



..... Bringing our rivers to life



Registered Charity Number - 1135007

Trustee Recruitment Pack 2020

The Advert

TRUSTEE VACANCIES



The Westcountry Rivers Trust is recruiting three Trustees. Formed in 1994, the Trust was established to restore Westcountry rivers by undertaking measures that protect river and their flora and fauna but also help save money for farmers, improve fisheries, lower costs for water companies, boost tourism, reduce the need to dredge estuaries and even benefit human health. Everything we do is informed by the best available science and our work is driven by an 'ecosystems approach,' which considers the function of the entire catchment, not just the rivers that flow within them

Today we work with a wide range of stakeholders from landowners to local communities, businesses, farmers and water companies to restore and protect the rivers, lakes, estuaries and coastal areas for the benefit of people, wildlife and the local economy. Following a recent Governance review we are looking to re-shape the Board and are seeking to appoint people with a passion for our environment who can offer expertise in the areas of **finance**, **HR** and **marketing**.

Please contact Jackie Dawkins at Shine Charity Recruitment for further information.

About the Westcountry Rivers Trust

Spurred on by a shared love of rivers, the Westcountry Rivers Trust is very much a grassroots organisation, brought into existence from the bottom up. In the early 90s, a group of individuals, passionate – but concerned – about the waterways around them, began to stitch together their ambitions for restoring Westcountry rivers, laying the foundations for the Trust we know today.

To the cause, a number of inspiring, innovative and forward-thinking founders were drawn. Among them, Anne Voss-Bark, Michael Martin, Stuart Gardiner and Poet Laureate Ted Hughes were instrumental to WRT's creation, both alarmed by the decline of fish in their local rivers and inspired by examples of communities brought together to make a difference to the environment. With continued support from Stuart Gardiner, Ted Hughes became one of the Trust's first trustees, with Lord Clinton, Teddy Goldsmith, Nick Grant, Alan Hawken, Michael Heathcoat-Amory, Michael Martin, Bill Tucker and Ann Voss-Bark at his side.

After the launch in 1994, the trust went on to gain charitable status in 1995. Arlin Rickard became the first employee, after months of working as a dedicated volunteer and setting up WRT headquarters in his home. Although initially small in numbers, the Trust has always been huge in ambition. After winning the £1.6 million Tamar 2000 project in 1996, it was clear we meant business.

The problems facing Westcountry rivers were picking up media attention as the Trust came into being. The decline of the Taw and Torridge gained coverage from national newspapers, the droughts of 1976 and 1995 had triggered severe eutrophication, changes in farming practices were impacting the rivers and salmon numbers were on the decline.

But the Westcountry Rivers Trust offered a refreshing stance to the restoration of our rivers. While so many efforts to conserve the environment are limited to the length of the project, the Trust realised that they could open people's eyes to the wider benefits of their work. Measures to protect river habitats and species could also help save money for farmers, improve fisheries, lower water company costs, boost tourism, reduce the need to dredge estuaries and even benefit human health.

Everything the Trust does is informed by the best available science and our work is driven by an 'ecosystems approach,' which considers the function of the entire catchment, not just the rivers that flow within them

"If you look after the land, the river will look after itself"

It was this new perspective – not to mention the hands-on and tireless approach to river restoration – that grabbed the attention of so many supporters and funders and which lies behind the flourishing rivers trust movement. Since then the Trust is now a 50 strong team with an annual turnover of £2-3m running multi-annual projects spread across a wide range of funders.

[Find out more about the Westcountry Rivers Trust at wrt.org.uk](http://wrt.org.uk)

Future Strategy

When the Trust formed the need for catchment management to address the pressures of higher water bills, failing fisheries, poor bathing waters, floods and droughts as well as biodiversity decline and climate change was not engrained across society. 25 years on and further degradation of our environment, increased frequency of extreme weather and an unparalleled acceptance of the need to mitigate and compensate for the effects of climate change have drastically changed societies understanding. Water companies are investing billions of pounds in creating resilient catchments that provide plentiful clean water. Flood authorities are investing equal sums in slowing and storing water in the landscape rather than just building bigger flood defences. Businesses and local authorities are declaring climate emergencies and promising to invest in reducing and offsetting of emissions through tree planting and landscape management. Developers are being forced to ensure net gain on all sites for biodiversity through sustainable drainage and biodiversity offsetting.

The opportunities are immense, but all of these funders are used to contracting services from commercial businesses through highly prescriptive procurement processes and there is a real risk that multiple contracts will be let across the landscape with scant regard for any level of real integration or delivery by groups embedded in the communities they serve. The Trust is in a unique position to unite these funding streams and create a truly integrated delivery mechanism across our catchments to not only sequester carbon, store flood water, release slow clean and plentiful water, increase habitats but also to continue to provide food and fuel. Like the early days our ambition is huge but so is the task.

The Trust is looking for inspirational individuals to help guide our next phase as we seek to build on our skills, experience and relationships to unite multiple sectors and interests to deliver over our one environment. If successful this will invariably see us grow further and so we need to make sure our structures, policies and processes keep pace with our ambition to bring our rivers to life.

Financial Overview

The Trust has an annual income of approximately £2.5m of which c£50,000 is from public donation, with the remainder from the delivery of charitable activities. Their trading subsidiary, Westcountry Rivers Limited, generates income in the region of £150,000.

Restricted reserves (at end of 2018) stood at £588k with unrestricted reserves at £739k.

Terms of Office and Board Meetings

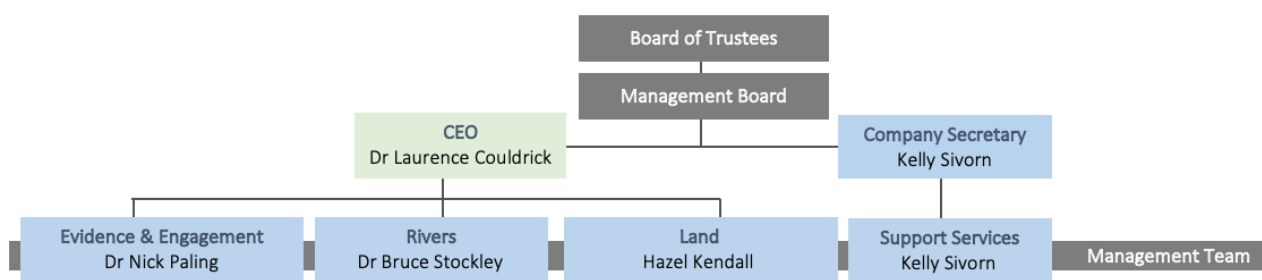
At present the five longest standing Trustees retire at each AGM and are usually re-appointed. Three Trustees and two members of the Senior Management Team (SMT) form the Management Committee and they meet on a monthly basis, usually in Exeter at a time to suit those attending.

The whole Board currently meet twice a year, one of those meetings being the AGM. Full Board meetings take place over the course of half a day at Exeter Racecourse.

However, following a governance review, and pending Board approval, we are looking to amend the above to introduce a term of office so that new Trustees will be limited to three terms of three years and move to a format of four evening Board meetings a year with all Trustees in attendance.

People

The Trust currently employs fifty members of staff lead by their Chief Executive, Dr Laurence Couldrick, and the Management Team, who run four departments (1 - Evidence & Engagement, 2 - Rivers, 3 - Land and 4 - Support Services).



The Board consists of seventeen Trustees who are:

- Charles Huntington Whiteley (Chair, Management Board)
- Adam Fox-Edwards (Management Board)
- Andrew Southall (Management Board)
- Paul Arnott
- William Darwall
- Jenny Ingham Clark
- Andy Gray
- Richard Simpson
- Sir David Hoare
- Henry Llewellyn
- Keith Lancaster
- Lord Clinton
- David Butler
- Simon Day
- William Wyldbore-Smith
- Graeme Hart
- Dr Andrew Torrance

The maximum number of Trustees is limited to twenty but the Trust plans to reduce this over the longer-term so the Board is closer to 6-8.

Role Description

Overall Purpose

The Board of Trustees are responsible for the overall governance and strategic direction of The Westcountry Rivers Trust; developing the Trust's aims, objectives and goals in accordance with the governing document, legal and regulatory guidelines.

Main Responsibilities

- To ensure that the Westcountry Rivers Trust and its representatives function within the legal and regulatory framework of the sector and in line with the Trust's governing documents, continually striving for best practice in governance.
- To uphold the fiduciary duty invested in the position, undertaking such duties in a way that adds to public confidence and trust in the Westcountry Rivers Trust.
- To determine the overall direction and development of the Westcountry Rivers Trust through good governance and clear strategic planning.

Main Duties

- Ensuring the Westcountry Rivers Trust complies with legislative and regulatory requirements, and acts within the confines of its governing document and in furtherance to organisational activities contained therein.
- Acting in the best interest of the Westcountry Rivers Trust, beneficiaries and future beneficiaries at all times.
- Promoting and developing the Westcountry Rivers Trust in order for it to grow and maintain its relevance to society.
- Maintaining sound financial management of the Westcountry Rivers Trust's resources, ensuring expenditure is in line with the Trust's objects, and investment activities meet accepted standards and policies.
- Interviewing, appointment and monitoring the work and activities of the senior paid staff.
- Ensuring the effective and efficient administration of The Westcountry Rivers Trust and its resources, striving for best practice in good governance.
- Acting as a counter-signatory on cheques and any applications for funds, if appropriate.
- To maintain absolute confidentiality about all sensitive/confidential information received in the course of the Trustee's responsibilities to the Westcountry Rivers.

Accountable to

As the board are responsible and liable for the governance and functioning of the charity, they are accountable in varying degrees to a variety of stakeholders, including (but not limited to) service users, funders, the Charity Commission and Companies House. Close attention must be given to the governing document to ascertain the type of organisational structure and the range of interested parties.

Terms of Reference (Subject to approval)

1. The Board shall comprise of at least six and not more than twenty individuals, all of whom must be members.
2. The Board must hold at least four meetings each year at regular intervals.
3. The conduct of the meetings and business will be as stated in the Memorandum and Articles of Association.
4. The Board will be responsible for ensuring that the Charity's objectives are maintained and that the Charity operates within the powers prescribed in the Memorandum and Articles of Association.
5. The Board must comply with the requirements of the Charities Act 2011 in relation to keeping financial records, audit of accounts and the preparation and transmission to the Registrar of Companies and the Charities Commission of:
 - Annual Reports
 - Annual Returns
 - Statement of Financial Activities
6. The Board of the Westcountry Rivers Trust are under a duty to take control and to safeguard all funds to which the Charity becomes entitled.
7. The Board will have the power to delegate any of their functions to committees consisting of two or more individuals appointed by them (but at least two members of every committee must be a Westcountry Rivers Trustees and all proceedings of committees must be reported promptly to the full Board).

Additional Information

DBS & References Trustees will need to provide two written references and complete a satisfactory Disclosure and Barring Service; costs for this will be met by the charity

Out of pocket expenses Where requested, volunteers will be reimbursed for reasonable and receipted out of pocket expenses. (Mileage, parking, public transport etc)

The Charity is committed to achieving equality of opportunity in both services to the community and the employment of people and expects all employees to understand and promote its policies in its work. As with all positions, this role outline will be kept under review and may develop to meet the changing needs of the service.

Recruitment Process

Applications to be made to our recruitment partner: -

Jackie Dawkins, Shine Charity Recruitment (jackie@shinecharityrecruitment.co.uk) 01884/841751

- Initial discussion with Jackie Dawkins
- Informal meeting with the Chair and CEO
- Attending a Management Board meeting as an observer.
- Recommendation will then be made to the full Board
- If applicable, you will be welcomed as a full Trustee at the next Board Meeting.

Additional Documents

- The Essential Trustee (CC3)
- The Code of Good Governance
- [Annual Report 2018/2019](#)
- [Financial Statements](#)

Induction

Induction takes place at a mutually agreed time and will include:

- Registration with Charity Commission and Companies House
- DBS and references checks
- Meet and greet of staff and visit to projects
- For first time Trustees, a training day to take place in the first six months
- Where requested, to be partnered with a longer standing Trustee to act as a mentor