



BEAVER  
TRUST

# Recruitment Pack Trustee







- 3 Introduction from our Chair
- 4 Beaver Trust's Board of Trustees
- 5 Responsibilities of Trustees
- 6 Financials
- 7 Who are we looking for?  
Time commitment and board meetings
- 8 Remuneration and start date  
Selection of Trustees  
How to apply



## Introduction from our Chair

Thank you for your interest in joining our board of trustees. Beaver Trust is a pioneering charity working to restore beavers.

Beavers were hunted to extinction in Britain four centuries ago, but we have a bold mission: to restore beavers to regenerate our landscapes. We need beavers back urgently. They are a powerful ally in the face of the climate and biodiversity emergencies, playing a supersized role in helping build climate-resilient landscapes and restore freshwater habitats.

Our small charity is run by a committed team with a diverse skill set and extensive experience in beaver ecology and restoration. Across Scotland, England and Wales, our decentralised structure keeps us close to the communities we support and ensures the work we do is effective and sustainable.

Beaver Trust is going through a period of rapid growth and is uniquely positioned to drive impact at scale in the British environmental sector. We are currently seeking new board members to help maintain our commitment to strong and inclusive governance.

In order to ensure geographic diversity in our trustee board our priority is to recruit trustees based in Scotland in this recruitment round. We are particularly interested in finding new trustees with a background in scientific research, ecology, zoology or animal welfare/management. We're also keen to hear from candidates who feel they can add value to our fundraising efforts.

We are truly committed to ensuring diversity and gender equality within our organisation and board, and we welcome applications from candidates from all backgrounds, as well as from young people over 18yrs.

If you believe that you can help Beaver Trust achieve its goals and share our ambitions, then we would love to hear from you. You will find more information about the role in the rest of this pack and on our website, along with further information about our work and our plans for the future.

We look forward to hearing from you.



*Victoria Heffer*

**Victoria Heffer**  
Chair of Board of Trustees

## Beaver Trust's Board of Trustees

Beaver Trust is a CIO and our board of trustees is the highest level of governance and decision-making authority in the charity. Our trustees ensure that the charity demonstrates exemplary leadership and governance, consistent with the expectations of our stakeholders and supporters. Our board ensures that Beaver Trust has a clear strategy and that its work and goals are in line with the charity's vision. Trustees also safeguard our assets and our reputation, making sure these are used well and that the charity is run sustainably.

The trustees are unpaid volunteers and carry the overall legal responsibility for the decisions and actions of the charity. The board of trustees delegates the daily operational management of Beaver Trust to the senior management team, holding leaders to account for the performance and management of the organisation. The Chief Executive acts as the main point of contact between trustees and the rest of the team. We all work remotely, but also highly value meeting together when possible for field visits to beaver sites, for fundraising events and for strategic development and key training sessions.

Our board consists of a maximum of ten trustees, a minimum of three and a target of eight. We currently have seven highly committed and fully engaged trustees. Trustees serve for one or two terms of service of a maximum of three years each (a total of six years).



# Responsibilities of Trustees

Our board of trustees is responsible for:

- Reviewing, approving and timely submission of all official financial and governance filings required by the charity under UK law;
- Approving the organisational strategy as presented by management, including the objectives, measures and financing;
- Approving the annual operating plan and budget, annual performance milestones and objectives;
- Approving appropriate policies that impact the overall governance of the organisation and the board of trustees;
- Regularly reviewing the performance of the organisation and the senior management team in achieving objectives and key results, in line with budgets;
- Supporting the organisation's fundraising efforts and in any other appropriate public arenas where positive support may help its cause;
- Providing oversight of the management and mitigation of organisational risks by the senior management team; and
- Managing itself to be an effective board.

Trustees are expected to have a good understanding of Beaver Trust's work and the organisation's purpose and strategy. Trustees have a responsibility to understand the environment in which Beaver Trust operates to support the charity in fulfilling our mission as effectively as possible with the resources available. Our trustees are expected to:

- Always act in the best interests of the charity – and to not let personal interests, views or prejudices affect their conduct as a trustee;
- Show the highest levels of personal integrity and conduct, and act reasonably and responsibly in all matters relating to the charity – with as much care as if they were dealing with their personal affairs, taking advice if needed;
- Make decisions in line with good practice and the rules set by the charity's governing document, including excluding any trustee who has a conflict of interest from discussions or decision-making on the matter;
- Generously share their experience and expertise with the senior management team to grow their capabilities and advance the mission and vision of the organisation;
- Give sufficient time to the charity to carry out their responsibilities effectively. This includes preparing for meetings and sitting on board committees and other governance bodies where needed, in line with the time commitment detailed below.
- Constructively challenge the management of the organisation to ensure the effective stewardship of the organisation and its resources; and
- Act with kindness and consideration to fellow board and team members support the development of an effective and cohesive working culture, and model Beaver Trust's values.

As well as the above responsibilities, our trustees and staff are committed to working in line with Beaver Trust's values:



**Science led**

Our work is grounded in evidence. We set high scientific standards, and our integrity builds trust and credibility.



**Connected to nature**

We believe that nature matters in its own right. We put animal welfare front and centre in our restoration work.



**Solutions orientated**

We are creative in our approach and take action to deliver results. We share our learning and adapt when we face challenges.



**Inclusive and collaborative**

We embrace diversity and build partnerships to increase our impact.



**Resilient and ambitious**

We are passionate about restoring beavers and work with the drive and determination demanded by the climate and ecological crises.

## Financials

Beaver Trust is in a strong financial position, with income currently exceeding £800,000 pa.

Growth in recent years has been rapid across income, expenditure and headcount. Private foundations have historically been the backbone of Beaver Trust's widening income portfolio. However, in recent years, the share of funds coming from contracts to provide services relating to beaver translocation and restoration has grown significantly. Annual accounts are available from The Charity Commission or upon request.



## Who are we looking for?

Beaver Trust is going through a period of rapid growth and is uniquely positioned to drive impact at scale in the British environmental sector. We are currently seeking new board members to help maintain our commitment to strong and inclusive governance.

In order to ensure geographic diversity in our trustee board our priority is to recruit trustees based in Scotland in this recruitment round. We are particularly interested in finding new trustees with a background in scientific research, ecology, zoology or animal welfare/management. We're also keen to hear from candidates who feel they can add value to our fundraising efforts.

We are truly committed to ensuring diversity and gender equality within our organisation and board, and we welcome applications from candidates from all backgrounds, as well as from young people over 18yrs.

## Time commitment and board meetings

Trustees are expected to attend four board meetings per year (all virtual), one annual two-day in-person staff and trustee gathering, and approximately two social events with the team. Board members are also expected to carry out preparatory reading and maintain periodic contact with other trustees and relevant members of the senior management team.

All trustees are expected to be profoundly motivated by the charity's work and mission, and willing to give their time to support and oversee its effective governance and development. Being a trustee takes commitment and time – on average around one day of work per month, spread across the month across meetings, reading and calls.

Quarterly board meetings normally take place 5-6 weeks after the end of the previous quarter. The Chair sets the agenda for these meetings and regular topics include agreeing and reviewing the strategic direction, operational and financial performance, budget oversight, and organisational risk.

The senior management team prepares papers for trustees in advance of each meeting and usually participates in board meetings to provide briefings and answer any questions from trustees. All trustees have a chance to contribute to discussions at meetings and are encouraged to do so.

Wherever possible we keep board papers (particularly financial information) succinct and easy to understand and hold meetings at times that don't exclude people who are working or have caring responsibilities.

In our financial year ending 31st March 2026, board meetings are scheduled to take place at 4:30pm (UK) on:

21st May 2025 - Online  
6th August 2025 - Online

Next annual two-day in-person staff and trustee gathering - 2-4th June 2025 Oban, Scotland

## Remuneration and start date

Remuneration: Trusteeships are voluntary and not accompanied by financial remuneration; however reasonable expenses will be covered (for example travel and supporting child-care expenses to attend meetings).

**Reporting to:** Chair of the board of trustees.

**Start date:** as soon as possible.

## Selection of Trustees

Our board's nominations and remuneration committee is responsible for finding and recruiting trustees who have the experience and skills Beaver Trust needs. We don't appoint trustees because of their status or position in the community alone.

In selecting members for our board, we refer to guidance provided by the UK Government's Charity Commission's advice platform the Charity Governance Code.

Shortlisted applicants will be offered a competency and experience-based online interview. Initial interviews are planned for w/c 12th May 2025. We may also have a second round of interviews. The interview panel will be made up of members of our Nominations and Remuneration Committee and our CEO.

## How to apply

Thank you for considering the role of trustee at Beaver Trust. To apply please send the following documents via email to [recruitment@beavertrust.org](mailto:recruitment@beavertrust.org)

- An one-page A4 cover letter. In your cover letter please briefly tell us why you are interested in applying to be a trustee at Beaver Trust, and how you match one or more of the attributes that we are recruiting for.
- A CV of two sides of A4 maximum. Please include any voluntary or other relevant life experience that you would like to tell us about, as well as any paid work.

Please note that we will not accept applications via LinkedIn. No agencies, please.

**Closing date: 5pm Monday 28th April 2025**

If you would like to have an informal chat with one of our trustees to help you to decide whether or not to apply then please email [recruitment@beavertrust.org](mailto:recruitment@beavertrust.org) and we will link you up with one of our trustees.