



TRUSTEE RECRUITMENT PACK

January 2024

Photo: Aimee Fairbank Brown

A message from The British Deer Society's Chairman



“ It is with great pleasure that I extend a warm welcome to you on behalf of The British Deer Society. As the Chair of the Board of Trustees, I am excited to announce the Charity is looking to add new Trustees to our board.

At The British Deer Society, we are committed to the conservation, welfare, and sustainable management of deer in the United Kingdom. Our mission is both noble and challenging, and we recognise the importance of dedicated individuals who share our passion and vision.

As we embark on the search for new Trustees, we are reaching out to individuals who bring a wealth of knowledge, diverse perspectives, and a genuine commitment to the betterment of deer populations across the country. Your interest in this position speaks volumes about your dedication to the welfare of these majestic animals and aligns with the values that guide our organisation.



Photo: Ron Perkins

We are currently seeking four new Trustees to join our Trustee Board in a non-executive capacity. Bringing additional expertise onto our board will help us to bridge the gap between some of our current Trustees stepping down and the need to expand and complement our remaining skill sets to deliver our new strategy.

Enclosed in this application pack, you will find comprehensive information about The British Deer Society, our mission, and the responsibilities associated with the role of Trustee. We invite you to carefully review these materials as you consider submitting your application.

The application process is an opportunity for us to get to know you better – your experiences, skills, and the unique perspective you would bring to our Board. We are eager to assemble a diverse and dynamic group of Trustees who can collectively drive our organisation forward.

Should you have any questions or require clarification at any stage of the application process, please do not hesitate to get in contact. Your interest and potential contribution to The British Deer Society are highly valued, and we eagerly anticipate receiving your application.

Thank you for considering joining us in our mission to safeguard the future of deer in the UK. ”

Best regards,

Hugh van Cutsem

Chair of Trustees, The British Deer Society

Role description for a Trustee

Our Trustees play a vital role in making sure that The British Deer Society achieves its core purpose. They oversee the overall governance and administration of the Charity. They also ensure that The British Deer Society has a clear strategy and that our work and goals are in line with our vision. Just as importantly, they support and challenge the executive team to enable us to grow and thrive, and through this, achieve our mission.

Board members have a collective responsibility. This means that Trustees always act as a group and not as individuals, except when undertaking specific delegated activities on a voluntary basis.

The board aims to be made up of a mix of people with varying experiences to enable the Charity to fulfil its obligations to educate and inspire everyone about deer and advocate for their welfare. The Charity is currently looking for new Trustees who have skill and expertise in Education, Marketing and Science with a good understanding of Business Strategy, Fundraising, and / or Governance.



Photo: Ian Alexander

The duties of a Trustee are as follows:

- ▶ Ensuring that the organisation pursues its stated objectives, as defined in its governing articles by developing and agreeing a long-term strategy.
- ▶ Ensuring that the organisation complies with its governing articles (ie its trust deed, constitution or memorandum and articles of association), charity law, company law and any other relevant legislation or regulations.
- ▶ Ensuring that the organisation applies its resources exclusively in pursuance of its charitable objects (ie the Charity must not spend money on activities that are not included in its own objects, however worthwhile or charitable those activities are) for the benefit of the public. Trustees must ensure that the Charity exercises due diligence and probity in all its activities.
- ▶ Ensuring that the organisation defines its goals and evaluates performance against agreed targets.
- ▶ Safeguarding and secure the good name, reputation and values of the Charity.
- ▶ Ensuring the effective and efficient administration of the organisation, including having appropriate policies and procedures in place.
- ▶ Ensuring the financial stability of the organisation.
- ▶ Protecting and managing the property of the Charity and ensuring the proper investment of the Charity's funds.
- ▶ Exercise due diligence and probity in the Charities affairs.

In addition to the above statutory duties, each Trustee should use any specific skills, knowledge or experience they have to help the board of Trustees reach sound decisions. This may involve scrutinising board papers, leading discussions, focusing on key issues, providing advice and guidance on new initiatives, or other issues in which the Trustee has special expertise.

Trustee commitment overview

The BDS Board of Trustees convenes eight times annually, comprising six virtual 2-hour meetings conducted via Teams and two full-day, in-person (face-to-face) meetings. Additionally, there are virtual subcommittee meetings, along with an annual virtual AGM. Trustee board papers are distributed to the board one week prior to each meeting.

To enhance the effectiveness of this role, we encourage Trustees to actively engage with the Charity's activities and Branches. Attendance at all Board meetings is considered a minimum requirement to fulfil the commitment associated with the Trustee role.



Photo: George Trebinski

Person specification

- ▶ Willingness and ability to understand and accept their responsibilities and liabilities as Trustees and to act in the best interests of the organisation.
- ▶ Ability to think creatively and strategically, exercise good, independent judgement and work effectively as a board member.
- ▶ Effective communication skills and willingness to participate actively in discussion.
- ▶ A strong personal commitment to equality, diversity and inclusion.
- ▶ Enthusiasm for our vision and mission.
- ▶ Ability to use digital technology in order to participate in Trustee activities online.
- ▶ Specific skills, qualifications or experience may be required for certain board roles including as Chair or Treasurer.
- ▶ A willingness to devote the necessary time and effort to the role.
- ▶ Good, independent judgement
- ▶ An understanding and acceptance of the legal duties, responsibilities and liabilities of Trusteeship
- ▶ Commitment to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

How to apply

Please apply to **ceo@bds.org.uk** sending an application letter of no more than 2 sides saying why you feel you are suited for this position and include a CV. Thank you for the interest shown in this position.



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