



SCOTLAND
THE BIG PICTURE

Rewilding for nature,
climate and people

VARIOUS TRUSTEE ROLES

(home-based, voluntary)

About us

SCOTLAND: The Big Picture (SBP) is a charity that works to drive the recovery of nature across Scotland through rewilding, 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 a small but 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
- Return missing species
- Develop rewilding business

Learn more about SBP: www.scotlandbigpicture.com

Context

SBP is a young, dynamic charity that since its inception has grown rapidly, establishing an exciting portfolio of nature recovery projects across Scotland.

As part of a review of the structure and capacity of our Board, we are seeking to recruit a number of additional Trustees with particular expertise in the following areas:

Chairperson: The Chair makes the SBP ecosystem work smoothly and supports all Trustee roles. Leadership experience of a range of diverse organisations essential.

Human Resources: A source of inhouse support to the ED and Board in HR matters and a confidant for staff if needed. Corporate/charity HR experience essential, along with experience in diversity and inclusion.

Governance/legal: Oversees procedures, systems and policy documents to comply with OSCR (Scottish Charities Regulator) best practice. A legal background (ideally with media law experience) and/or proven organisational skills required.

The role of SBP's Board

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 and partners, and to OSCR.

The Trustees have ultimate legal responsibility for the direction and strategic leadership of the charity. Each Trustee will have a watching brief on activity within their portfolio, and a general remit of oversight at Board level. Trustees will assist with the recruitment and appointment of staff within their area of expertise, with the Chairperson involved in appointments at managerial level.

What is expected of an SBP trustee?

SBP's Trustees are passionate advocates for rewilding and give up their time to support the charity's objectives. It's essential that each Trustee makes a tangible contribution within their portfolio. Beyond quarterly meetings (split between online and in-person), this will necessitate being active and engaging with the Executive Director, individual staff and/or external stakeholders. This will involve an appropriate investment in time, which we would calculate to equate to approximately 10-15 days per annum.

Trustees must keep their declaration of interests updated. Trustees with direct contact with children or PVGs will require Disclosure Scotland clearance.

Applicants for a Trustee position may be subject to a background check.

You can learn more about the responsibility of Charity Trustees [here](#).

Key attributes

- A knowledge of and commitment to nature restoration in Scotland.
- Flexible and receptive to a dynamic, rapidly changing working environment.
- Strong self-motivation and ability to work as an individual and as part of a team.
- Good organisational, management and/or leadership skills.
- A positive, entrepreneurial outlook.

These roles would ideally suit individuals living in Scotland but applications outwith Scotland will be considered.

To apply

Please email a one-page covering letter detailing why you are interested in the role of Trustee and how your skills and experience can help SBP to realise our vision.

Applications (or interim queries) should be sent to Tara Mann (tara@scotlandbigpicture.com) by **30 November 2022**

Interviews will be conducted by video call shortly after the closing date.

Please note that Trustees are volunteers and do not get paid. In certain circumstances, remuneration can be agreed for the provision of specialist services on a contractual basis, subject to conforming to charity regulations on payments to Trustees.

SCOTLAND: The Big Picture is committed to equality of opportunity for all and we make recruitment decisions by matching our business needs with the skills and experience of candidates irrespective of age, disability, gender, gender reassignment, sexual orientation, pregnancy or maternity, race, religion or belief, and marriage or civil partnership.