



**Berkshire
Buckinghamshire
& Oxfordshire**
Wildlife Trust



Candidate Information and Application Pack 2026

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Welcome

Thank you for your interest in becoming a trustee of the Berkshire, Buckinghamshire & Oxfordshire Wildlife Trust (BBOWT).

This is a pivotal moment for nature and for our region. The pressures on land, climate and communities are growing, and the decisions made over the next decade will shape the future of Berkshire, Buckinghamshire and Oxfordshire for generations to come.

Our Strategy 2030 sets out a bold ambition: to drive a movement for change that brings more nature everywhere, for everyone, and to ensure that 30% of land is well managed for nature by 2030. Delivering this will require influence, partnership and new ways of working across sectors.

As a Board, we are looking for trustees who can bring insight, challenge and a willingness to engage with complex, system-wide issues. We are particularly keen to broaden the diversity of perspectives around the table and welcome applications from people of different backgrounds, sectors and lived experience.

If you are motivated by the opportunity to help shape the future of nature and communities across our three counties, we would be delighted to hear from you.



George Levvy
Chair

BBOWT is built on a proud legacy of conservation. Today, we face a very different challenge.

Nature is declining at pace, while demand for land - for housing, infrastructure and food - continues to grow. Too often, nature is treated as a constraint, rather than the foundation of healthy communities, resilience and long-term prosperity.

Our Strategy 2030 is our response. It commits us to restoring nature while helping rewire how people, communities and institutions value and act for it. This means building a movement for change, working beyond our own land, and influencing how this region grows and develops.

We are increasingly operating at a systems level partnering with farmers, businesses, planners and communities to shape better outcomes for nature and people.

As a trustee, you will help guide this work at a critical moment. The challenges are significant, but so is the opportunity to make a lasting difference.

Applicants from ethnic minorities and women, especially those with financial qualifications and experience, are particularly welcomed as both are underrepresented on our board.



Estelle Bailey MBE
Chief Executive



Who we are



The Berkshire, Buckinghamshire & Oxfordshire Wildlife Trust (BBOWT) is the leading nature charity across the Thames Valley, working to bring about nature's recovery across one of the most dynamic and pressured regions in the UK.

With more than 65 years of experience, we are a trusted partner to communities, landowners, businesses and policymakers, combining deep local knowledge with a track record of delivering lasting impact for nature.

We care for more than 80 nature reserves, work with farmers and landowners to support nature-friendly land management, and engage tens of thousands of people each year through our learning, volunteering and community programmes. Our consultancy, Future Nature, extends our reach by supporting partners to integrate nature into decision-making and development.

Today, our role goes beyond managing land. We are helping to shape how this region responds to the twin challenges of nature loss and climate change - working with communities, businesses, planners and policymakers to ensure that nature is treated as essential infrastructure for a healthy, resilient and prosperous future.

BBOWT has over 60,000 members, more than 1,700 volunteers and around 150 staff, supported by strong partnerships and a growing network of collaborators. As part of The Wildlife Trusts movement, we contribute to national impact while remaining deeply rooted in the places we serve.

Our vision is simple and ambitious:
more nature everywhere, for everyone.



Our Strategy 2030

Nature is in decline at a scale and pace that demands a fundamental rethink.

Restoring it will not be achieved through conservation alone. It requires a shift in how people, communities and institutions value and act for nature.

Our Strategy 2030 sets out how we will help drive that shift building a movement for change and working at scale to ensure that at least 30% of land is well managed for nature by 2030.

This means working far beyond our own land, partnering across sectors to shape how this region grows and develops, and embedding nature as essential infrastructure for a healthy, resilient future.



Build a movement for change



Achieve 30% of land well-managed for nature

Our vision is clear:

more nature everywhere, for everyone.



The role of a BBOWT Trustee

As a trustee of BBOWT, you will play a key role in guiding an organisation working at the forefront of nature's recovery in one of the most complex and fast-changing regions in the UK.

This is an opportunity to help shape how a region responds to the nature and climate crisis.

You will contribute to the strategic direction of the Trust, ensuring we remain ambitious, focused and effective in delivering our Strategy 2030 - Building a movement for change and helping to secure 30% of land well managed for nature by 2030.

We are looking for trustees who are willing to engage with complexity, bring external insight, and support the organisation to operate at a systems level.

Core responsibilities

Trustees are collectively responsible for:

- Setting and safeguarding the strategic direction of the Trust
- Ensuring strong governance, financial oversight and regulatory compliance
- Supporting and constructively challenging the executive team
- Monitoring performance against strategic priorities and impact

Contribution beyond the Board

We are particularly looking for trustees who can:

- Bring insight from sectors such as finance, investment, land use, planning, infrastructure, business or community leadership
- Use their networks and influence to support BBOWT's mission
- Act as ambassadors for the Trust and for nature's recovery
- Engage with key strategic questions, including land use, growth, and long-term investment in nature

What we are looking for

You do not need previous trustee experience or a background in conservation.

We are looking for individuals who bring:

- Strategic thinking and sound judgement
- Curiosity and openness to new perspectives
- A willingness to challenge constructively
- Commitment to equity, inclusion and collaboration
- A passion for creating a future where nature and people thrive together

Time commitment

The role typically involves around 10–12 days per year, including:

- Four Board meetings and two away days
- Participation in at least one committee or working group
- Time for preparation and occasional additional engagement

How to apply

If you would like to apply for a trustee role, please send an up-to-date CV with a covering letter to Jan Honour, Governance & Business Support Officer, janhonour@bbowt.org.uk

If you'd like to find out more about the position, or attend the optional Q&A before applying, please also contact Jan Honour.

The cover letter should set out why you are interested in the role and what you can bring to it. Alternatively, you may submit a short video of yourself, covering the same points. Please send your video via [WeTransfer.com](https://www.wetransfer.com) to janhonour@bbowt.org.uk

Applicants from ethnic minorities and women, especially those with financial qualifications and experience, are particularly welcomed as both are underrepresented on our board.

The deadline for applications is Thursday 30 April 2026.

Selection Process

Optional Q&A panel with existing trustees – 21 April
Speed interviews (30 minutes) - 2 June and 4 June
Meet the Team Day - 5 August

Successful candidates from the speed interviews will be invited to attend a meet the team day where a series of informal chats and information sharing will take place for 2 – 3 hours with current trustees and staff members to allow for a final selection to take place. The Nominations Committee will then recommend candidates to the BBOWT Board of Trustees for appointment.

Successful applicants will be invited initially as observers to the Board and relevant committees, and appropriate induction will be arranged. The next AGM (Autumn 2026) will be asked to vote the recommended trustees onto the Board. It is possible that we may co-opt them to the Board in advance of that AGM.

(The Board of Trustees has the power to co-opt trustees. You become a trustee from the date of the Board's decision to co-opt, and the Charity Commission and Companies House are notified of your appointment. BBOWT's Articles of Association require that any trustee co-opted during the year has to be voted in by the membership at the next AGM.)



Berks, Bucks & Oxon Wildlife Trust (BBOWT)

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