

# Young Trustee

## INFORMATION PACK

We are looking for two people aged 18-30 to join our Board as Young Trustees and help shape our work. In Spring and Summer 2026, you will shadow current trustees and take part in board activities with mentoring and support, before becoming full voting members in October 2026.



**Northumberland  
Wildlife Trust**

# What's in this pack?

Thank you for your interest in joining our board of trustees at Northumberland Wildlife Trust. We are so pleased that you are considering offering your time. In this information pack you'll find the following information:

- About us, the work we do and our goals
- Why we need this role
- About the role – main responsibilities, time commitments, remuneration and location
- About you – person specification
- Benefits and training
- How to apply

If you have any questions about any aspect of the organisation or the role, please don't hesitate to get in touch, email: [liz.heard@northwt.org.uk](mailto:liz.heard@northwt.org.uk).



## About us

### WHO WE ARE

The Wildlife Trusts are a grassroots movement of people from all backgrounds who believe that we need nature and nature needs us. There are 46 individual Wildlife Trusts in the UK, each of which is a place-based, independent charity, as well as a central body, which co-ordinates collective action, campaigning, shared learning and projects. Northumberland Wildlife Trust represents Newcastle, North Tyneside and Northumberland within this movement.

### OUR PURPOSE IS TO

- Bring about nature's recovery
- Manage large areas of land for the benefit of nature and climate
- Empower people to take action for nature within their communities
- Work with others to create a society where nature matters
- Drive landscape-scale change for wildlife.



## OUR VISION

“ A wilder future for Northumberland, Newcastle and North Tyneside ”

### This means:

- Everywhere and everything wilder, with landscapes richer in wildlife, bigger and better-connected land, wetlands and seas;
- Reaching more people, forming more partnerships and influencing decision-making about wilding and greening locally;
- Contributing locally, regionally and nationally to restoring nature and tackling climate breakdown.

## STRATEGIC OBJECTIVES

We will deliver our vision through three strategic objectives:

- 1 Lead nature's recovery
- 2 Inspire people and organisations to care and mobilise them to act
- 3 Ensure an agile green culture and sustainable Trust

Underpinning all our work are our core principles and values - that we are passionate, visionary, inspiring, effective and acting with integrity.



Restore Nature Now march © Eleanor Church

# Why we need this role

**Do you want to help Northumberland Wildlife Trust work to inspire, empower and enable people to connect with and take action for nature?**

To achieve our goals of nature recovery and empowering people to take action, our governance and decision-making needs to reflect the communities we serve across Newcastle, North Tyneside and Northumberland - including young people.

We are creating two Young Trustee roles so that younger voices can help shape our work. The role will start in Spring 2026 with shadowing current trustees and accessing mentoring and support, providing a pathway to taking on full legal responsibilities of a Trustee in October 2026.

The role of Young Trustee is intended to give a young person (18 to 30 years-old) who may not otherwise consider themselves for a Trustee role, the opportunity to get involved. As a young person on NWT's Board of Trustees, you will not be expected to represent young people. We are recruiting you for the experience and fresh perspective you bring as a young person.

## ABOUT THE ROLE

**Being a Trustee – what does it mean?**

A Trustee's role involves shaping the future of the Trust. Trustee is a voluntary position.

The day-to-day running of the organisation is delegated to the Chief Executive Officer, Mike Pratt, supported by a Leadership Team, and Trustees are ultimately legally accountable for ensuring that the Trust's procedures are conducted properly.

The group of trustees is called the 'council'. NWT's Council currently consists of 14 Trustees, and we are looking to recruit two Young Trustees. Your development pathway in Spring and Summer 2026:

- **Observer and contributor:** Attend Council meetings and join discussions, offering your insight on our plans and projects.
- **Learning and mentoring:** Take part in training and be paired with an experienced Trustee to understand how the charity is governed.
- **Progression option:** After this development period you may choose to become a full voting Trustee from October 2026.

## YOUR MAIN RESPONSIBILITIES WILL BE

- Ensuring NWT is carrying out its purposes for the public benefit
- Ensure you and NWT comply with NWTs governing document and the law (this is explained in more detail in the trustee's pack)
- To act solely in NWTs best interests
- To help manage NWTs resources responsibly
- To act with care and skill
- Attending 8-11 meetings per year

## COMMITMENT AND ATTENDING MEETINGS

- Completing an induction process and training.
- 4 Council meetings per year in central Newcastle Upon Tyne near St James Park, with an option to join online. These meetings are held on weekday evenings lasting approximately 2 hours, normally starting at 5pm. Documents to read in advance ('Board papers') are circulated 1-week before each meeting to enable plenty of time to read through and ask questions prior to the meeting. The meetings are an opportunity to provide strategic-level input, support and crucially challenge in relation to NWTs work.
  - 4 Committee Meetings online, lasting typically 1.5 hours. Currently these start at 4pm, but can change at the discretion of the group.
- 1 Strategic Away Days.
- You will have the option to join Young People's Forum meetings every other month, which are usually 2 hours on a Tuesday evening in central Newcastle, with an option to join online.

The expectation is that you would be able to attend most of the meetings.

The role is meant to be compatible with a full-time job, study and caring responsibilities, and we always aim for trustee input to be as flexible and time efficient as possible.

Being a Trustee means being willing to offer the benefit of your knowledge and ideas to provide advice, support and assistance to the NWT when required. This won't be an onerous time commitment, but you will need to give enough time, thought and energy to your role, for example by scrutinising Council papers, attending and actively participating in all trustees' meetings, and potentially sometime between meetings.

If you feel this is too much of a commitment, but you would still like to get involved with Northumberland Wildlife Trust, there are plenty of other valuable opportunities. Get in touch with us to find out more: [mail@northwt.org.uk](mailto:mail@northwt.org.uk).

Is this your first time volunteering as a Young Trustee? We will provide you with a fellow Trustee mentor, as well as a full induction to Northumberland Wildlife Trust. We are aiming to appoint two Young Trustees, this is to enable you to support each other, share experiences and opportunities together.



Whittle Dene © Duncan Hutt



Pine marten © Mark Hamblin/2020VISION



Surveying © Gala Podgornik



Community garden © NWT

### TIMINGS AND DURATION OF ROLE

- Optional Young Trustee training sessions available on **25<sup>th</sup> November** and **8<sup>th</sup> December** in the evening. Please see Northumberland Wildlife Trust's Events webpage to sign up.
- Applications close **9am 6<sup>th</sup> January**.
- Interviews will take place on **10<sup>th</sup> February** or afternoon of **11<sup>th</sup> February**, with Young Trustee roles starting soon afterwards.
- Move to full Trustee position in **October 2026** for at least one year.

### REMUNERATION

- Board members provide their time free of charge and cannot undertake paid work for NWT.
- For this post, travel and out of pocket expenses, such as childcare arrangements, will be paid if requested.

### LOCATION

- Council and Committee meetings are generally online. If in person, are in a location in central Newcastle.
- Strategic away days are usually at NWTs Offices in Gosforth, Newcastle, or one of the Trust's nature reserves across Newcastle, North Tyneside and Northumberland

## About you

### PERSON SPECIFICATION

- Aged 18- 30 years
- A proactive person
- Someone who will bring new ideas and perspective to our Board of Trustees
- A great communicator
- Someone who listens and acts fairly
- Willing to understand and take on the duties and responsibilities of being a trustee
- Able to work as part of a team
- Have knowledge of and/or links to Newcastle, North Tyneside and/or Northumberland.

### WE ARE LOOKING FOR SOMEONE WITH PASSION FOR OR INTEREST IN ANY OF THE FOLLOWING

- Nature and wildlife
- Youth Work
- Communications, marketing and/or campaigning
- Diversity and inclusion
- Education
- Health and wellbeing
- Community engagement/voluntary work
- Fundraising

No prior experience of being an advisor is needed. This list is not exhaustive and if you believe your background and expertise could be useful to us and you are interested in joining our board, we want to hear from you.

### BENEFITS AND TRAINING OPPORTUNITIES

- Help shape the future of Northumberland Wildlife Trust at a strategic level
- The chance to connect and engage with NWT's Young People's Forum, a group of 16-24-year-olds, formed to help NWT work better for young people whilst gaining skills, experiences and taking action for nature in the process
- An opportunity to make a difference in your community and to your local wild spaces
- Work as part of a team bringing nature to a broad and diverse audience in the region – grow your network
- Learn about governance and understand how the charity sector works
- Enhance your CV and experience by developing skills such as strategic thinking, leadership and giving feedback
- An opportunity to join The Wildlife Trust's Young Trustee Community of Practice, chaired by staff at the Royal Society of Wildlife Trusts

# How to apply

To apply, please complete the application form, which includes your personal details and option to either write a one-page description or make a two-minute video message about yourself, your interests, things you have experienced in life and learning that make you an ideal trustee and a proposal detailing:

- Why you want to be a Northumberland Wildlife Trust Young Advisor?
- How you fit the role requirements?
- What experience and personal skills you can bring to the governing Board?

**Deadline for submitting application is 9am Tuesday 6<sup>th</sup> January.**

**If you any questions or would like further support with your application, please do let us know**





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Harvest mouse © Joel Ireland



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