



CHAIR RECRUITMENT PACK

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INTRODUCTION

Rivers provide a wide range of benefits and are a vital resource in the landscape. They provide habitats suitable for a diverse range of wildlife and recreational opportunities for the communities surrounding them. Whether canoeing down the river, walking along their banks or enjoying a quiet spot of fishing, these rivers are thought provoking and inspirational.

Like most of those across the country, these two rivers suffer from historic and contemporary pressures which amount to a lack of in and out of channel habitat, barriers to species migration, poor water quality and a lack of resilience against future climate change.

Our work seeks to address these pressures and concerns through delivering projects which enhance the river systems at both a local and wider landscape scale. From small scale interventions to large engineering schemes our focus is on improving the water environment for wildlife and people.



OUR VALUES

We are strong supporters of partnership working and ensuring that any river enhancement undertaken delivers the maximum benefit in that location. Wherever possible we use existing data and evidence to plan our work and we spend a lot of time collecting our own data on the health of our rivers, ensuring that we form relevant and focused projects which address the problems on the ground.

However, as we firmly believe that doing nothing is the biggest threat to our natural world, where data is unavailable or incomplete we take a risk-based approach, that is to say that providing the risks are low we will move forward with delivering improvements.

We recognise that only through working together will we achieve our vision of healthy rivers for people and wildlife.





OUR VISION

Our vision is of a rich and diverse water environment which supports a range of wildlife and inspires individuals and communities to protect and enhance their local river systems.

Our roots lie in the inspiration and dedication of a handful of individuals who independently created both the Sussex Ouse Conservation Society (1995) and River Adur Conservation Society (2007). Born from the desire to protect the ecology of the rivers, these two volunteer-based organisations recognised that joining forces was the best way to share knowledge and make a real difference.

In May 2011, the Ouse & Adur Rivers Trust was born and incorporated into the National Rivers Trust movement. Since then we have developed a reputation for delivering projects, from the smallest habitat enhancements to large scale river restoration projects, which are centred on providing maximum benefits for wildlife and people.



THE TEAM

The Ouse & Adur Rivers Trust has a team of committed and knowledgeable staff, governed by a board of Trustees who bring together practical knowledge, scientific understanding and an unbridled passion for all things water related.

Despite our rapid growth over the last decade, we remain an organisation committed to involving, inspiring and empowering individuals and communities to take ownership of their water environment.



THE CHAIRS ROLE

The key activities of the Chair's role along with the board of trustees is to oversee the Trusts strategy and financial sustainability; ensure the good governance of the Trust; lead the Board of Trustees; advocate for the Trust where required and provide support to our Director.

The Board of Trustees meet quarterly. The Chair drives the agenda and resulting actions and other meetings on an as-needed basis in a governance role.

The role requires a time commitment - approximately equating to 2-3 days per month on average for a three year term. The role is a voluntary position; it is not remunerated although expenses are reimbursed.

You will manage the Trustees, ensuring we have the correct people, skills and experience in place.

You will bring a proactive, and reflective attitude towards diversity and inclusion.

You will oversee the continued financial sustainability of the Trust, contributing strategy insights to the development of different income streams and project funding as appropriate. You will support the Director and Trustees to review the financial sustainability of the activities of the Trust. You will bring expertise and networks complimenting the Trust's project-funded business model and we would be particularly interested in those with experience in developing this model to increase unrestricted funding.

You will have a passion for biodiversity, conservation and most importantly, Rivers.

You will understand how to ignite the passion in others, especially as we begin to devise and develop our education strategy.

You will be supported in your work by the Director, who will be able to provide considerable support to you and the Trust, as well as the Board of Trustees.



The Governance of the Trust

- Chair effective Trustee meetings.
- Ensure the Trustees have the skills and training required to govern an environmental charity effectively and compliantly and that the charity has relevant external professional advice and expertise
- Ensure the Trustees bring relevant skills and experiences beneficial to the charity
- Monitor the performance of the Trust and ensure that it satisfies all regulatory and legal compliance requirements
- Ensure the risks to which the charity is exposed are reviewed regularly and systems are established to mitigate these risks without becoming risk-averse.
- Ensure that the Trust's financial dealings are systematically accounted for, audited and publicly available
- Ensure that the Trust is fair and open to all sections of the community in all activities, where possible.
- Ensure the Trust has a governance structure that is appropriate to an environmental charity of its size/complexity, stage of development, and its charitable objects and that these structures and the governing instruments are reviewed regularly as the charity develops.



The Leadership of the Trust

- Maintain the Trust's culture in creating a working environment that is welcoming, inspiring and flexible.
- Support the implementation of the Trust's mission, vision, strategy and high-level policies, ensuring that it achieves its charitable, environmental and financial objectives.
- Ensure the Trust hears key stakeholders'; voices and views, especially beneficiaries and champion diversity and inclusion through the process
- Keep up to date on the rivers trust movement regionally, across the UK and the World.
- Support the personal development of the Director through regular (i.e. monthly) catch ups
- Develop a professional relationship within which each can speak openly about concerns, worries and challenges

Visible Advocate for Rivers

- Be the guardian of the reputation of the Trust and its brand
- Actively promote the Trust to potential donors for fundraising and partnerships
- In combination with senior staff, represent the Trust at strategic meetings, e.g. national and regional rivers trust meetings, and senior meetings with water companies
- Ensure that, whenever practicable, Trustees visit the rivers, keep up to date and attend Trust events and have informal opportunities to meet staff and beneficiaries

PERSON SPECIFICATION

When completing your application, please keep these requirements in mind, together with the Trust's core values.

- Experience of being a trustee or chair, preferably for an environment charity or not-for-profit organisation.
- Excellent communication skills through a range of media, including engaging with the public
- A track record of successfully implementing strategy
- Experience in coaching and mentoring people to achieve their best with a deep understanding of diversity and inclusion at all levels
- A good understanding of core fundraising opportunities appropriate to an environmental charity with a project-funded business model
- An ability to think strategically and discern how to prioritise opportunities that will ensure growth and sustainability
- Working knowledge of charity, employment and health and safety legislation
- Experience in developing successful corporate funding relationships
- A flexible and growth mindset.

