



STEERING GROUP

FOR YOUNG PEOPLE



CHAIR OF GROUP
RECRUITMENT PACK 2025

MESSAGE FROM THE CHAIR OF THE WILDLIFE TRUSTS COUNCIL

Dear Candidate,

The launch of our new Steering Group for Young People is an exciting step forward for The Wildlife Trusts. It is essential that youth voices are a part of the conversation and decision making around nature and the climate. We are committed to listening, learning, and leading alongside the next generation and I look forward to working with the Steering Group to continue to protect and restore nature.

Thank you and good luck!

Duncan Ingram
Chair of The Wildlife Trusts

WHAT IS THE ROLE OF THE STEERING GROUP?

The Steering Group for Young People (SGYP) will support and enable The Wildlife Trusts' Council to achieve its strategic ambitions by providing key insights, advice, guidance and perspectives of those holding the lived experience of people aged 16-30 years.



WHAT ARE WE LOOKING FOR?

We are looking for a **dynamic and unique individual** to take on the role of Chair. You must be **aged 16-30**, and can be based anywhere in the UK.

We're not asking for any specific knowledge or experience from our candidates. If you believe that everybody deserves access to nature and you'd like to amplify the voices of young people, then we want to hear from you!

As part of your role, you'll be enthusiastic about sharing your ideas whilst open to listening to others and engaging in meaningful discussions. We want to appoint an excellent communicator who relates well to others; someone who will create a safe space for people to share their ideas, whilst keeping the group on track. It would be great if you can demonstrate some experience of leadership in your application, whatever capacity this might be in.

WHAT'S IN IT FOR YOU?

As Chair, you'll facilitate a group of passionate peers to share perspectives and ideas around nature and what it means to young people. Together, you'll help us to make important decisions that will help to shape the future of The Wildlife Trusts and the work that we do.

Chairing the steering group will provide you the opportunity to develop transferable skills such as communication, leadership and consensus building. Whatever your future aspirations, we're confident that this will be a valuable step along your path.



WHAT ARE WE EXPECTING OF YOU? WHAT CAN YOU EXPECT FROM US?

Commitment Required:

- The Steering Group for Young People (SGYP) will meet online 3 times/ year and 1 time in person. The Chair will be required to prepare in advance for the steering group meetings and may need to attend additional ad-hoc meetings with the Chair of Council, Head of Youth Programmes or the Youth Activism Manager. Advance notice will be given for these meetings.
- Two weeks before each meeting the papers will be shared with the Chair in order to prepare for the meeting with Board Members. You will be asked for your initial feedback and be supported by the Head of Youth Programmes in your preparation for the chairing of these issues.
- The chair will serve a minimum of one term. A term is 18 months. You will be able able to complete up to a maximum of 3 terms as long as you are still within the age range of 16-30 years.

Duties:

- The steering group will be expected to provide their knowledge, skills and experience across a range of priorities, focussed on enabling The Wildlife Trusts to achieve the ambitions of our **'Strategy 2030- Bringing Nature Back'**.
- The group will be asked to provide advice and steer for the Council to fully consider as part of upcoming decisions required of the Council.
- As Chair, a specific remit of your role will be to work directly with Council to share the views and opinions of the SGYP and the lived experiences of people aged 16-30.

Support Offered:

- A 'buddy' that will sit on both the SGYP and Council that will help you amplify the voices of the steering group at Council level.
- Regular check in sessions with your support network (Head of Youth Programmes, Rukaiya and Youth Activism Manager, Arran.)
- Access to an enrichment programme that provides training and development opportunities to help you grow and progress both in your role as a Chair but also in your day to day life.

WHO ARE THE WILDLIFE TRUSTS?

The Wildlife Trusts are a grassroots movement of people from a wide range of backgrounds and all walks of life, who believe we need nature, and nature needs us. We have more than **944,000** members, over **39,000** volunteers, **3,800** staff and **600** Trustees.

There are **46 individual Wildlife Trusts**, each of which is an independent charity with its own legal identity, formed by groups of people getting together and working with others to make a positive difference to wildlife and future generations, starting where they live and work.

Every Wildlife Trust is part of The Wildlife Trusts federation and a corporate member of the Royal Society of Wildlife Trusts, a registered charity in its own right **founded in 1912** and one of the founding members of IUCN – the International Union for the Conservation of Nature. Taken together this federation of **47 charities** is known as The Wildlife Trusts.



The next few years will be critical in determining what kind of world we all live in. We need to urgently reverse the loss of wildlife and put nature into recovery at scale if we are to prevent climate and ecological disaster. We recognise that this will require big, bold changes in the way The Wildlife Trusts work, not least in how we mobilise others and support them to organise within their own communities.

WHAT DO WE STAND FOR?

OUR GOALS

- 1** Nature is in recovery, with abundant, diverse wildlife and natural processes creating wilder land and seascapes where people and nature thrive.
- 2** People are taking action for nature and the climate, resulting in better decision making for the environment at both the local level and across the four nations of the UK.
- 3** Nature is playing a central and valued role in helping to address local and global problems.

OUR SHARED VALUES

- **PASSION**
- **RESPECT**
- **TRUST**
- **INTEGRITY**
- **STRENGTH IN DIVERSITY**
- **PRAGMATIC ACTIVISM**



HOW TO APPLY

Application Process:

The application process is overseen by The Wildlife Trusts' nominations panel, including Chair of The Wildlife Trusts (Duncan) and Director of Campaigning and Communities (Nikki).

The process runs as follows:

- Complete our short application form by **midnight, Tuesday 30th September**. This can be found at:
wildlifetrusts.org/volunteering-opportunities/chair-steering-group-young-people
- Successful candidates will hear from us by **early October**. Unsuccessful candidates will also hear from us and have an opportunity to receive feedback on their application if they would like
- Shortlisted candidates will be invited for an **in person** interview at our Newark Office, **week beginning 13th October**
- If you require any special provision should you be called to interview, please do let us know. Also, please inform us of any dates that you may not be available or might have difficulty with.

If you would like to have an informal chat about the role with our Head of Youth Programmes (Rukaiya) or Youth Activism Manager (Arran), please email Arran - awilson@wildlifetrusts.org

We look forward to hearing from you!

QUESTIONS

Am I eligible? The Chair of the SGYP needs to be within the age range of 16-30 and based within the UK.

Do I need to have experience of sitting on a board or being a Chair?

Not at all! Training in the core requirements of a Chair of the SGYP will be provided alongside your induction. We are more interested in your wider skills, interests and experiences. It is these attributes that make a successful Chair.

How long does a Chair serve for? The Chair is asked to serve a minimum of one 18 month term, and a maximum of 3 terms. We understand that life can sometimes be chaotic so if you have any concerns about the commitment - please get in touch for a chat first.

How much time do I have to give? The SGYP will be expected to meet 4 times per year (3 online meetings and 1 in person), usually during the day. The typical length of a meeting is 2 hours, and preparation time for these meetings is also needed. You will be provided with a set of materials to read in advance of each meeting to help you understand how to facilitate the discussions that will be taking place during the meeting, and you will be required to meet with the Head of Youth Programmes and Youth Activism Manager as part of your meeting preparations.

There may also be additional ad hoc meetings and events to attend as part of your role, including working with the Chair of Council and the Council Representative on the Steering Group to advocate on behalf of the Steering Group board members. Advance notice and support will be given for these activities.

QUESTIONS

Will I get paid? The role is voluntary but travel and subsistence expenses can be claimed in line with the organisation's expenses policy. If you are aware of any barriers that might prevent you from applying (financial or otherwise) please don't hesitate to get in touch with us to explore what can be offered.

What support will be given? You will be supported to settle in and flourish in your role through an induction process and then access to follow up training and development opportunities, as well as 121 support from members of the Youth Development staff team.

What sort of things will I be asked if invited to interview? The sort of questions we may ask will include: your reasons for being interested in the role and why you chose this environmental charity, as well as the aspirations, skills and experiences that you will bring to the role and what development needs you may have so that we can provide support. You will also have the opportunity to ask any questions that you might have about the role, the movement or anything else that you feel you might need further information on.

As part of our inclusive recruitment practice, successful candidates will be provided with an interview pack to help them prepare.

Do I need to have conservation knowledge? Not at all! Although we are keen all members of the SGYP share our passion for the cause, conservation knowledge is not needed. In fact, we are keen to hear different experiences and perspectives from individuals who have not necessarily worked or volunteered in the conservation sector.

If you have a question that hasn't been answered above, please feel free to get in touch with our Youth Activism Manager, Arran - awilson@wildlifetrusts.org

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No matter where you live in the UK, there is a Wildlife Trust inspiring people about the natural world. Each day we work to save, protect and stand up for the wildlife and wild places near you. Supported by more than 944,000 members, we act for wildlife on our 2,600 nature reserves, through our work with landowners, farmers and policy makers, and by encouraging everybody to look after wildlife where they live. We hope that you will join us.

