



Trustee Application Pack

Closing date: Monday 16 January 2023





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 specification

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.

Person specification

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

Conservation – we are particularly interested in candidates from the Global South with a global biodiversity perspective, and current knowledge of and expertise in one or more of the following areas: strategic landscape prioritisation and planning, area-based mechanisms for effective land protection, community-led conservation, innovation in conservation, and/or payment for ecosystem services. We are actively seeking candidates with practical field experience to complement other expertise on our board, and candidates who can contribute their perspectives on conservation from their non-European/US lived experience.

Legal – particularly expertise in contracts and commercial agreements and knowledge of relevant legislation for UK registered charities.

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.

World Land Trust 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.



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.

Role specification

WLT TRUSTEE ROLE

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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 its 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.



Current Board composition



Dr Gerard Bertrand, Honorary President

With 35 years' experience in environmental science and conservation, Jerry Bertrand's primary interest has always revolved around the preservation of habitat and species. After serving as a science advisor in the Executive Offices of Presidents Nixon, Ford and Carter, Jerry became head of International Affairs for the US Fish and Wildlife Service. He was Executive President of Massachusetts Audubon Society for many years and former Chairman of BirdLife International. Jerry was a co-founder of World Land Trust in 1989 and has been actively involved ever since. Jerry has an MS and PhD in marine science and oceanography, and he also holds a degree in environmental law.



Myles Archibald, Chair

Currently Publisher at Collins Natural History, Myles started nature watching at an early age he recalls his first exciting bird watching experience as watching a hoopoe in Suffolk when he was eight. He has been a keen birdwatcher ever since, but is a life-long zoologist, reading zoology at the University of Bristol. He is very fond of the wild places of the British Isles – particularly the West Coast of Scotland and Ireland. Also Publisher of the New Naturalist series at Collins. Myles served as WLT Honorary Treasurer from December 2012 to December 2022 and appointed as WLT Chair of Trustees in December 2022.



Claire Ashby, Honorary Treasurer

Claire is a chartered accountant and chartered internal auditor with 25 years' experience in the not-for-profit sector. She runs her own consultancy providing internal audit services, charity governance, risk management, finance and business process advice to the arts and cultural sector. She works with some of the UK's leading cultural institutions including the National Theatre, Royal Shakespeare Company and Southbank Centre as well as with smaller arts charities and other non-for-profit organisations. Claire is passionate about protecting our planet, holds an MSc in Environmental Management and is an Associate Fellow of the Royal Geographical Society. Claire was appointed as WLT Honorary Treasurer in December 2022.



Dr Mark Avery

Mark became a WLT Trustee in 2017, after joining WLT's Council in 2014, having previously been associated with the work of the Trust for many years. A scientist and naturalist, Mark worked for 25 years for the RSPB, 13 of those years as Conservation Director; he stood down in 2011 to pursue a freelance career. Since then he has been writing and commenting on environmental issues earning himself a large following and a reputation as an informed activist with a passion. He lives in rural Northamptonshire. Mark served as WLT Chair of Trustees from December 2019 until December 2022.



Prof Andrew Balmford

Andrew is Professor of Conservation Science in the Department of Zoology, University of Cambridge, where his research focuses on how to reconcile biodiversity conservation with meeting human food needs and other land-demanding activities; the costs and benefits of retaining intact ecosystems; and what works in conservation. He works primarily in the Global South and collaborates closely with conservation practitioners and with colleagues in other disciplines, including economics and psychology. Andrew helped establish the Student Conference on Conservation Science, the Cambridge Conservation Initiative, and Earth Optimism. Andrew was appointed as a trustee in December 2022.



Ken Burnett

Ken Burnett is a writer, inspirational speaker and author of several books on donor development and communication. Chairman of Trustees at ActionAid from 1998 to 2003, Ken began his fundraising career with that charity in 1977 and, since then, has been a leading fundraising strategist in the UK and around the world. A former trustee of the Disasters Emergency Committee and co-founder of the Commission on the Donor Experience, Ken is now a Trustee of World Land Trust and founder and managing trustee of SOFIL. In 2015 Ken was guest speaker at the 1st China Fundraising Conference in Beijing – the only non-Chinese speaker at the event.



Alistair Gammell

Alistair Gammell's involvement in the conservation world spans more than four decades. Much of this time was spent working for the RSPB, where he developed their international work with a particular focus on international legislation and supporting BirdLife and its Partners in Europe, Africa, Asia and the UK Overseas Territories. He became the RSPB's first International Director. Shortly after retiring from RSPB in 2009, Alistair became the UK director of the Pew Environment Group's Global Ocean Legacy campaign, which resulted in 2010 in the declaration of the Chagos Marine Protected Area (at that time the world's largest fully protected marine reserve at 640,000 km²); and following that, in 2016, the Pitcairn Island fully protected Marine reserve. Alistair is now retired.



Pauline Harrison

Pauline is a solicitor and former partner of City law firm Allen & Overy where she worked for over 20 years specialising in banking law and project finance. She has a keen interest in wildlife and conservation and for a number of years now has been helping WLT with legal issues. Pauline became a WLT Council Member in 2015 and was appointed as a Trustee in 2017.



Philip Shapiro

Philip is the founder and Managing Partner of Synova, a leading investor into UK companies, where he focusses on helping businesses achieve strong sustainable growth. Philip has a long-standing passion for nature and conservation, supporting conservation projects across Central and South America. He is also a keen wildlife photographer and diver and has traveled widely across the Americas, Africa and Asia. Philip was delighted to be appointed as a trustee in December 2022.



Laura Sheard

Laura is an experienced marketing leader who has built an international marketing career spanning over 20 years, with businesses such as Mars Inc., The Coca-Cola Company and Merlin Entertainments, and brands ranging from Galaxy, Twix, Diet Coke and Cathedral City to Legoland and Sea Life. Laura has a particular interest in developing people and teams to achieve their full potential. Having lived and worked overseas on several occasions, Laura has a passion for travel and wildlife, and was thrilled to be appointed as trustee in March 2022.



Emma Tozer

Emma is co-founder and Director of Operations and HR at Media Bounty, a creative social media agency with a conscience. Emma has been involved with WLT since 2010 through Media Bounty as corporate donor and as a WLT Ambassador. With a lifelong passion for wildlife and the environment Emma was delighted to be appointed a trustee in December 2019.

Terms of appointment

The role is unremunerated, but reasonable, pre-agreed travel expenses will be reimbursed. There are quarterly 2.5hr Board meetings expecting two in person meetings and 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.

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.

To apply

If you think you're the person we're looking for, please visit our website for further information, including the job description, and full application details.

Closing date for applications: Monday 16 January 2023. It is expected that interviews will be held remotely week commencing 13 February 2023.

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 advertisers please.

