

Recruitment Pack
Non-Executive Director
Earth Trust Experiences Ltd



Earth Trust is seeking to select two Non-Executive **Directors** to join the Board of Earth Trust Experiences Ltd

We are looking for exceptional people to bring their experience, ideas and strategic insight to support the start-up and growth of our new trading subsidiary, Earth Trust Experiences.

Earth Trust Experiences will operate our visitor and catering facilities, including our café and a new paid entry, nature-based adventure playscape.

Earth Trust's mission is simple: to help nature and people thrive together. For over 40 years, we've demonstrated land management that benefits wildlife and communities, and inspired hundreds of thousands of people to care for the natural world.

We are developing our Centre at the Wittenham Clumps as a major Gateway to Nature, welcoming a wider range of people through high quality engagement activities that foster a love of nature and positive environmental action. Our new visitor facilities will both create a welcoming Gateway to Nature and strengthen the financial foundations that support Earth Trust's charitable work.

The Earth Trust Experiences Board will provide strategic oversight of these visitor and catering operations, ensuring they deliver our strategic and financial goals.

We are seeking two Non-Executive Directors to guide our development over the next three years. We are particularly looking for skills and expertise in:

Visitor Attractions	Your knowledge of the visitor experience, commercial operations, and revenue generation will help enhance the company's impact and ensure its long-term success.
Catering	Your experience in café or catering operations will support the growth of high quality, profitable food services that strengthen the visitor offer and contribute to the subsidiary's financial sustainability.
Destination Marketing	Your insight into placemaking, audience development and destination marketing will help us attract new visitors, build the profile of the site, and grow year-round footfall across our commercial activities.





About the role

The Board of Earth Trust Experiences provides strategic oversight of the subsidiary's commercial operations. Non-Executive Directors are collectively responsible for ensuring the company operates within its Memorandum and Articles of Association and the law, meets statutory reporting requirements, and delivers its objectives in line with Earth Trust's mission.

The Non-Executive Directors will bring their skills and experience to advise, challenge and support the Board and management team, helping to shape strategy, monitor performance and ensure sound financial and operational governance. They act as ambassadors for Earth Trust Experiences, promoting its activities and strengthening its profile.

This is an unpaid, voluntary role. Reasonable expenses may be reimbursed by agreement.

Non-Executive Directors are appointed for an initial term of three years, with the option to serve a second term to balance continuity and refreshment. The Board will meet four times a year, with members encouraged to contribute between meetings through task groups as appropriate.

Earth Trust Experiences will be a key part of Earth Trust Group and integral part of the Earth Trust community.



Our Culture

Earth Trust is a friendly, positive and collaborative place. People are at the heart of what we do.

You will be joining a motivated team who are passionate about making a difference to climate sustainability, biodiversity, environmental impacts and health and wellbeing through engaging more people and making a positive impact.

Our Core Values

- Connected to Nature
- People at the Heart
- Learning Together
- Making Change Happen

Your Impact

As Directors of a small startup organisation, our Board will have a big impact. Each role is essential, and the value and contribution of every Director will be felt on a day-to-day basis.





About Us

Earth Trust is an environmental charity with 40 years' experience in caring for and inspiring others with the natural green spaces.

We believe that we all have a responsibility to care for nature and understand our role within our ecosystem.

But, for people to understand their environment, their place in it and their role in caring for it, they must have the opportunity to experience its power and nurture a deep connection.

From our base at the Wittenham Clumps, to our community reserves throughout the south of

Oxfordshire, we manage over 500 hectares of woodland, farmland, wildflower meadows and wetlands, receiving over 250,000 visits a year.

We use these amazing places to engage and inspire people and to demonstrate nature-based solutions to climate, biodiversity and public health crises, that we hope others will take and use elsewhere.

Earth Trust is currently a team of over 20 people, hundreds of regular volunteers and more than 500 regular supporters. We'd love it if you could join us.



Equality, Diversity & Inclusion

Earth Trust strives to be a diverse and inclusive place where we can all be ourselves and we are committed to equality of opportunity for all staff, trustees and volunteers.

Individuals are encouraged to apply regardless of age, disability, gender, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief.

We strive to provide flexible arrangements, with forums and inclusive facilities to support our trustees.

Contact Us



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To apply for the role

If you are interested in becoming a Director of Earth Trust Experiences and would like to talk to our Chief Executive before applying please contact recruitment@earthtrust.org.uk

To apply for a director post, please submit your CV and a separate covering letter describing why you are interested in this post and how your skills and experience make you a good fit, to recruitment@earthtrust.org.uk

Closing Date for application

Monday 26th January

Interviews

We anticipate that interviews will be held at Earth Trust in early February

Selection process

All candidates will be notified about the status of their applications within 7 days of the closing date.