



Wildlife Trust for
**Beds, Cambs
& Northants**

Trustee Candidate Pack

August 2026

wildlifebcn.org

Registered Charity No. 1000412. Company Registration No. 2534145 (England and Wales)



Thank you for choosing to find out more

Choose to give your time to the Wildlife Trust for Bedfordshire, Cambridgeshire and Northants – BCN for short – and you're choosing to see nature not as a luxury but as the system that keeps us alive.

You're choosing not just to support wildlife, but to restore and increase it.

And you're choosing to work with an organisation that doesn't just count its outputs, but measures its actual impact.

The Wildlife Trust BCN is a thriving member of the movement of 46 Wildlife Trusts across the UK. The Trust is run by an effective combination of Trustees and over 1000 other volunteers working with 100 staff headed by our Chief Executive, who is responsible for the day to day running of the Trust.

The Wildlife Trust BCN has already achieved great impact to help nature recover in our three counties. Since 2020 we've expanded our Great Fen vision with the £8.6million Lottery-funded Peatland Progress project, saved the unique rewilding site of Strawberry Hill through our largest-ever fundraising appeal, reintroduced beavers to Northamptonshire, reached over 25,000 people through events and education, launched our Team Wilder community programme, and increased our membership by more than 2,200. See full details of the funds we raised and our results in our latest [Impact Report](#).

We've launched our plan for the next five years, [Our Wilder Future: 2030](#), alongside a new £1.5million appeal. We'll focus on protecting our 100+ nature reserves, supporting wildlife conservation beyond our reserves, tackling the impact of climate change and inspiring and supporting people to engage with wildlife on their doorstep. Success will require us to make some internal transformations too, so it's an exciting time to get involved.

We're looking for Trustees who share our passion and will work with us to keep our plan on track.

We want our Board to reflect our community and actively encourage applications from people of all identities and walks of life. We particularly invite applications from groups currently underrepresented within the environmental sector, including people from ethnic minority backgrounds and disabled people.

Choose the Wild Life. Choose to be one of our Trustees.



Brian Eversham,
Chief Executive

A handwritten signature in black ink, appearing to read 'Brian Eversham'.



Hilary Allison,
Chair of the Council

A handwritten signature in black ink, appearing to read 'Hilary Allison'.

We carefully monitor the health of our Ancient Woodlands to ensure these rich habitats are protected.
Photo: Andy Clifton

Becoming a trustee

What does a Trustee do?

Trustees are at the very heart of our charity and its work.

Wildlife Trust BCN is led by its Council of Trustees – all volunteers – which has the legal responsibility to ensure delivery of the Trust's charitable objectives. Trustees are also directors of the Trust under Company Law.

As a Trustee, you'll:

- help set our strategy, ensuring it's in line with our vision and mission
- have oversight of our funds and how they're raised and spent
- sign off plans and policies
- review impact and lessons learned.

You'll read papers in advance (sent out the week before each meeting), lead or contribute to discussions, give advice and guidance, and share the benefit of your experience.



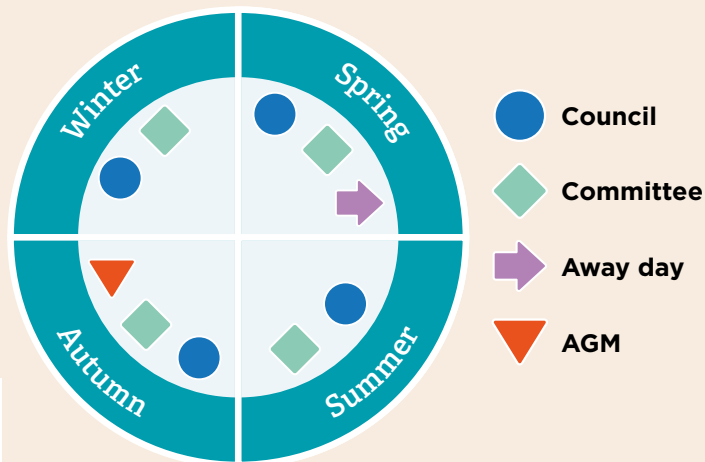
We use highland cows and other livestock to graze reserves for the benefit of the whole ecosystem
Photo: Holly Wilkinson

How much time do you need?

We understand that many Trustees need to balance their volunteering with work, caring or other responsibilities.

Trustees are appointed for an initial three-year term, with the option to extend by another three years.

- Council meets four times a year from 6pm to 8pm. One meeting per year is in person at our offices in Cambourne; the others are hybrid.
- You'll join one of our two committees: the Resources Committee or the Conservation, Education & Community Committee. Each has four hybrid meetings a year from 6pm to 8pm.
- Trustees and the senior leadership team have an annual strategy away day in the working week, with business in the morning and an optional nature reserve visit in the afternoon.
- We encourage Trustees to attend our Annual General Meeting and Members' Day, on a Saturday.
- Food is provided for those who attend meetings in person and you can claim travel expenses.



What's it like?

Trustees gain a special insight into the workings of the charity and have a close relationship with the executive (the paid employees) who lead and run it.

It's a stimulating and fun way to:

- support nature recovery in this area, and the many people – staff and volunteers – who make change happen
- widen and deepen your wildlife knowledge
- use your current skills, develop new ones and add valuable third sector experience to your CV
- meet new people and go behind the scenes at reserves.

Aaron Matthews and Talia Henman, who completed our six-month paid traineeship to give young people a route into conservation.



Who are we looking for?

We're seeking three new Trustees.

We've outlined the experience and skills we're looking for below. You don't necessarily need to have extensive experience in these areas, or to have gained that experience in a professional capacity. One of our current Trustees was still at university when he joined our Board.

	Core	Desirable
A demonstrable passion for nature and a belief in our vision and values	X	
Proven ability to step back from the detail and see the bigger picture	X	
The ability to work collaboratively as part of a team with your fellow Trustees, and with charity staff	X	
An open mind and a commitment to listening, learning and valuing others' perspectives	X	
The desire to share your experience and expertise	X	
A commitment to equity, diversity and inclusion	X	
The ability or potential to influence and support effectively		X

A harvest mouse nest survey at the unique rewilding site of Strawberry Hill, Bedfordshire, with Chantelle Warriner and Josh Hellon.



Specific skills

In addition to the skills on the preceding page, for two of the three posts we're particularly seeking Trustees with specific skills and experience.

Post 1

We work alongside landowners to encourage wildlife-friendly practices, including with many farmers in a variety of settings, often working towards environmental land management targets. We're also in the process of directly trialling sustainable farming practices, notably at the Great Fen with 'wet farming' trials. To support this aspect of our work we're looking to recruit a trustee with the following skills and experience.

	Core	Desirable
Experience in agronomy or otherwise active involvement in managing agricultural land.	X	
Knowledge of the government's Environmental Land Management schemes such as Sustainable Farming Incentive (SFI), Countryside Stewardship (CS) and Landscape Recovery.	X	
Understanding of the general challenges with UK farming and associated supply chains.	X	
General understanding of how farm businesses operate and the complexity of integrating all of the demands on farmland for food production, biodiversity conservation, water regulation etc. into a business plan.	X	
Familiarity with the principles and practices of regenerative agriculture.		X
Have connections to local farming networks.		X

Post 2

We generate income through a range of channels: different types of membership, donations (legacies, campaigns, major donors), grants, corporate partnerships, novel sources of income – for example Carbon Credits and Biodiversity Net Gain – and our trading subsidiaries. To support this aspect of our work we're looking to recruit a trustee with the following skills and experience.

	Core	Desirable
Experience working in or volunteering for fundraising or membership organisations.	X	
Understanding of professional good practice in raising our major sources of income.	X	
Experience of creating and overseeing/delivering a multi-layered fundraising strategy.	X	
Understanding of what is reasonable in terms of target setting, and how external factors influence what is achievable.	X	
Ability and commitment to act as an ambassador for the Trust, in particular supporting discussions with major donors.	X	
Understanding of how to build relationships with major donors over time, manage a pipeline of prospects, create bespoke 'asks' and continue to steward donors beyond the initial donation.	X	
Ability to identify opportunities for collaboration with other organisations.		X
A data-driven mindset and ability to draw insights from data		X
Knowledge of appropriate fundraising and membership sector technology.		X

Post 3

It isn't necessary or desirable to have any sector-specific skills for the third post.

Next steps

The application process is being run by a working group of our Trustees and our CEO.

- 1** Please send your CV and a covering letter of no more than 2 pages, explaining why you want to be a Trustee and why you think you would be suitable for the role at the Trust, to: Teresa.stephens@wildlifebcn.org **by 5pm on 16 October 2026**. Please state 'Trustee Recruitment' in the subject line of your email.
- 2** Shortlisted candidates will be invited to interview in the second week of November. You'll be able to choose whether you're interviewed in the working day or evening. We would like to interview people in person, but if that isn't possible for a candidate we can interview online.
- 3** The chosen candidates will be introduced to our Trustees at our Council meeting on Tuesday 8th December 2026, and co-opted onto the Board. Newly co-opted Trustees receive a full induction and start attending meetings.
- 4** The co-opted Trustees will be nominated to stand at our AGM in October 2027 and formally elected by the Trust's members. There is no requirement for Trustees to speak at the AGM.

Please note, Trustees must not be disqualified from acting as a Trustee or as a Director of a company. If you think this may affect you, please see Charity Commission guidance and HMRC Guidance on the [Fit and Proper Person test](#).

If you'd like to discuss the role before applying, our Chair of Trustees, Hilary Allison, is available for an informal chat. Please contact her via email hilary.allison@wildlifebcn.org to arrange a call.

Our bat punt safaris on the River Cam have inspired thousands of people to love bats and raised more than £80,000 for conservation. Photo: Holly Wilkinson



**Wildlife Trust for
Beds, Cambs
& Northants**

We reintroduced beavers – nature's
engineers – to the Nene Wetlands
in Northamptonshire.
Photo: David Parkyn

Useful links



Wildlife Trust BCN 5 year plan

<https://www.wildlifebcn.org/about-us/next-five-years>



Wildlife Trust BCN latest impact report:

<https://www.wildlifebcn.org/impact>



Wildlife Trust BCN current Trustees

The page includes further information about becoming a trustee:

<https://www.wildlifebcn.org/our-people-and-partners/our-trustees>



Charity Commission – ‘What’s involved’

<https://www.gov.uk/guidance/charity-trustee-whats-involved>



Charity Commission – ‘The Essential trustee: What you need to know and what you need to do’

<https://www.gov.uk/government/publications/the-essential-trustee-what-you-need-to-know-cc3/the-essential-trustee-what-you-need-to-know-what-you-need-to-do>



Charity Commission – Charity trustee welcome pack - GOV.UK

<https://www.gov.uk/government/publications/charity-trustee-welcome-pack>

Cover image: Purple thorn moth by Vaughn Matthews

