



June 2026

Yorkshire Wildlife Trust

Trustee Pack



ywt.org.uk

Yorkshire Wildlife Trust Trustee Brief

Help us achieve our vision of a Yorkshire rich in wildlife for everyone

We are looking for three new Trustees to join our board in October. We would like to hear from people who share our vision of making Yorkshire that little bit wilder and bringing people closer to nature.

We are particularly looking for people who are passionate about the natural world and have skills and experience in one or more of the following:

- Conservation, wildlife or ecology
- Land acquisition, management or farming
- Financial and business skills
- Legal skills
- Charity fundraising
- Digital technologies

Our Trustees have a key leadership role at Yorkshire Wildlife Trust, setting the direction of the organisation and help us to achieve our goals of creating wildlife-rich places and wildlife-rich lives.

Becoming a Trustee means taking on a voluntary role to support and guide a charitable organisation to achieve agreed vision and goals. Trustees are responsible for the overall governance of a charity.

Yorkshire Wildlife Trust's Trustees set our strategic direction and provide guidance, support and challenge to the Senior Leadership Team. They are passionate ambassadors for the charity's work, influencing key partners and helping to secure funding. Trustees also contribute through their own professional expertise and background as collegiate members of the team, to ensure the charity is positioned to deliver its strategic priorities. Our Trustees bring strategic vision, independent judgement and a willingness to commit to leading the Trust through challenges and opportunities.

Our Board and Senior Leadership Team are a partnership, with mutual trust and respect – who work together with the shared purpose of achieving the Trust's vision and mission.

Yorkshire Wildlife Trustees should:

- develop real commitment;
- get to know and understand the charity's purpose and mission;
- give counsel (when needed) and support the Chief Executive;
- advise the Chief Executive about advantageous partnerships and contacts that might be able to provide support – financial or otherwise;
- be willing to help with events that might further or support the work of the trust;
- be willing and able to communicate the work of the charity to the community, friends and business contacts.

What's in it for you:

- the knowledge that you're making a real and lasting difference to some of the most amazing green and blue spaces in the country;
- working with a group of like-minded, enthusiastic people;
- training and mentoring opportunities;
- all expenses covered;
- amazing insight into the work of an organisation working at the cutting edge of nature conservation and working alongside experts in their field.

The Charity Commission's Six Essential Duties of a Trustee:

- To ensure your charity is carrying out its purposes for the public benefit
- To comply with your charity's governing document and the law
- To act in your charity's best interests
- To manage your charity's resources responsibly
- To act with reasonable care and skill
- To ensure your charity is accountable.

For more information about our current Trustees please visit ywt.org.uk/about-us/charity-information/trustees.

Although the Board delegates authority to the Senior Leadership Team, it remains legally responsible for the charity. Trustees are jointly and severally responsible for the overall governance and strategic direction of the charity, its financial health, the probity of its activities and developing the organisation's aims, objectives and goals in accordance with the governing document, legal and regulatory guidelines. This responsibility extends to the charity's culture as well as its performance.

We have a lot of work to do to restore the abundance of nature in Yorkshire and being a Trustee can feel demanding at times, but it is deeply rewarding and you will be part of a friendly and energetic team.

Time Commitment

Trustees should expect to devote at least 5 hours per month (plus any voluntary project and committee work). This time will be spent preparing for and attending Board meetings and one or more Board Committees, as well as volunteering time to help develop the Trust's work and attend other occasional meetings and events.

There are currently eleven Trustees, with several serving as Honorary Officers (Chair, Treasurer and Honorary Secretary and Deputies) which require more time commitment but are supported. Under normal circumstances, the Board meets five times a year, mostly on weekday afternoons in different locations across Yorkshire, and committees are held during office hours usually at the Trust headquarters in York or online. Since the pandemic a significant proportion of our meetings are now held online. There is an expectation to attend 75% of Board meetings and the AGM.

Term of Office

Trustees are appointed in a voluntary capacity for a four-year term. Trustees can be reappointed for further four-year terms (most will complete two terms). We provide an induction and opportunities for training and personal development.

To apply to be a Trustee, applicants do not need to be a Member of the Trust at time of application, however, it is an expectation to become a Member if selected.

For more information about our current Trustees please visit www.ywt.org.uk/about-us/charity-information/trustees

About Us

The Wildlife Trust for Yorkshire was founded in 1946 by people who knew they needed to take action to protect the special and diverse habitats in Yorkshire's wild places which our fellow species need.

Today, Yorkshire Wildlife Trust is one of the largest nature conservation bodies in the area working at a grass-roots, local level whilst also being part of a strong cohesive national movement in the federation of Wildlife Trusts. We are a membership organisation and our members support is vital to everything we do.

We have a dedicated team of over 1000 volunteers working alongside our team of 190 staff working in every corner of Yorkshire to make a difference for wildlife.

With the backing of our 45,000 members, we work to create more, bigger, better and more joined-up spaces for nature and to inspire and mobilise more people to take action for wildlife.

#TeamWilder is our innovative community mobilisation approach where we enable others to take action for wildlife in their local places.

We work in partnership with other organisations, community groups, landowners and key decision makers to inspire them to work with and for nature.

We are passionate about inspiring people of all ages, with thousands of children and adults reached each year at our education activities, through our visitor centres, events and reserves.



JOHN POTTER

Where we are going

Our Strategy

This is a decisive decade, a tipping point where we have to halt the decline in our habitats and species by 2030, build resilience to the impacts of a changing climate, and catalyse conditions for them to flourish once again.

Our strategy builds on the findings and ambitions of our landmark publications, the State of Yorkshire's Nature (2024) and Bringing Yorkshire's Nature Back (2025), to achieve our 2030 goals, and to look beyond to a wilder future.

To create the momentum, influence and opportunities nature needs, we will:



Generate Hope We will show how Yorkshire's nature can be restored and protected for future generations, through compelling evidence, case studies and campaigns for change.



Build Power We will work together with a diverse network of members, supporters and organisations, to build the collective capacity, influence and resources to stand up for nature.



Take Action We will be at the heart of a coalition taking sustained action to ensure 30% of land, rivers and sea are positively managed for wildlife by 2030, enabling nature's recovery and adapting to climate change.

We will also develop and grow as an organisation by making sure we are:



One Trust Our Trust is inclusive, integrated and innovative. Our diverse teams work collaboratively, enabled through digital technology and commitment to personal and professional learning.



Resourced and Resilient Our finances are resilient and balanced, with income secured from a diverse portfolio of sources. Our work programmes are carefully designed and risks effectively managed.

Our activities

Flagship Programmes

Our nationally significant programmes exemplify the impact we can have when we work in partnership, for example:

Yorkshire Peat Partnership has been restoring peatland for more than a decade and is an important member of the Great North Bog initiative.

Wilding in the uplands is being delivered through the Wild Ingleborough partnership, with ambitions to extend new forms of land management across Yorkshire's three peaks and beyond.

The North Sea, Yorkshire coast and Humber Estuary provide rich and sensitive habitats for the work in our Marine and Wilder Humber programmes, which are re-establishing species, creating new habitats and helping wildlife adapt to climate change and the development in the North Sea.

Nature recovery network and our Nature Reserves

Since 1946, when Askham Bog became our first nature reserve, we have been acquiring and managing a wide portfolio of special places across Yorkshire. We now own or manage over 3000 hectares of land and our nature reserves are havens for rare and threatened species and habitats. These reserves alongside others owned and managed by other wildlife charities and nature friendly landowners, make up the foundation for the nature recovery network so desperately needed to protect the diversity of habitats and species we have and importantly enable them to reach sustainable population levels across Yorkshire.

Engagement

Involving more people across Yorkshire to take action for wildlife is critical to all of our ambitions.

The #Team Wilder approach to engagement aligns us to the collective work of The Wildlife Trusts Federation to engage and empower individuals and communities to do more for wildlife and so address the ecological and climate emergencies.

Our purpose is to make Yorkshire Wilder

Our Vision for Yorkshire

Nature-rich and resilient land and seascapes, stretching from the sea, to cities and fells with healthy, thriving ecosystems meeting the needs of people across Yorkshire.

In short, this means we want Yorkshire to be:



Nature Positive – nature is in recovery and growing



Climate Ready – resilient to and adapting for climate change



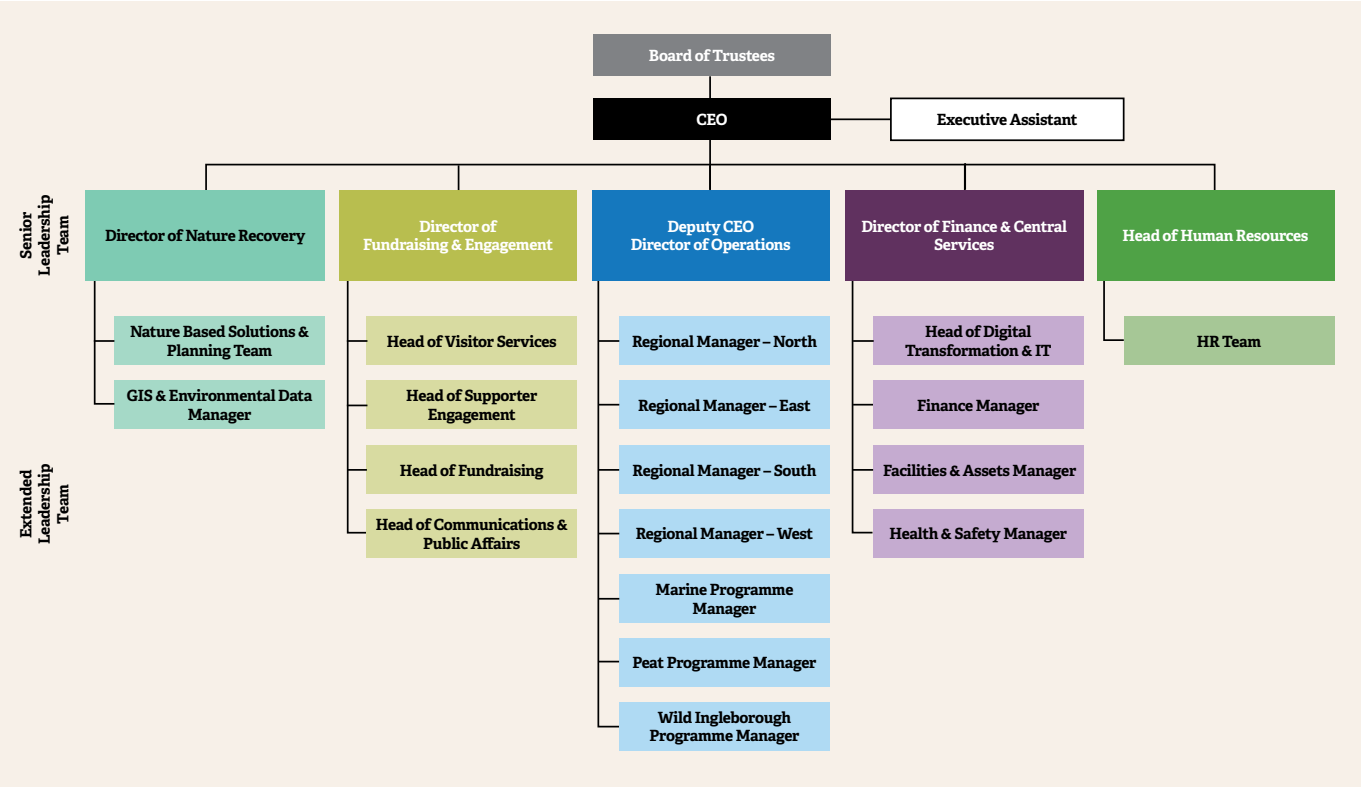
Carbon Negative – mitigating further climate change



Environmentally engaged – where everyone plays their part to deliver the vision



How we are organised



Our values



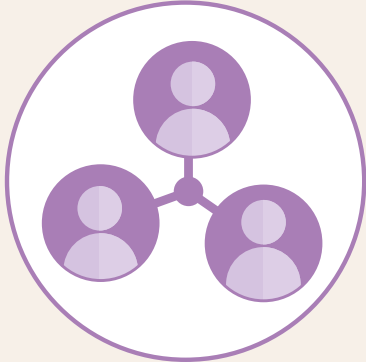
GRIT



INCLUSION



INTEGRITY



COLLABORATION



CREATIVITY

Role Description

Role	Trustee
Team	Board of Trustees
Salary	Voluntary (unpaid)
Time Commitment	At least 5 hours per month (plus voluntary project work)
Working Base	Yorkshire
Responsible to	Board of Trustees
Responsible for	The strategic direction of the charity

Overall Purpose of Role To provide governance and strategic leadership for the Trust, ensuring that the Trust pursues its charitable purposes and provides public benefit

Main Responsibilities

- Govern the Trust and provide direction and strategic leadership for it;
- Ensure the Trust's funds and assets are safeguarded and correctly applied;
- Ensure the Trust acts in accordance with its memorandum and articles;
- Monitor risks and the risk control measures in place;
- Ensure the financial stability and solvency of the Trust;
- Ensure compliance with charity law and other applicable legal requirements;
- Protect, manage and correctly apply the Trust's funds and assets;
- Safeguard the Trust's reputation and standing.



Role Specification

Management and Supervision:

The Board

- determines the responsibilities and duties of the Chief Executive, and monitors the performance of the Chief Executive and the Senior Leadership Team.

Accountability and Resources:

The Board

- oversees the preparation of and approve the Annual Trustees' Report and Accounts and ensures all other public accountability requirements are met;
- approves the purchase of land and real property.

Job Impact

The Board

- has significant and wide-ranging impact both internally and externally through its approval of Trust policies and its strategic decision-making, which can significantly affect organisation-wide results, including financial stability.

Independence and Judgement

The Board

- determines strategy, in pursuit of the Trust's charitable purposes;
- approves the 5-year Strategic Plan and the Annual Plan, and monitors progress against them;
- approves policies for the Trust.

People and Contacts

Board members

- develop and maintain relationships for the Trust and successfully influence people externally at all levels.

Creativity and Innovation

Board members

- apply creative thinking to influence the development and implementation of Trust policies and strategy.



Person Specification

Role Title

Trustee

Team

Board of Trustees

Experience

Trustees bring a diverse range of skills, knowledge and experience to the Board. The Trust will be seeking to ensure the Board has a balance of skills and experience which reflect the knowledge and qualities that are set out below and in the role advert.

We are particularly looking for people who are passionate about the natural world and have skills and experience in one or more of the following:

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- Legal skills
- Charity fundraising
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Competence, Knowledge and Skills:

- Ability to build and sustain relationships with key stakeholders and colleagues to achieve the Trust's organisational objectives.
- Good, independent judgement and strategic vision.
- An ability to work effectively as a member of a team.
- Ability to understand and accept the legal duties, responsibilities and liabilities of trusteeship and the respective roles of the Chair, Trustees and Chief Executive.
- Dedication to impartiality and fairness and the ability to respect confidential information.
- Commitment to the seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.
- Commitment to promoting equality, diversity, inclusion and safeguarding.

- Commitment to the Trust and a willingness to devote the necessary time and effort.

- A willingness to bring a diverse range of perspectives to the table.

- Willingness to be available to members of the Leadership Team for advice and support on an ad hoc basis.

Personal Qualities:

Trustees are expected to:

- Act in the best interests of the Trust.
- Exercise due care and attention and use reasonable skill in dealing with the Trust's affairs.
- Apply personal skills, knowledge and experience to help the work of the Board and assist in decision making.
- Declare any potential conflicts of interest.
- Attend Board meetings and play an active part in discussions and decisions.
- Serve on Board committees and working groups as required.
- Have a strong empathy with our vision to make Yorkshire rich in wildlife for everyone.
- Above all applicants should show enthusiasm and commitment to work with a team of others for the benefit of the Trust and its objects.

If you feel you have the **skills** we are looking for, as well as the **drive** and **commitment** to make a real contribution to our charity, the work it does to **inspire, engage** and **protect** Yorkshire's wildlife and are aged over 18 we would love to hear from you.



ANDY CHILTON

How to Apply

To make your application and find further details of how to apply please visit:
www.careers.ywt.org.uk

For further information please contact Julia Simpson, Executive Assistant:
julia.simpson@ywt.org.uk

Timetable

- Application closing date: 7th September 2026
- Online briefing session and Q&A session: 21st July 4pm to 5.30pm
- Hold 1:1 sessions with applicants as needed in August and early September
- Interview candidates informed mid-late September
- Interviews to be held 28th and 29th September 2026
- Yorkshire Wildlife Trust AGM – Saturday 3rd October 2026. Candidates may like to attend, information will be available on the Trust's website.
- New Trustees co-opted on to the Board at the meeting on 15th October 2026

ywt.org.uk

Driving nature's recovery in Yorkshire