



The Conservation Volunteers Trustee Candidate Pack 2025





STRATEGIC OVERVIEW

For more than 65 years The Conservation Volunteers (TCV) has been helping people connect with nature through volunteering. In doing so, this connection has protected and restored local green spaces and improved the wellbeing and skills of volunteers through being outdoors and learning conservation skills.

Whilst our purpose has always remained the same, we all know that the external context has changed. The environmental emergency continues to increase year on year with the UK ranking in the bottom 10% of countries in world for biodiversity. Our work is designed to help change that, maximising the potential of people connecting with nature in our rural and urban landscapes to protect and restore nature.

We also know that since the pandemic and the cost-of-living crisis, people are struggling too. According to Mind, the mental health charity, 25% of people in the UK struggle with their mental wellbeing, while official health data states that one in six deaths are linked to physical inactivity. More people are living with chronic disease, obesity and stress, while health inequalities continue to worsen across the UK, with the greatest effects being felt in the more deprived areas.

Yet we know that being in quality, safe, green space improves mental health and encourages physical activity and is a vital component needed for people to live healthier, happier lives.

Something needs to change, and TCV plays an important role in that change.

From this solid foundation we are focusing on growing our impact on nature and people even further and will launch a new 5-year strategy in 2025, clearly setting out our ambition.

Despite the clear and considerable challenges that we and many other charities have faced over the past few years, we continue to move forward and deliver activities to meet the biodiversity crisis and the surge in demand for people to access support that improves wellbeing and physical health as well as learning new skills.

We are moving into a more financially sustainable model and have chosen to work hard on pivoting our underlying funding model to help scale our impact and play a prominent and unique role in the Conservation section focusing on impacts for people and nature.





MESSAGE FROM OUR CHAIR

Thank you for your interest in a Trustee role at The Conservation Volunteers. This recruitment pack aims to provide all the information you might need to make a considered decision about your potential involvement with TCV.

It is a core principle that we are here for everyone, but we have a focus on those who may find it harder to access nature and are often from urban areas of high deprivation. We are therefore passionate about ensuring that throughout our charity right up to Board level, we are as representative of the communities we serve as we can be. We are sincere when we say that we actively seek applicants from diverse backgrounds, particularly with regard to ethnicity, disability and age, and the positioning of this statement at the start of the pack is deliberate.

Since 1959, we've been a charity generating opportunities for people to create, improve and care for nature in the green spaces around them across the UK. This work connects over 100,000 people each year with nature and that connection delivers powerful results.

We support communities to be stronger, working together to improve the places people live. We support people to improve their physical and mental health and wellbeing, by being outdoors, active and connected with others. In addition, we help people to improve their confidence, skills and prospects, through learning inspired by the outdoors and, of course, we create, protect and improve green spaces for nature and for people.

I have been Chair of the Trustees since the end of 2022, and I am proud of what we do and grateful for the many long-term relationships we have with partners right across the country. The external landscape is rarely easy for most charities, but I have a firm belief that the solutions we provide deliver increasingly vital benefits to both nature and people and that we should approach the future with confidence.

We are looking for an individual with an interest in the work of TCV, and should have specific qualifications or experience in:

- Accountancy or similar financial qualification and significant experience of applying those financial skills.

We will also consider other experience, but it's worth reaching out to myself or Rebecca in advance of applying.

If you want more information or would like to speak to me or a member of the team on any matter associated with the role, please contact Wheisha Bakali, Executive Assistant, on wheisha.bakali@tcv.org.uk.



Jon Towler
Chair of Trustee Board



MESSAGE FROM OUR CEO

Dear potential Trustee,

I am delighted you have shown an interest in the Trustee role on The Conservation Volunteers' (TCV) Board. It is an exciting time to be joining our TCV team as a trustee as we are launching our ambitious new strategy in July of 2025 and continue to drive forward quite an ambitious Transformation Programme.

As you will read in this document, we are looking for an individual with an interest in the work of TCV who can add a set of competencies and experience to our Board, but that also brings a genuine and unique passion for nature, and conservation volunteering.

Our work is never more needed as we face a twin crisis of biodiversity loss and climate change with worsening health inequalities, which disproportionately fall on the most vulnerable. The engagement of volunteers and communities in this work is vital as this creates a connection between people and nature, which delivers vital benefits to both.

As the third sector continues to face ever increasing challenges, we must leverage the best of TCV to be ambitious, to deliver more impact. We must also become a prominent and unique voice within the conservation section, whilst also focusing our work into more communities that have the most to gain from our work.



Rebecca Kennelly MBE
Chief Executive

Our impact: 2023-24

We transformed
1,354
green spaces
and delivered
59,594
days of green space
connections
through occasional
volunteering, training
courses, nature
engagement and
education
sessions

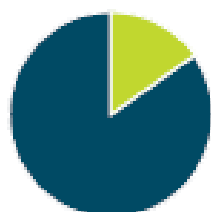
We delivered
115,331
workdays

TCV
worked with
96,741
people

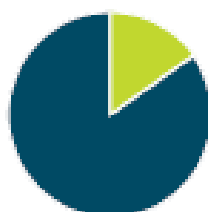
We had
over
13,662
volunteers

**99% of our volunteers
rate their experience
as excellent (81%) or
good (18%)!**

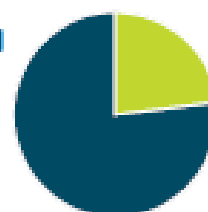
We represent diversity



18% of our
registered
volunteers have
a disability



17% of registered
volunteers are
from ethnic
minority
backgrounds



20% of our
registered
volunteers are
in the top 20%
most deprived
UK areas

And of our volunteers...

92%
are more
connected
to nature

93%
have learnt
new skills

82%
feel more connected to
their local community

92%
feel their
wellbeing
has
improved

"You provide not only reasons but the ability to do things.
You are an astonishing organisation."

Sir David Attenborough, TCV Vice President talking about TCV

OUR VALUES

Make stuff better

Constantly asking ourselves if we can improve on what we do and how we do it.

Crack on and muck in

Coming to work with a mindset as a team, getting the job done, and achieving what we set out to do.

Make a difference

We have a deep desire to ensure that everything we do leaves a positive and lasting ripple effect.

Be the best we can be

We are committed to role modelling the best of ourselves in all that we do and how we do it.

Make a positive environmental impact

Our commitment to ensuring that everything we do contributes to building a sustainable planet.

ABOUT US



For more than 65 years, TCV has worked across the UK to create healthier and happier communities for everyone – communities where our activities have a lasting impact on people’s health, prospects and outdoor places.

We do this by bringing people together to create, improve and care for green spaces.

From local parks and community gardens to local Nature Reserves and Sites of Special Scientific Interest; from school grounds and hospital grounds to waterways, wetlands and woodlands; we connect people to the green spaces that form a vital part of any healthy, happy community.

We draw upon the expertise of our 230 employees and those we hold partnerships with across the UK, working with thousands of volunteers, beneficiaries and community groups to design and deliver solutions to meet their community’s needs.



GOALS



We have three overarching goals to drive our decision making to 2025.

For people
and green
spaces

Goal 1

We will deliver, demonstrate and promote projects that deliver multiple outcomes for people and green spaces.

We believe our activities have the greatest impact when they solve multiple problems, and this has always been central to our approach. We will do more to ensure that all our activities maximise the possible outcomes for people and green spaces.

A thriving
network

Goal 2

We will do more to support and empower others to connect people and green spaces and deliver lasting outcomes for both.

We will increasingly use our national reach and extensive expertise to support local activity and work with partners to expand the role of community volunteering in green spaces.

For
everyone

Goal 3

We will support more diverse audiences to connect with green spaces.

Everyone deserves to have nature in their lives. We will create safe, welcoming spaces for people who face barriers to accessing green space, especially those who could benefit most, and make our activities relevant and accessible for the communities in which we work.

OUR COMMITMENT TO EQUALITY, DIVERSITY AND INCLUSION



We are committed to increasing equality, diversity and inclusion within our organisation. This means reflecting critically on issues of equality, diversity and inclusion within all that we do, identifying and taking appropriate actions to reduce inequality.

We welcome applications from anyone regardless of age, disability, ethnicity, heritage, gender, sexuality, religion or socio-economic background.

We are committed to inclusive working practices, and during the application process we commit to:

- Paying for your travel costs to the office and back for interviews if they are held in person.
- Making any reasonable adjustments – for example, ensuring we have sign language interpreters organised in advance if you'd like them.
- Providing this document in a Word document format readily available to download.
- As a Disability Confident Employer, we commit to offering a first stage interview to disabled applicants who meet the minimum criteria for the role.

If there is anything else you're concerned about or think we could provide, please do let us know.



OUR BOARD

The Conservation Volunteers is governed by a Board of Trustees. It is responsible for setting overall policy for The Conservation Volunteers and monitoring progress towards achieving our goals.

About the role

TCV is an ambitious organisation seeking a new Trustee to join our Board, which works to connect people to green spaces that form a vital part of any healthy, happy community.

We're particularly interested to hear from candidates who have skills in the following areas:

- Accountancy or similar financial qualification, with significant experience of applying financial skills and strategic finance experience.



ROLE DESCRIPTION

All Trustees are collectively responsible for the following:

- Setting Strategy and be a strategic sounding board and critical friend to the Chief Executive and Leadership Team.
- Holding the Leadership Team to account for delivery of the annual Business Plan.
- Ensure an effective and transparent system of governance, with effective Board succession, and to ensure appropriate accountability to volunteers and other beneficiaries, to the public, and to all other stakeholders.
- Ensure proper understanding of the public good fulfilled by TCV and its centrality to TCV's strategy and operations.
- Provide financial oversight and approve annual budgets and ensure the financial stability of TCV.
- Maintaining an appropriate process for identifying risks and seeking assurance on mitigation.
- Ensure an effective and appropriate system of Health and Safety and Safeguarding.
- Acting as an ambassador for TCV ensuring TCV continues to develop its external relations, raising its profile and supporting the growth of its impact accordingly.





- Setting Culture and Values and upholding TCV's Equality, Diversity & Inclusion policy.
- Ensure that TCV complies with its governing document, UK Charity and Company law and all other relevant legislation and regulations and to ensure that TCV uses its resources exclusively in pursuance of its objectives.
- In all other respects to fulfil the fiduciary and statutory duties of a Charity Trustee and Company Director.
- Existing Board members support new Trustees in the delivery of these responsibilities, individually and through a tailored induction plan.

PERSON SPECIFICATION

In addition to the skills outlined above we are looking for:

- A commitment to our beliefs and passion about our purpose, striving to meet our overall strategy.
- An excellent communicator able to engage with the cross-section of TCV's volunteers, employees and trustees.
- Good listening skills and openness to others' views.
- An ability to bring insight and interrogation to the implementation of an organisational strategy.
- An individual who is comfortable taking high level decisions on the future of the organisation.
- An interest in the community, environmental and cultural diversity sectors.
- A commitment to the charity's objectives, Vision and Values and willingness to devote time to carry out responsibilities.
- Good, independent judgement and the ability to think creatively in the context of the organisation and external environment.
- Act as an ambassador for TCV and help to grow TCV's reputation with external partners and funders.



Experience that will help you succeed:

- An influencer with a wide network of funder contacts.
- Applying commercial and business acumen to charitable activities.
- Partnership working.

Skills that are needed:

- An accountancy or similar financial qualification, with significant experience of applying financial skills and strategic finance experience.



ADDITIONAL INFORMATION



Term of office

Board Members are appointed for an initial period of up to three years, with the scope to extend up to six.

Time commitment

We expect the time commitment to be around one day per month and meetings are held quarterly. All Trustees would also be required to attend an induction process at the start of their term.

Location

Board meetings are usually held at our Head Office in Doncaster, but we also periodically meet elsewhere across the country including London and remotely on occasions.

Remuneration

This position is not remunerated. Reasonable expenses are covered under our Board member expenses policy.

Learning and development

We are committed to supporting Board members' learning and development through training and informal learning sessions.

Conflicts of interest

All candidates will be asked to disclose any actual, potential or perceived conflicts of interest, and these will be discussed with the candidate to establish whether any action is needed to ensure appropriate management.



HOW TO APPLY

If you wish to apply for this position, please supply the following information by **Monday 01 September 2025** at midnight, as applications will reviewed, and shortlisting will commence on Tuesday 02 September 2025:

- A detailed CV setting out your career history, with responsibilities and achievements.
- A covering letter (maximum two pages) highlighting your suitability for the role and how you meet the person specification. Please note that the covering letter is an important part of your application.
- Details of two referees together with a brief statement of their relationship to you and the period of time that they have known you, (referees will not be contacted without your prior consent).
- Diversity monitoring form – your data will be stored separately from your application and will at no time be connected to you or your application.

Please send your CV and cover letter to wheisha.bakali@tcv.org.uk or visit www.tcv.org.uk to apply online.

If you have any questions, or would like to discuss the role, please contact Wheisha Bakali on wheisha.bakali@tcv.org.uk.

