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# Trustee

# Recruitment Pack

At the Land Trust, we are more than a charity—we are changemakers. As a trustee, you will play a vital role in creating thriving, resilient communities across the UK by transforming green spaces into hubs of health, education, and biodiversity. Imagine a world where every community has access to beautifully maintained parks, nature reserves, and open spaces that provide a foundation on which to grow physical, mental, and social well-being. **You can help make this vision a reality.** As we complete our 20<sup>th</sup> year, and look forward to the next 20 years, we are determined to ensure that we meet the challenges which are in front of us to deliver long lasting social benefits and improve the wider environment.



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# WELCOME TO THE LAND TRUST

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Welcome to The Land Trust! We are a dynamic ‘not for profit’ charity utilising public open space/green infrastructure as a positive asset to help create healthy, cohesive and resilient communities whilst delivering our charitable objectives. We are poised to expand our impact further and are looking for a passionate and skilled investment specialist to join our Board of Trustees.

## Why Join the Land Trust?

- **Opportunity to Make a Difference:** Leverage your expertise to shape the future of the Land Trust and create a lasting impact on our beneficiaries.
- **Collaborative Environment:** Join an inspiring team of trustees and staff dedicated to a shared mission.
- **Expand Your Network:** Engage with a diverse group of professionals and leaders within the sector.



# OUR VISION AND VALUES

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At the Land Trust, our vision is to create resilient, thriving communities by transforming green spaces into places where people, nature, and society flourish together. We believe that well-managed open spaces provide countless benefits - enhancing health and well-being, promoting biodiversity and social cohesion.

Our core values of Respect, Collaboration, Responsibility, and Inspiration guide everything we do. They shape our approach to environmental stewardship and community engagement, ensuring that every action we take contributes to a brighter, more sustainable future for all.



## Respect

we make a positive difference to our stakeholders, the environment and society.



## Collaboration

we make a positive difference to our stakeholders, the environment and society.



## Responsibility

we show regard for everyone and everything.



## Inspiration

we provide the environment for success, creativity and growth.

# OUR ACHIEVEMENTS SPEAK VOLUMES

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We welcomed **2.4 million visitors** to our green spaces in 2023/24, delivering £38.7m of Social Value, a 14% increase on the previous year.

We generated **£19.4 million** in Gross Value Added (GVA) to local economies through our portfolio, a 10% increase on the previous year.

Responding to increased anxiety and social isolation post-Covid (217% increase), in 2023/24 we changed our health impact with a greater focus on mental health activities. In tandem, vigorous health activities have also increased by 19%.

We saved the public purse almost **£3m** in 2023/24 with approximately £1.4m of this in public health savings.



# THE BOARD OF TRUSTEES

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## Introduction from the Chair

Thank you for expressing an interest in becoming a trustee of the Land Trust.

The Land Trust does so much to deliver against its charitable aims, managing green spaces for the benefit of local communities and the environment. I have thoroughly enjoyed the last six years as a member of the Land Trust Board and leading the Trust as Chair since December 2023, supporting its ambitions as the social value it delivers continues to grow.

The Land Trust is unique, we believe, in its approach and operations. We are a ‘not for profit’ charity utilising public open space/green infrastructure as a positive asset to help create healthy, cohesive and resilient communities whilst delivering our charitable objectives.

Last year we were delighted to welcome well over 2 million visitors to our parks and green spaces, free of charge. Over 63,000 people took part in formal community activities and almost 7,000 young people came to our sites on school visits.

Our Trustee Board is looking forward to welcoming a new member as we continue to grow and thrive in these challenging and exciting times.

**Janet Dugdale**  
**Chair**



## The Board

The Board is made up of the Chair and Trustees, with the Land Trust Senior Leadership Team in attendance. Trustees, based on their breadth of knowledge and experience, are responsible for setting the long-term vision, strategy and charitable outcomes of the organisation, approving plans and budgets for achieving them and monitoring performance and risk against them.

The Board is responsible for the financial health of the charity and for overseeing its affairs to ensure its charitable status is maintained.

The Board has delegated responsibility for the day-to-day management of the Land Trust to the CEO, who is responsible for leading the Senior Leadership Team, implementing the strategy and building a sustainable and responsible organisation.

The Board works through a framework of meetings and committees (Investment Committee, Remuneration & HR Committee, Audit and Finance Committee, Property Committee and the Nominations Committee).

Trustees are also engaged with the Biodiversity, Ecology and Environment Advisory Group, the Health Advisory Group and a Social Value Advisory Group – all of which seek advice from external expertise to help refine the Trust’s ambitions and direction in these areas. In addition, ad hoc meetings may be required from time to time, along with trustee site visits.

The Board meets quarterly in London and elsewhere around the country, with an occasional meeting via MS Teams. Annually, the Board and the Senior Leadership Team hold a Strategy Event that takes place off-site over the course of two days which could be anywhere in the UK. Trustees will be asked to sit on one or more sub-committees, depending on expertise and interest.



# TRUSTEE ROLE PROFILE

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As a trustee of the Land Trust, you will play a pivotal role in guiding our vision to create sustainable, high-quality green spaces that enrich communities and transform lives. Your expertise and commitment will help shape our strategy, ensure effective governance, and uphold our values of Respect, Collaboration, Responsibility, and Inspiration. You will work closely with fellow trustees and the Senior Leadership Team to safeguard our assets, maximise social impact, and drive the growth of our charitable mission. The role involves the following:

1. Developing and fulfilling the Trust's aims and objectives
2. Ensuring suitable resources are in place
3. Constructively challenging and contributing to the development of the Trust's strategy, including setting goals and targets
4. Helping develop and implement values and standards to ensure the Trust's responsibilities to all stakeholders are met
5. Ensuring income is directed solely to running the organisation and delivering charitable purposes, using reasonable efforts to ensure the Trust's financial viability
6. Scrutinising the performance of the Senior Leadership Team against agreed outcomes, ensuring robust monitoring and reporting practices are maintained
7. Protecting and managing the assets of the Trust
8. Ensuring proper investment of Trust funds
9. Ensuring financial information is accurate and that financial and legal controls and risk management systems are robust and defensible
10. Appointing and monitoring the performance of the CEO
11. Lead the selection and appraisal of the CEO with respect and diligence, ensuring leadership is aligned with the Trust's vision, values, and strategic goals.



# TRUSTEE PERSON SPECIFICATION

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The Land Trust is a nationwide organisation serving a diverse range of communities with a range of needs, cultures and opportunities. We are committed to reflecting the diversity of the communities we serve in all our appointments. We welcome applications from individuals of all backgrounds, regardless of age, gender, ethnicity, sexual orientation, faith, disability, or societal background.

We are seeking a new trustee to take an active role in our Investment Committee, helping guide our future direction with an entrepreneurial spirit. The Investment Committee oversees a multi-asset portfolio of nearly £200m, sets the investment strategy and meets with the asset managers on a quarterly basis to assess performance and adherence to the strategy.

As a trustee, you will play a critical team role in shaping our strategic vision, driving sustainable growth, and ensuring the long-term success of our initiatives. We seek a trustee with proven experience of senior-level investment management and an understanding of financial markets, asset management, and risk mitigation. The ideal candidate will have a strong track record of managing diverse investment portfolios and developing innovative strategies aligned with organisational goals and an enquiring mind. The successful candidate will also be on the Board and will also be asked to sit on the Audit & Finance Committee.

The two committees meet up to 4 times per year and are generally held on the same day in London, albeit occasionally meet across the country or virtually.

## Essential Qualities for All Candidates:

- A belief in the vision, goals, and values of the Land Trust.
- A solid understanding of the legal duties, roles, and responsibilities of a trustee.
- An independent and incisive approach with capability to think and contribute strategically
- A collaborative and inclusive approach, balanced with the confidence to engage in constructive challenge.
- The ability to work effectively alongside senior executives and a diverse Board of Trustees.
- Excellent communication, influencing, and interpersonal skills.
- Strong analytical skills, with the ability to make informed, and sometimes difficult or unpopular, decisions.
- Sufficient time to dedicate to the role (typically 10-12 days per annum), with meetings held virtually, or physically in London, and across Land Trust sites nationwide.

# TERMS AND CONDITIONS

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As a trustee of the Land Trust, you will have the opportunity to **shape the strategic direction** of our organisation and ensure the successful delivery of our charitable objectives.

This role involves providing governance oversight, **championing our values**, and **contributing your expertise** to help us create and maintain high-quality green spaces that benefit communities across the UK. Trustees are appointed on a voluntary basis, with a commitment to support and facilitate the aims of the Trust and **make their mark in the world around them**.

Below, you will find further details about the role's expectations, responsibilities, and the support provided to our trustees.



- **Term:** Trustees are normally appointed initially for three years and may be reappointed to serve up to a maximum of nine years.
- **Volunteer Status:** Land Trust Board members work on a pro bono basis. Reasonable expenses will be paid.
- **Trustee Indemnity Insurance:** is in place and will be maintained by the Trust in connection with any potential liability for negligence, default, breach of duty or breach of trust that might otherwise be incurred by trustees in their capacity in relation to the Charity.
- **Personal Growth and Development:** We are committed to providing personal growth and development for all trustees through experiential and structured learning.
- **Code of Conduct:** All trustees are required to sign up to a Code of Conduct.

# HOW TO APPLY

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## Join Us and Make a Difference Today

We are looking for a trustee who is visionary, entrepreneurial, challenging and who brings expertise in investment management, ideally in a charitable sector, but the latter is not essential.

**Apply Now** to be part of an organisation that doesn't just care for the environment but also creates vibrant communities where everyone can flourish within it. Let's change lives together, one green space at a time.



## How to Apply

If you would like to get involved and be considered for a trustee position with us, please submit your CV plus the details of 2 referees, who will only be contacted at the final stage of the selection process and a supporting statement setting out why you want to be considered; your suitability for the role and what specific expertise and experience you will bring to the Board (this should not exceed two pages).

We also ask you to complete our Diversity Monitoring Form, which can be found on the job vacancies page on the Land Trust website.

Please send all three documents to [peter@privilegehr.co.uk](mailto:peter@privilegehr.co.uk)

## KEY DATES

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<b>Application and Interviews</b>	
Application Deadline	20 October 2024
Shortlisting	w/c 21 October 2024
1 <sup>st</sup> Stage Interviews	7 November 2024 (London)
2 <sup>nd</sup> Stage Interviews and Site Visit	w/c 18 November 2024 (Warrington)
Appointments Made	29 November 2024
<b>Post Appointment</b>	
The Land Trust AGM	2 December 2024 (London)
Board Meeting	4 December 2024 (Virtually by Teams)