



## TREASURER AND DIRECTOR

(home-based, voluntary)

### About us

SCOTLAND: The Big Picture (SBP) is a charity that works to make rewilding happen across Scotland, in response to the growing climate and biodiversity crises. Our vision is of a vast network of rewilded land and water, where wildlife flourishes and people thrive.

We are an agile and progressive team that works in a spirit of collaboration with many different interest groups to:

- Drive support for rewilding
- Commit more land and water to rewilding

Learn more about SBP and the way we work here: [www.scotlandbigpicture.com](http://www.scotlandbigpicture.com)

### Context and role overview

Since its inception in 2020, SBP has grown rapidly, establishing an exciting and evolving portfolio of nature recovery projects across Scotland. Following the recent appointment of our first Chief Executive Officer, we are now seeking to recruit a new Trustee to take on the role of Treasurer.

The Treasurer will oversee the financial matters of the charity in accordance with key legal requirements and in line with best practice and good governance. Financial responsibility is shared collectively by all Trustees, but the Treasurer is the finance lead and helps the Board to fulfil its responsibilities.

The Treasurer's key responsibilities are as follows:

- Ensuring compliance with statutory financial and reporting requirements under the Charities and Trustee Investment (Scotland) Act 2005, OSCR regulations and Companies House
- Acting as the primary liaison with the charity's auditors, ensuring annual accounts are prepared, scrutinised and approved
- Overseeing financial policies and internal controls, including those relating to reserves, restricted/unrestricted funds and investment
- Advising the Board on the reserves policy and financial sustainability, and supporting risk management

- Supporting other Trustees to understand financial information, so that the whole Board can fulfil its financial responsibilities and make informed decisions

The Treasurer will chair the Finance Committee and will work closely with the CEO, the Head of Finance and HR, and the Head of Projects. They will ensure that financial management measures, controls and procedures such as budget-setting and monitoring are effective, and that these are appropriate for the charity.

### **Essential requirements**

We are looking for candidates with qualifications and demonstrable experience as follows:

- An accountancy qualification or an equivalent level of experience and expertise in accountancy and charity finance
- Compiling of regular forecasts, annual budgets and financial plans
- Oversight of annual statutory accounts and review with the auditors
- Appraisal of the financial viability of projects, plans, proposals and other initiatives which may have financial or charitable implications
- Sound understanding of risk management particularly around financial management
- Overarching familiarity with how trusts and foundations disburse funds
- Strong presentation and communication skills, including the ability to explain financial information to other leaders

### **Other desired attributes**

- Commitment to nature restoration in Scotland, and willingness to learn more about rewilding and emerging and evolving trends in the sector
- Sound project management and leadership skills, and the ability to advise and work collaboratively with the Board, CEO and other members of SBP staff
- Strong relationship building, and interpersonal and communication skills
- A positive, entrepreneurial, and inclusive outlook

The role will ideally suit an individual based in Scotland but applications from outwith Scotland will be considered.

### **The Role of SBP's Board of Trustees**

The Board is the governing body of SBP. The Trustees operate at the most senior leadership level within the charity and report to SBP's supporters, donors and partners, and to the Office of the Scottish Charity Regulator (OSCR).

The Trustees have ultimate legal responsibility for the direction of travel and strategic leadership of the charity. They have a watching brief on activity relevant to their expertise, and a general remit of oversight at Board level. You can read more about the responsibility of Charity Trustees [here](#).

### **What is expected of an SBP Trustee?**

SBP's Trustees are passionate advocates for rewilding who volunteer their time to support the charity's objectives. They are expected to provide a clear steer and make tangible contributions within their area of expertise, and beyond.

Board meetings are held on a quarterly basis (virtually, and typically in the late afternoon/evening). Trustees are also required to:

- o Keep up with correspondence in-between meetings
- o Actively engage with the Chair, the CEO, individual SBP staff and Board members, and/or external stakeholders as needed
- o Support off-line Board activities as and when

There are also opportunities to join in-person gatherings of the Board and staff team, and to attend events such as the biennial SBP Conference.

In addition to the above, the Treasurer is expected to chair the Finance Committee meetings (currently monthly, but this may change). We envisage a total time commitment of approximately 8 to 10 days a year.

### **More about the role**

This is a voluntary, unpaid role. Reasonable expenses will be reimbursed in line with SBP's expenses policy.

SBP Trustees are appointed for a term of up to four years. Afterwards, Trustees have to be reconfirmed by the majority of the Board and can be re-elected up to a maximum of two further times, for a total of 12 years in office (three terms). Trustees can serve as Chair, co-Chair and Treasurer for up to two terms.

### **How to apply**

Please submit a brief cover letter (no longer than 2 pages), detailing why you are interested in the role of Treasurer at SBP, and how you think your skills and experience can help us achieve our vision.

Applications should be sent to: [hr@scotlandbigpicture.com](mailto:hr@scotlandbigpicture.com) by **Friday 10th October 2025**.

Shortlisting and virtual interviews will be conducted shortly after the closing date.

We are committed to bring onboard diverse voices and perspectives, and we encourage people from all backgrounds and sections of society to apply. We welcome in particular applications from historically under-represented and minoritised groups.

If you have any question on the role/application process, and if you would like to receive information in a different format or require alternative ways to help you apply for this role, please let us know and we will be happy to assist.