

FINANCE TRUSTEES RECRUITMENT PACK

Finance trustee and treasurer role profiles

**REWILDiNG
BRiTAiN**



INTRODUCTION

Since we formed in 2015, rewilding has moved from being a niche idea to offering real hope in the face of some of the biggest global challenges we face.

Rewilding Britain has been at the forefront of this change, acting as a catalyst for debate and action, demonstrating the power of working with nature to build a green economy where people thrive.

We're seeking two new trustees from 2026 who bring with them experience of finance, one of whom can take over as treasurer in 2027.

As we've grown significantly since our inception 10 years ago, these roles are all about supporting Rewilding Britain as a maturing organisation and helping us achieve our strategy at a time when nature is increasingly under threat. As a trustee, you will play a vital role in a critical conversation that concerns every one of us – bringing hope to the climate emergency and extinction crisis.

For these roles, we're looking for individuals who will bring a passion for the potential of Rewilding Britain and an understanding of the true role of the Board in helping us succeed in our mission.

If you're motivated by the opportunity to make a real difference and have a true appreciation of governance within a charity context, please apply.



Justin Albert
Chair
Rewilding Britain



Rebecca Wrigley
Chief Executive
Rewilding Britain



ABOUT US

Rewilding is one of the most powerful ways to restore nature, address climate breakdown, and create thriving communities. Rewilding Britain is helping create a wilder Britain for nature, climate and people. We're inspiring a movement of rewilders across Britain's land and seas – a groundswell of hope, so that together we can ensure a wilder, nature-rich future that benefits us all.

OUR VISION

Our vision is to see rewilding flourishing across Britain, reconnecting us with the natural world, sustaining communities and tackling the climate and ecological crises.

OUR AMBITION

Our 2030 ambition is to see a massive upscaling of rewilding, supporting a rich and diverse mosaic of habitats and species across 30% of Britain's land and seas. This will allow nature to flourish while delivering significant ecological, economic and social benefits for and with people and communities.



OUR VALUES

How we do things as an organisation is just as important as what we do. Rooted in who we are, our values flow through everything we do, from the smallest act to the biggest ambition.



Together, our team has developed a set of values that capture our culture and will guide our future.

TRANSFORMATIVE

We're inspired by the resilience and complexity of nature, working with creativity and purpose to catalyse systemic change and shift the way people relate to the living world.

COURAGEOUS

We lead with bravery, hope and respect, challenging convention to uncover new possibilities at nature's scale. We move with agility, unafraid to tread new ground – from peatlands to policy rooms.

CURIOS

We're open-minded and playful in our approach, welcoming diverse perspectives, exploring daring ideas, and finding equitable rewilding solutions in a complex and changing world.

COLLABORATIVE

We create space for people to come together, across landscapes, coastlines and causes. We connect ideas, people and efforts so that rewilding can take root and thrive.

CREDIBLE

We ground our work in evidence and insight, act with integrity and transparency, and share what works. We test ideas in the wild, learning and adapting as we go.

OUR STRATEGY

Our long-term aim is to see 30% of Britain's land and seas rewilding, guided by local community, culture and context. That's why the 2030 objectives in our *Wild by Nature* strategy take a systems change approach.



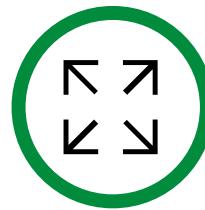
NORMALISE REWILDLING

Rewilding is embraced in the public narrative as an inspiring, viable and productive use of 30% of the land and seas that has people and communities at its heart.



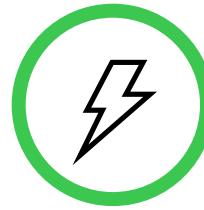
ENABLE REWILDLING

Rewilding is embedded in mainstream policy, legislation, funding, research and technology, driving a transition towards 30% rewilding of land and seas across Britain.



SCALE UP REWILDLING

A diverse portfolio of large-scale land and marine rewilding initiatives demonstrate the viability and ecological, economic and social benefits of rewilding – providing inspiration and evidence that influences others.



INNOVATE REWILDLING

A growing and diverse network of rewilding changemakers drives innovation, shares learning, and demonstrates the potential and viability of rewilding, creating ecological connectivity across land, seas and urban spaces



STRENGTHEN OUR FOUNDATIONS

Rewilding Britain is an inspiring, collaborative and inclusive organisation with the governance, income and culture that enables our people to deliver with energy, expertise and enjoyment.

WHAT WE'RE LOOKING FOR

For our new trustees, we're looking for people who can complement our current Board composition.

GOVERNANCE KNOWLEDGE

Fundamentally we need Board members who appreciate the true role of governance, both as checks and balances to the organisation and as an enabling function.

CHARITY FINANCE EXPERIENCE

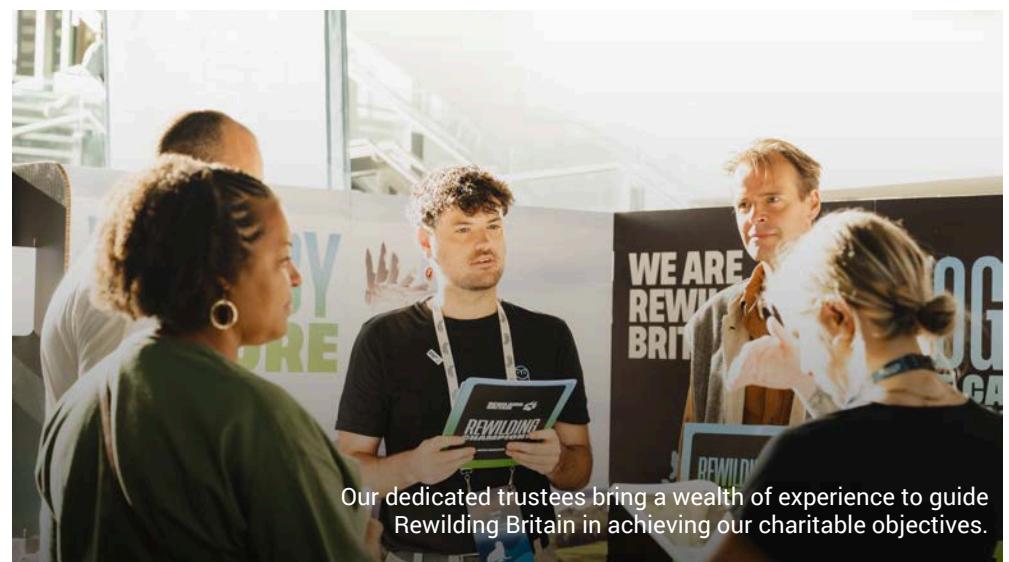
We would particularly value experience of charity finance and, for the treasurer role, the upfront intention to take over from our excellent, long-standing treasurer from 2027. Both roles will involve becoming an integral part of the Finance and Risk Committee, taking a significant role in financial and risk management and supporting the financial governance of the charity.

THREE NATIONS APPROACH

Given our work across three nations, we would value new Board members with experience in Wales or Scotland.

DIVERSITY

It's also important to note that we are intentional in including people from diverse backgrounds and communities and are committed to being an organisation where everyone feels included and valued. We welcome, therefore, a diversity of candidates, including those for whom this presents their first time on a charity Board.



Our dedicated trustees bring a wealth of experience to guide Rewilding Britain in achieving our charitable objectives.

RESPONSIBILITIES



ALL TRUSTEES

Trustees bring a passion for the potential of Rewilding Britain and an understanding of the role of the Board in helping us succeed in our charitable mission.

ALL TRUSTEES HAVE THE FOLLOWING STRATEGIC LEADERSHIP RESPONSIBILITIES:

- Providing leadership to Rewilding Britain, ensuring that we achieve maximum impact.
- Ensuring the Board provides clear strategic direction for Rewilding Britain.
- Working effectively with relevant members of staff, particularly our CEO and Senior Leadership Team, mentoring, guiding and holding to account as appropriate, ensuring that Rewilding Britain is well led.
- Ensuring the Board fulfils its duties in securing sound financial health for the organisation.
- Enacting our values and promoting a culture of inclusion and participation.
- Acting as an ambassador as appropriate, building and maintaining networks e.g. with partners.
- Ensuring that Rewilding Britain remains independent and influential, always pushing for progress and impact.
- Ensuring that the Board and staff are able to regularly review risks and associated opportunities and satisfy itself that systems are in place to capitalise on opportunities and mitigate the risks through powerful storytelling and meaningful brand alignment.



FINANCE SPECIFIC

Trustees with a finance specialism have a particular focus on supporting the Board to fulfil its duties in securing sound financial health for Rewilding Britain.

FINANCE TRUSTEE RESPONSIBILITIES:

- Member of the Finance and Risk Committee, taking a significant role in financial and risk planning and management and supporting the financial governance of the charity.
- Providing guidance and support to the CEO and Senior Leadership Team and the Board of trustees to ensure that Rewilding Britain complies with its financial obligations under charity law and its Constitution.
- Advising the Board on the financial implications of strategic and operational plans.
- Ensuring that financial decisions taken by the board are informed, transparent, and well-documented.





TREASURER SPECIFIC

The treasurer is a key member of the Board of trustees, responsible for overseeing the financial management and sustainability of the organisation. Working closely with the CEO, COO, Director of Finance, and fellow trustees, the treasurer plays a leading role in strategic financial planning, risk management, and reporting to the Board.

TREASURER TRUSTEE RESPONSIBILITIES:

Strategic oversight

- Ensuring Rewilding Britain has appropriate financial strategies in place to support its objectives and long-term sustainability.
- Advising the board on the financial implications of strategic and operational plans.
- Working with the Senior Leadership Team to develop and review financial policies and procedures.

Financial stewardship

- Overseeing Rewilding Britain's financial health and ensuring robust systems are in place for budgeting, financial controls, cash flow, and reserves.
- Ensuring compliance with statutory financial reporting requirements and supporting the production of the annual report and accounts for presentation to the Board of trustees for final approval.
- Providing oversight of financial audits and liaise with external auditors or independent examiners.

Reporting and communication

- Ensuring financial reports are presented clearly and accessibly to the board, highlighting key trends, risks, and opportunities.
- Providing advice and support to the Chair, CEO, COO and Director of Finance on financial matters as needed.

Governance, compliance and risk

- Providing guidance and support to the executive team and the Board of trustees to ensure that Rewilding Britain complies with its financial obligations under charity law and its Constitution.
- Ensuring that financial decisions taken by the board are informed, transparent, and well-documented.
- Acting as Chair of the Finance and Risk Committee.
- Overseeing Rewilding Britain's approach to risk management.

EXPERIENCE, ABILITIES AND CHARACTERISTICS

ALL TRUSTEES

- An inclusive, empathetic, transparent approach to leadership that demonstrates and encourages Rewilding Britain's values.
- A passion for the cause of Rewilding Britain.
- A collaborative approach to working with trustees, staff and partner organisations.
- A balance of independent judgement and an ability to work effectively as part of a cohesive Board.
- An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship.
- A diplomatic, clear, tactful approach, with the ability to listen and engage effectively
- A demonstrable understanding of the role of charity Board members.
- A commitment to staff wellbeing.

FINANCE TRUSTEE

- A professional and recognised accountancy qualification and/or relevant financial management experience in the corporate or voluntary sector.
- Please note that prior trustee experience is not essential, though it will be important to demonstrate your understanding of the role Board members throughout the process.

TREASURER TRUSTEE

- Significant knowledge of charity finances, the Charities SORP and the Charity Commission's/OSCR's requirements.
- A professional and recognised accountancy qualification and/or relevant financial management experience in the corporate/voluntary sector.
- Proven ability to communicate and explain financial information to members of the Board and other stakeholders.
- Ability to provide leadership and advice on financial matters affecting the charity in line with good practice.
- A proven understanding of finance and risk management.
- Experience of charity governance and working with or as part of a Board of trustees, perhaps already in a finance trustee or treasurer role.

TIME COMMITMENT

All trustees should have the ability to contribute up to one to two days a month with the treasurer able to commit additional time. Terms of office are three years, with the opportunity to serve three terms. Formal meeting dates are set at least 12 months in advance.

Commitments include:

- Four one-day trustee meetings a year in March, June, September and December, often in London. (Attendance in person preferred, but option to join online available).
- A two-day staff and trustee meeting and field trip in May.
- Four online, two-hour, Finance and Risk Committee meetings.
- Dedicating time to read and comment on formal meeting papers.
- Participation in topic focused discussion, correspondence and events depending on trustee specialism.

Treasurer specific commitments include:

- Regular touch points with the COO and Director of Finance as required.
- Discussions with external bodies such as statutory auditors during the audit process.

BENEFITS

Rewilding Britain's staff and trustee team is courageously mission driven and highly collaborative. In joining our team, you will be participating in a stimulating, rapidly developing sector and will have the opportunity to make a real difference for people and nature through contributing to our strategic thinking and governance.

Whilst trustee roles are voluntary and unpaid, reasonable and necessary travel, subsistence and accommodation expenses will be covered.



CONFIRMED DATES

Board meetings

Wednesday 10 June 2026
Wednesday 16 September 2026
Wednesday 9 December 2026
Wednesday 17 March 2027

Away days

Tuesday 12 - Thursday 14 May 2026

Finance and Risk Committee

Friday 15 May 2026
Friday 14 August 2026
Friday 13 November 2026
Friday 12 February 2027

APPLICATIONS

HOW TO APPLY

If you feel that you can bring excitement and passion to our team and can offer us the skills and experience in finance we're looking for, please email your CV and a supporting statement to volunteer@rewildingbritain.org.uk by 5pm on 13 February 2026.

Please indicate if you wish to be considered for one or both roles. For more information, or an informal, confidential discussion about these roles, please use the same email address and we can arrange to contact you.



TIMETABLE

- **Application deadline:** 13 February 2026
- **Shortlisting:** w/c 16 February 2026, response to applicants by 20 February 2026
- **First round interviews, online:** Monday 23 February AM and Thursday 26 February PM
- **Second round interviews, in person in London (reasonable travel expenses will be reimbursed):** Monday 9 March or Tuesday 10 March

Use of Artificial Intelligence (AI) tools

Rewilding Britain actively screens for content that is AI generated as part of our recruitment process. We recognise the benefits of some AI tools, whilst acknowledging the ethical and environmental considerations their use entails. We ask candidates to be transparent about any use of AI tools throughout their candidate journey. Rewilding Britain does not use AI tools to review candidate applications; real people will review and shortlist applications.

Equality

Candidates will be shortlisted and selected according to suitability for the role without regard to age, disability, gender reassignment, marriage or civil partnership, pregnancy, race, religion or belief, sex or sexual orientation.

THINK BIG. ACT WILD.

Thank you for your interest in becoming a trustee.



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