

Recruitment Pack Earth Trust Trustees



Earth Trust is seeking to appoint up to three **Trustees** to join our Board of Trustees

We are looking for exceptional people to bring their experiences, ideas, skills and abilities to support the transformation of the Trust initially for a 3-year term as we embark on the next exciting chapter in our 40-year history.

The Board of Trustees aim to contribute to Earth Trust achieving greater impact through the delivery of our ambitious strategy.

We're guided by a simple mission: to help nature and people thrive together. For over 40 years, Earth Trust has pioneered and demonstrated land management that works for wildlife and people. And we've inspired hundreds of thousands of people of all ages to care for and take action for the natural world.

We are looking for 2 new Trustees to bring strategic leadership and expertise into a successful growing and ambitious organisation to support our development over the next 2-3 years, to become more impactful and financially sustainable.

We are open to applicants with a wide range of skills and backgrounds, including in particular:

Wildlife Conservation and Land Management

You have your finger on the pulse of innovation in nature conservation, wildlife friendly farming and land management, or similar and can provide strategic support and challenge to the Executive Team in how we manage land and develop projects and programmes to pioneer and demonstrate innovative nature friendly land management in a changing climate.

Qualified accountant with strategic business planning

Joining the Finance & Risk Committee which oversees our financial affairs, you will help ensure proper record keeping, accounting procedures and controls are in place. Ensuring effective financial policies are adopted and implemented and advising on the financial viability to meet strategic objectives.

or other areas including legal expertise, significant experience in managing or marketing visitor attractions and hospitality, or the ability to help us build strategic partnership and fundraising connections within Oxford and the wider county.





About the role

The Board of Trustees is the Earth Trust's governing body. Trustees are collectively responsible for ensuring that the charity is carrying out the purposes for which it is set up, complying with the governing document and the law, utilising its resources responsibly, and meeting statutory accounting and reporting requirements.

In addition, Trustees are invited to bring their own skills and experience to advise, collaborate and to constructively challenge and support, the Board, the Chief Executive, Exec team and the Senior Leadership Team to achieve shared objectives. Trustees will also act as ambassadors and be a public face of the charity in partnership with the Chief Executive. Trustees come from a variety of backgrounds: government, charity, business and communities bringing with them their experience and networks.

This is an unpaid voluntary role. Reasonable expenses can be reimbursed on request.

All Trustees are appointed for an initial term of three years and are eligible to re-stand for a subsequent term. Members normally serve for two terms in order to ensure a balance of continuity and refreshment.

There are 12 Trustees on the Board. All Trustees have responsibility to support Earth

Trust's cause and to contribute to fundraising and project development activities, using their networks to influence on our behalf.

The Board of Trustees normally meets four times a year although in addition, Trustees are encouraged to take on responsibility and actively participate in sub-committees, task groups and support the Executive and staff where they can.

In 2026 we will be developing our Centre at the Wittenham Clumps as a major Gateway to Nature with improved infrastructure and facilities, supporting people making their first steps into nature and inspiring love and action for the natural world.



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 for nature and people, climate, environmental sustainability 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 a small organisation, all our trustees have a big impact. Each role is essential, and the value and contribution of every trustee can be felt on a day-to-day basis.





About us

Earth Trust is an environmental charity with 40 years' experience in managing land for nature and people, inspiring deepening love and action for the natural world.

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.

Together with our supporters, Earth Trust cares for places full of nature and heritage. 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 the challenges facing our environment, climate change, biodiversity and public health.

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 an Earth Trust Trustee and would like to talk to our Chief Executive before applying please contact us at recruitment@earthtrust.org.uk

To apply for a trustee 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.