

Recruitment information pack

Introduction



Dorset
Wildlife Trust



Thank you for the interest you have shown in Dorset Wildlife Trust.

Dorset is a county rich in wildlife and nature, with ancient heathlands and downlands, wildlife-rich farmland and an outstanding marine environment; few other places can rival its diversity. Our 42 nature reserves represent all of the major habitats found in Dorset, providing important sources of biodiversity and open access green space for our communities.

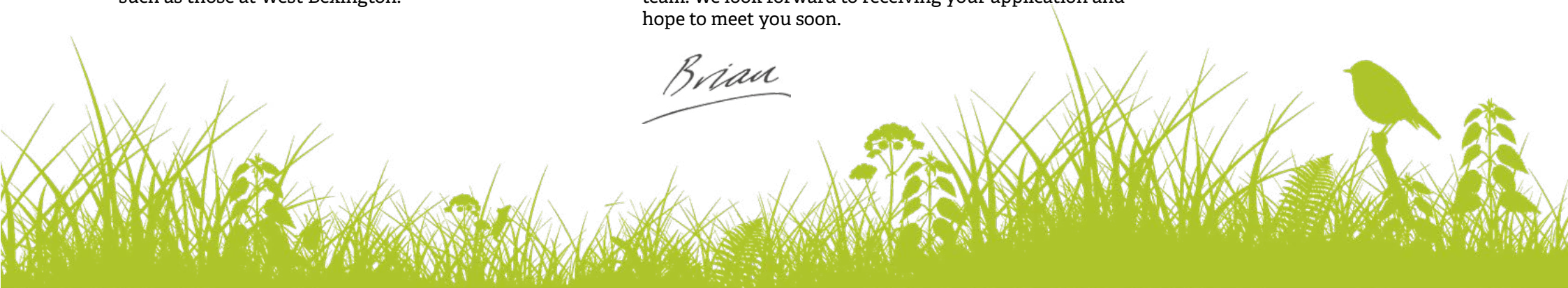
We are responsible for great heathland nature reserves such as Upton Heath and Winfrith and Tadnoll heaths in the east, meadows including those within the Kingcombe National Nature Reserve in the west, chalk downland at Fontmell Down, and woodland at Ashley Wood in the north. We also have highly specialised habitats such as the lagoon on Brownsea Island as well as coastal habitats such as those at West Bexington.

However, the world is facing two enormous crises. Climate change and environmental degradation are driving an ecological crisis that threatens everyone's quality of life and Dorset is not immune to the impacts of these crises. Given the chance, nature can help to address climate change but we need to reconnect people with nature and make more space for wildlife. Our work is more vital than ever!

Dorset Wildlife Trust is a great place to work, our friendly and welcoming team is passionate and dedicated to building a Dorset richer in wildlife for everyone. As you read the information in this pack, and perhaps visit the [Dorset Wildlife Trust website](https://www.dorsetwildlifetrust.org.uk/), I hope you will be inspired by the opportunity to show us what you can bring to our team. We look forward to receiving your application and hope to meet you soon.



Brian Bleese, Chief Executive



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About us



Dorset Wildlife Trust is the leading charity dedicated to nature conservation in Dorset.

From small beginnings in 1961 based entirely on voluntary effort, we now have over 27,000 members, 42 nature reserves, four visitor centres and a thriving programme of outreach with communities.

As a business we have grown and now have 80+ employees, but we have never lost our volunteer ethos and rely on the support of thousands of people to help us to look after wildlife and wild places in Dorset.



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We are hiring...



Dorset
Wildlife Trust

Role title: Trustee

Length of term: 3 years

Location: Online or at Brooklands Farm HQ

Responsible to: Chair of Trustees

Application format: CV and cover letter



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Job description



Overall role

The Trustee will work with other Trustees to ensure the effective governance of the charity, to define and optimise strategy to achieve the charity's aims and objectives, and to support management and staff.

We are particularly keen to further strengthen trustee expertise in finance, fundraising, and also in estate and land management.

Main responsibilities

Trustees have overall responsibility for the Dorset Wildlife Trust and are collectively responsible for:

- Dorset Wildlife Trust's strategy and policies
- Ensuring compliance with the governing document, charity law and company law
- Ensuring that the charity's funds are managed effectively and accounted for properly
- Acting as the employer of staff, supporting their work, and promoting their development
- Understanding, promoting, and safeguarding the good name and ethos of Dorset Wildlife Trust
- Having close regard for, and interest in, the views of members
- Monitoring the performance of Dorset Wildlife Trust in achieving its objectives
- Appointing the Chief Executive and Senior Management Team
- Identifying and monitoring key risks, both external and internal.



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Job description



Expectations

Individual Trustees are expected to:

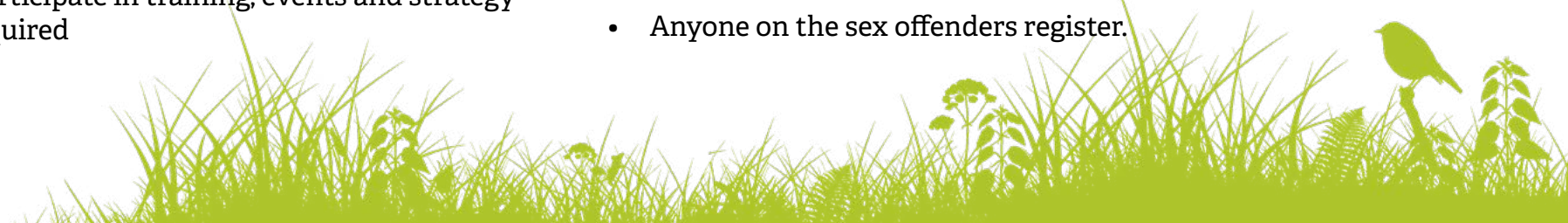
- Attend quarterly Council meetings and the Annual General Meeting
- Support all decisions made by Council
- Take a strategic approach to Dorset Wildlife Trust business
- Keep up to date with Dorset Wildlife Trust's strategy, aims and objectives
- Keep up to date with requirements for the governance of charities
- Participate in at least one committee of Council
- Declare all conflicts of interest and set aside all interests other than that of Dorset Wildlife Trust's when acting for the charity
- Maintain the confidentiality of Dorset Wildlife Trust information
- Understand and be committed to Dorset Wildlife Trust's values and culture
- Be willing to participate in training, events and strategy meetings as required

- Assist and advise on the appointment of staff
- Maintain interest in as many aspects of Dorset Wildlife Trust's work as possible and in its membership
- Represent Dorset Wildlife Trust and help further its aims and objectives through their own networks when the opportunity arises
- Abide by all Dorset Wildlife Trust policies and procedures.

Eligibility criteria

Eligibility for election as a Trustee is subject to statutory regulations but include the following exclusions:

- Anyone under the age of 18 years
- Anyone convicted of an offence involving deception or dishonesty unless the conviction is spent
- An un-discharged bankrupt
- Anyone who has been previously removed from the Trusteeship of a charity by the court or the Charity Commissioners
- Anyone under a disqualification order under the Company Directors Disqualification Act 1986
- Anyone on the sex offenders register.



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Job description



Person specification

Essential knowledge, skills and experience that Trustees should have:

- Familiarity with the governance and reporting requirements of charities and companies
- Good communication skills, both oral and written.

Personal qualities:

- Ability to work as a team player within an established team
- Honesty, integrity, and confidentiality
- Enthusiasm and self-motivation
- Calmness under pressure
- Methodical approach to work
- Good communications skills at all levels.



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Organisation



Responsibility for day-to-day operations and financial management of **Dorset Wildlife Trust** lies with the Chief Executive and four directorates.



Finance and Resources

Manages all aspects of the Trust's financial performance, administrative function, IT, HR and facilities.

Nature-based Solutions

Work with land managers, communities and partner organisations to build support and action for wildlife.

Nature Recovery

Responsible for the maintenance and development of nature reserves and visitor centres.

Fundraising and Marketing

Supports and develops fundraising, membership and marketing activities with the emphasis on generating sources of income for the Trust.



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Our Reserves



We manage 42 nature reserves for wildlife and people across the whole of Dorset.

We also work with other organisations and landowners to protect and connect wildlife sites across the county.

We aim to inspire local communities and young people to care for wildlife where they live.



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Our Facilities



In addition to the beautiful nature reserves we care for, **Dorset Wildlife Trust** has six centres which provide a base for office working environments, as well as visitor centre facilities.

Visitor Centres



Kingcombe Visitor Centre is the gateway to the stunning Kingcombe National Nature Reserve, incorporating Kingcombe Meadows and Powerstock Common nature reserves, where you can enjoy exploring the unspoilt countryside and ancient woodland.



The Fine Foundation Wild Seas Centre at Kimmeridge showcases Dorset's marine protected areas and hosts numerous activities and events throughout the year, offering snorkel trails, beach cleans as well as an aquarium showcasing what can be found on the seashore.

Wildlife and Wetland Centre on Brownsea Island is currently undergoing a huge refit as part of the Wild Brownsea project and is home to some of our Brownsea staff. It will feature visitor centre facilities including exhibitions and a nature lab.



The Fine Foundation Wild Chesil Centre, situated by the Fleet, the UK's largest tidal lagoon and a vital marine protected area, offers exhibits on local history and unique wildlife. Ideal for birdwatching, marine exploration, and learning about protected species found along the world-famous Chesil Beach.



Other Centres

Urban Wildlife Centre is situated on Upton Heath in the east of Dorset amongst stunning heathland and hosts a number of staff and volunteers.

Brooklands Farm, situated four miles north of Dorchester, is Dorset Wildlife Trust's HQ and provides the office base for many roles. The building is beside a restored hay-meadow, a haven for wildflowers, beetles and butterflies.

Recruitment information pack

Our Projects



Wild Woodbury – England's first ever community rewilding project

In a bid to tackle the ecological and climate crises, Dorset Wildlife Trust acquired **Wild Woodbury**, a 170 hectare site near Bere Regis. The site showcases sustainable land management through rewilding and natural regeneration techniques. The project aims to give wildlife much-needed space to spread and regenerate and also giving the community new space and opportunities to connect with nature.

Wild Woodbury
is providing space
and opportunities for
local people to engage
with nature

There are three objectives for this project.

Tackling the ecological crisis

Along with our national federation of wildlife trusts, we want to see 30% of land being managed in a way that is beneficial to nature in the UK by 2030. Restoring this land and helping mitigate nitrate pollution in Poole Harbour will make more space for nature as well as showcasing natural regeneration and wetland restoration.

Fighting the climate crisis

Restoring nature increases the amount of carbon held in healthy soils, new woodlands and wetlands. Restoring the River Sherford has created a wetland landscape which helps to alleviate flash flooding and stores more carbon.

Engaging with the local community

We aim to help local communities better connect with nature on their doorstep. Dorset Wildlife Trust has worked hard to involve the Bere Regis community with planning the site's future, to ensure their voices are heard and they receive real benefits in community, health and economic terms.



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Our Projects



Lyscombe

We have recently acquired over 335 hectares of land at Lyscombe, north-east of Dorchester. Here we have wonderful chalk downland requiring traditional management, mixed with land that has been managed more intensively to the exclusion of biodiversity. We will be using natural regeneration techniques to 're-wild' these areas to greatly extend the existing wildlife interest, in much the same way we have done at our Wild Woodbury community rewilding site near Bere Regis.

Supported by the Species Survival Fund, our vibrant reserves and engagement team are looking after this land as well as helping neighbouring landowners to enhance the wildlife habitats on their land to create landscape-scale nature recovery networks.



Our management approach blends natural regeneration and rewilding with traditional conservation management techniques

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Our Projects



Beavers in Dorset

In 2021, Dorset Wildlife Trust released a pair of Eurasian beavers into an enclosed site in Dorset. Beavers were welcomed back for the first time in over 400 years. This followed several years of preparation, including installing a specialist fence and recording baseline data with experts from the University of Exeter and Wessex Water. These beavers have bred several times and the family has had a significant impact on the site, which is being monitored in detail as part of this scientific study.

Beavers are known as 'nature's engineers' and their activities, including wetland management through creation of dams and channels, and their feeding activities, have the potential to increase biodiversity, filter water and even reduce flooding by slowing the rate of water flow in times of high rainfall.

Our project has also enabled us to show others what beavers do, and many people have seen the site and had a chance to discuss the impacts of beavers, both benefits and challenges. We have taken our learning out to discussions with land managers and communities about living alongside beavers.

This landmark project led by Dorset Wildlife Trust was the first of its kind for the county



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How to apply



Email your application

Send us your CV and cover letter telling us about yourself and why you are interested in this role: enquiries@dorsetwildlifetrust.org.uk

The closing date for applications is **Friday 15 August 2025**.

Enquiries

If you would like any further information, please call us on **01305 264620**.

