



Somerset
Wildlife Trust

Trustee Recruitment Pack

Welcome

Somerset Wildlife Trust has over 60 years' experience protecting and restoring the county's amazing habitats and species. We manage 70 nature reserves and support and inspire people to take action for nature across Somerset.

We have had some fantastic successes over our 60 years – such as working in partnership on the Levels and Moors to return the iconic Bittern, securing the purchase of Honeygar Farm to restore degraded peatlands, working with Devon Wildlife Trust on the reintroduction of pine martens, and developing climate adaptation plans with communities already affected by climate change. But we know we need to do more, the scale and urgency of the nature and climate crisis has never felt more pressing than it does right now.

And that's where you come in. We are looking for new Trustees to join us in our mission to create a wilder Somerset by 2030. We understand that to deliver real world change, we need to think and act differently.

We want to recruit people with a range of different backgrounds and experiences, with a variety of areas of interest, who can bring a new energy and new expertise to achieve more for nature in Somerset.

If you share our ambition and values, and feel you have the time to offer, we look forward to hearing from you.



A handwritten signature in blue ink, appearing to read 'G Dent'.

Georgia Dent
Chief Executive



A handwritten signature in blue ink, appearing to read 'Rupert Taylor'.

Rupert Taylor
Chair of Trustees

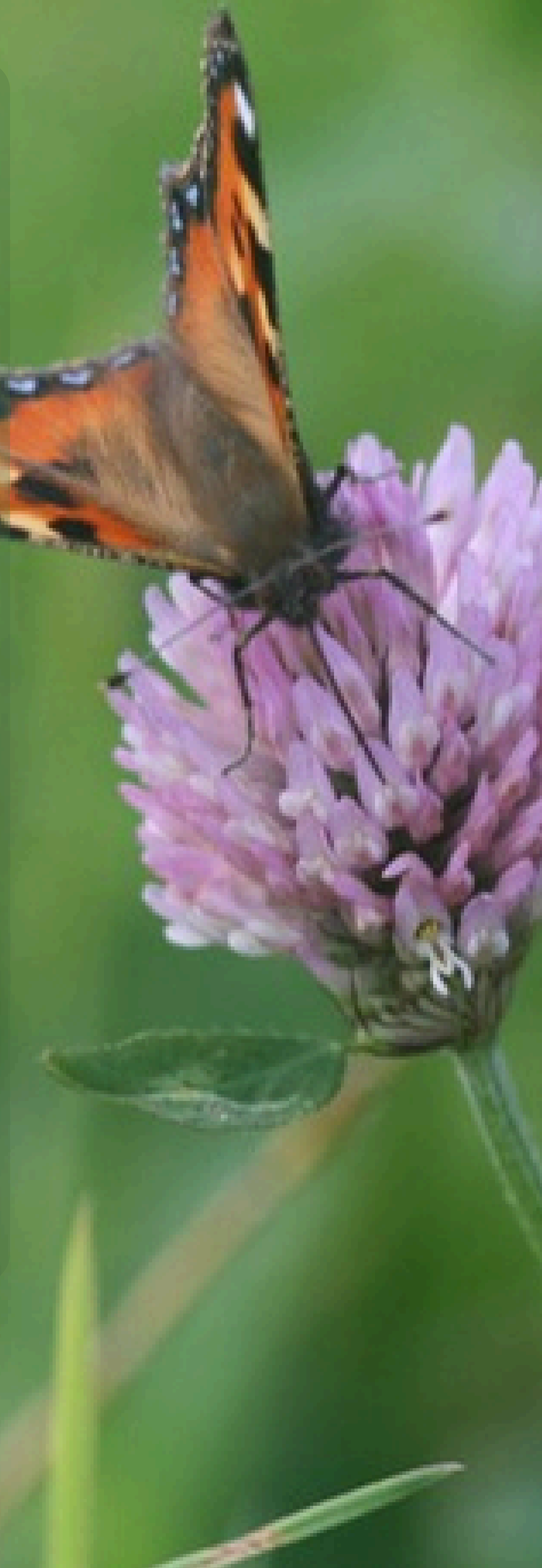
Who we are

Somerset Wildlife Trust was formed in 1964 by a group of individuals who recognised the desperate need to take action to secure the future of wildlife in our wonderful and diverse county.

- We have grown to be Somerset's leading environmental charity with over 23,000 members.
- We employ over 80 members of staff, supported by more than 350 volunteers.
- We care for over 1700 acres of nature reserves.
- We have an income of approximately £5million per annum.
- Our headquarters is located in Taunton, with smaller offices and work bases across the county.

We have over 60 years experience and invaluable help from volunteers, members and supporters but despite that, nature is still declining.

As part of a national network of 47 Wildlife Trusts, known collectively as The Wildlife Trusts, we have a powerful national voice, influencing the policies and laws that affect our environment across the UK.



A Wilder Somerset

Our Strategy to 2030

1 More Space for Nature

Nature is improving everywhere with restored natural processes, connected and protected through a Nature Recovery Network, with at least 30% of land and sea managed positively for nature.

2 A Movement for Nature

Everyone has the opportunity to experience nature with at least 1 in 4 people taking action for nature's recovery across Somerset as part of Team Wilder.

3 Telling Somerset's Story

The story of nature's recovery in Somerset is told through our online State of Nature platform that informs action and monitors progress.

4 Developing Somerset Wildlife Trust

Build our charity to be clear about our priorities and ensure our own actions support our aims.

Why this matters now

In the face of a rapidly escalating climate and biodiversity emergency, Somerset Wildlife Trust is acting with urgency and clarity of purpose. Emerging projects such as restoring peatland on the Somerset Levels, and protecting precious sites such as Chancellor's Farm demonstrate what is possible when land is managed to deliver nature recovery, climate resilience and public benefit. At the same time, opportunities arising from the Local Nature Recovery Strategy (LNRS), wider nature recovery ambitions with land managers and communities, and the growth of communities wanting to take action for nature, all create a pivotal moment to influence how nature is restored at scale. Strong, forward-thinking governance is essential to ensure Somerset Wildlife Trust seizes this moment effectively.



Trust Council

Our Trustees are a team of volunteers who collectively guide Somerset Wildlife Trust's strategy, ensuring we focus on our priorities and use our resources effectively to create the greatest impact for nature.

Together they are responsible for approving our strategic plans, annual budget, and Annual Report & Accounts. Trustees are appointed from our membership at the Annual General Meeting each November.



Why become a Trustee?

Trustees play a vital role in setting our strategy, ensuring strong governance, and championing our mission.

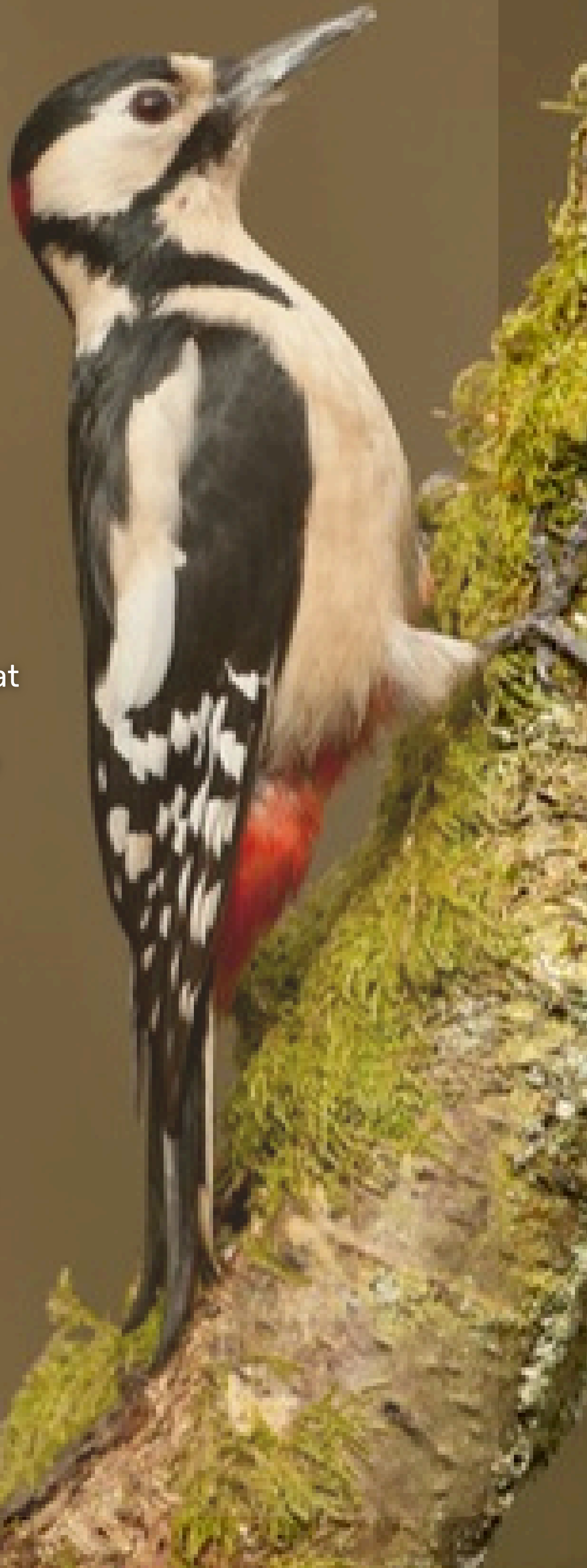
Becoming a Trustee of Somerset Wildlife Trust is an opportunity to make a meaningful and lasting difference to the natural world. As a Trustee, you will play a vital role in shaping the future of nature's recovery across Somerset, one of the most ecologically rich and diverse counties in the UK. Your leadership will help protect wildlife, restore habitats that are climate resilient and ensure future generations can enjoy a thriving natural environment.

Create real Impact for nature and people

Somerset's landscapes - its wetlands, woodlands, coastlines and meadows, are under increasing pressure. As a Trustee, you will directly influence the strategy and decisions that help the Trust deliver effective protection and restoration, inspire communities, and tackle the ecological and climate crises locally. Your contribution supports work that improves biodiversity, tackles climate change, enhances wellbeing, and strengthens resilience for both nature and people.

Bring your skills where they matter most

Whether your background and interests lie in ecology, climate, finance, law, community engagement, land management, organisational development, fundraising, communications, or another field, your expertise can help strengthen the Trust's impact. Trustees with diverse perspectives create robust, creative, and confident decision-making, benefitting wildlife and the communities we work with.





Who we are looking for

We are seeking individuals who share our passion for nature and our ambition to see it recover across Somerset and beyond. We're looking for people who believe we can address nature loss and climate change by supporting and inspiring others to take action. We welcome applications from all applicants who can dedicate the time needed and are able to show their commitment to our goals and values.

Person specification:

- A passion for nature
- A shared commitment to Somerset Wildlife Trust's goals and values
- A willingness to devote the necessary time and effort to be a Trustee
- Ability to think and operate at a strategic level
- Good, independent judgement and problem solving
- An ability to think creatively
- An ability to speak honestly and be the minority voice when needed
- An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship
- An ability to work effectively as a member of a team

There is no requirement to have previous trustee experience. Somerset Wildlife Trust can provide training and support to understand the full responsibilities involved with a Trustee role.

We are committed to open, inclusive and diverse recruitment. We can make reasonable adjustments to ensure we bring the people we need on to Trust Council so please do have a conversation with us if you need to discuss the role, responsibilities or your own requirements.

Where your expertise can make a difference

Our Trustees work collaboratively, bringing a rich mix of skills, experience, perspectives and passions.

We welcome applications from anyone who meets the person specification (see previous page), and are committed to building a diverse and inclusive Board that reflects the communities we serve and maximises our impact for nature in Somerset. We have identified some key areas where particular skills and expertise would be valuable additions to our existing Trustee skill sets:

Green Finance

Knowledge and understanding of nature markets (voluntary and statutory) and the drivers that give confidence to investors and buyers to engage in Somerset.

Academic / Scientific Research

Expertise and understanding in developing a strong, credible evidence base to inform actions and decision making in fields such as nature, ecology, climate, social science and behaviour change.

Community Engagement

Experience and knowledge of building long-term relationships with communities, community organising approaches, engaging and supporting diverse groups.

Farming and Land Management

Practical expertise in farming, land management and land-use change, supporting the Trust's work with farmers, landowners and land managers to deliver nature-positive outcomes alongside viable food production and rural livelihoods.

The Commitment

Trustees are expected to:

- Attend Board Meetings: Trust Council meets four times a year, for half a day, either at the Trust's main office in Taunton or at other locations in Somerset with one annual development day held in person somewhere in the county.
- Volunteer to join at least one of the Trustee Committees. These meetings are held quarterly online and are typically two hours in length.
- Attend the Annual General Meeting, which is currently held in person at the start of November each year.
- Prepare in advance for each meeting. Papers are circulated via Microsoft SharePoint one week in advance to enable time to read and consider items that are being presented for discussion or decision. If reasonable adjustments are needed for papers to be accessible to you, we are happy to discuss how this can be achieved.
- Serve as a Trustee with a term of three years, with a potential to renew a maximum of two times.

We appreciate people need to be able to plan their time around other commitments, so wherever possible we plan and agree meeting dates roughly 12 months in advance.

In addition to attending the formal meetings and preparing for these, Trustees are encouraged to volunteer to join other volunteer groups, attend virtual and in person events, visit sites and meet staff, attending these as Somerset Wildlife Trust volunteers to better understand the work of the Trust and support staff with your skills and experience in a particular subject area.

Trustees are supported by SWT's experienced, passionate, and dedicated Executive and Senior Leadership Team, CEO, and Governance Administrator.

Supporting our Trustees

We are committed to ensuring our Board is diverse, bringing together people with the skills, experience, backgrounds and interests that enable Somerset Wildlife Trust to achieve the greatest impact for nature providing benefit for the people and communities of Somerset. We believe nature is for everyone and encourage applications from underrepresented groups, and all life and career stages.

You do not need to have had previous Board experience to be a great Trustee who can add value to our charity.

All Trustees receive a full induction into the Trust and the role of a Trustee, including legal responsibilities. We provide development opportunities both internally and as part of The Wildlife Trusts, including access to resources, training and governance networks.

To support those who are less experienced at governance, or who are new to being a Trustee, we can provide additional tailored support and can discuss what you need to feel you are able to take on this important role.

Trustee roles are voluntary. As with all SWT volunteers, we are able to compensate for travel and other expenses incurred while volunteering with us in line with our volunteer expenses policy.

How to apply

Applications can be submitted in either written or video format, provided it includes:

- Key CV information
- A supporting statement outlining relevant skills and experience

Applications are managed by Trustees Unlimited. Please send to: applications@trustees-unlimited.co.uk

For an informal discussion, contact Melissa Baxter: melissa.baxter@trustees-unlimited.co.uk / 07789985229

Key dates

- Closing date: Monday 20th July 2026
- 1:1 sessions with the Chair: from 7th September 2026
- Interviews: between 11th - 18th September 2026

Applications will be reviewed by the nominations panel. Shortlisted candidates will be invited to interview, with questions shared in advance. Reasonable adjustments are available.

Successful candidates will be recommended for formal election at the AGM. Appointment is subject to trustees being a member of Somerset Wildlife Trust, DBS and reference checks.

Dates for successful candidates

- 7 October 2026: Trustee development day
- 14 November 2026: AGM

We look forward to welcoming new Trustees in November 2026.