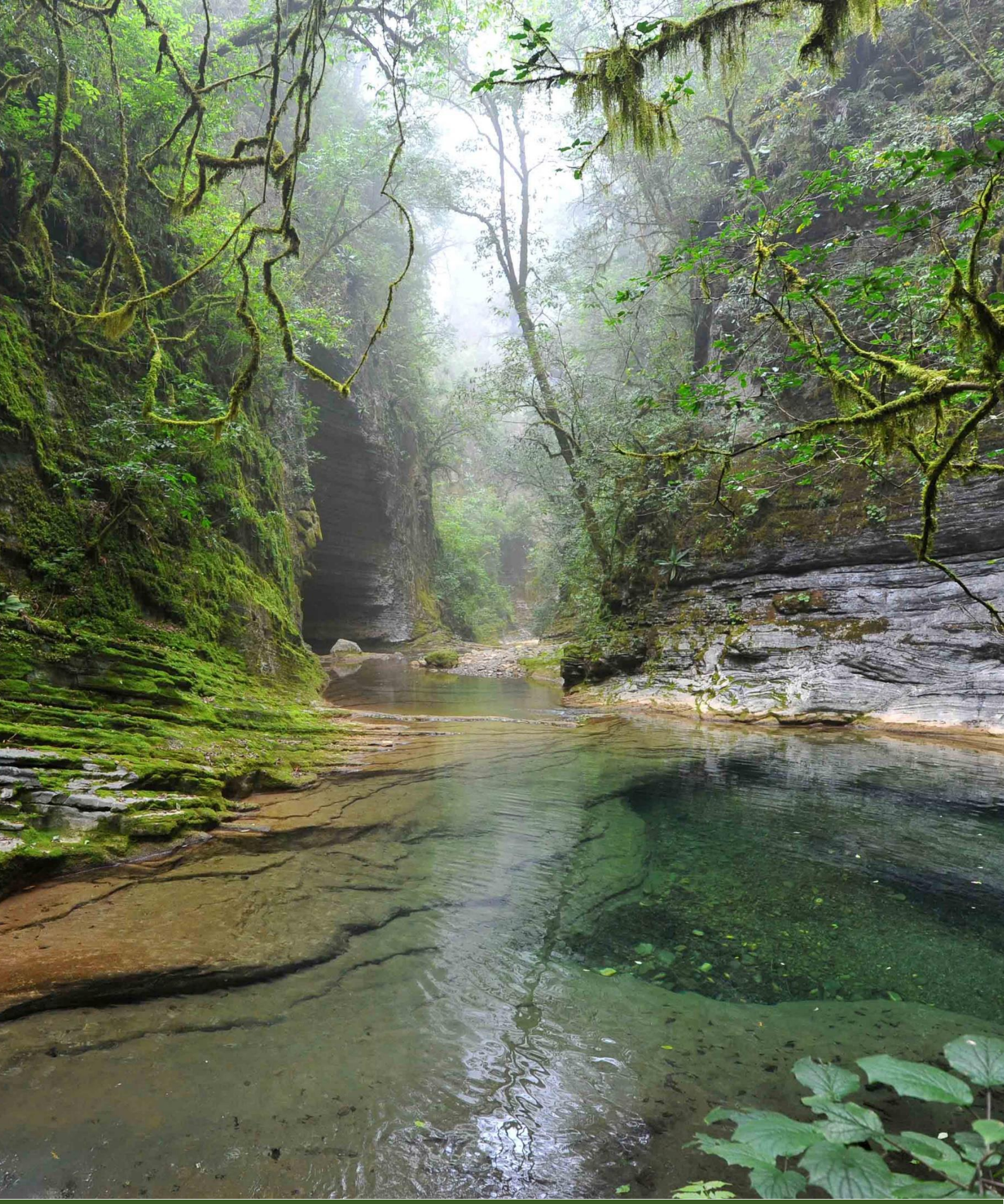
To apply

To apply, please send in a full CV, which must be accompanied by a covering letter explaining how your particular expertise and experience matches our requirements.

Completed applications should be sent to: Tracey White, Executive PA, tracey.white@worldlandtrust.org or by post to World Land Trust, Blyth House, Bridge Street, Halesworth, Suffolk, IP19 8AB, FAO Tracey White.

Closing date for applications is 0900 hrs on Friday 30 September 2022. It is expected that interviews will be held remotely week commencing 31 October 2022.

Please note that the closing date given is a guide. We reserve the right to close the vacancy once we have received sufficient applications. No agencies or advertises please.



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