



Suffolk
Wildlife Trust

Trustee

Recruitment information

Martlesham Wilds

Our spectacular nature reserve on the banks of the river Deben, purchased in 2022

Joining the Board of Trustees



Robyn Lewellyn
Chair

Thank you for your interest in giving your time, expertise, knowledge, experience and energy to Suffolk Wildlife Trust as a Trustee.

We aim for a confident diverse Board and our focus for 2026 is recruiting Trustees with a range of all round Board skills, including candidates with the potential to be a future Chair.

Suffolk Wildlife Trust is an inspiring and impactful organisation with a compelling vision for our county: A wilder Suffolk where nature is thriving and abundant, because our diverse communities are united in valuing nature and doing more to help.

This is an exciting time to be joining Suffolk Wildlife Trust as a Trustee, but equally a time of challenge for nature and society.

We have huge ambition to grow our impact. Please help us succeed, both for nature and for our communities.



Find out more

We are pleased to invite you to meet us, to find out more about the Trust and the role of Trustee.

We welcome conversations with potential Trustees prior to applying and are pleased to offer two 'Meet the Trust' sessions with our CEO, Christine Luxton and one of our Trustees:

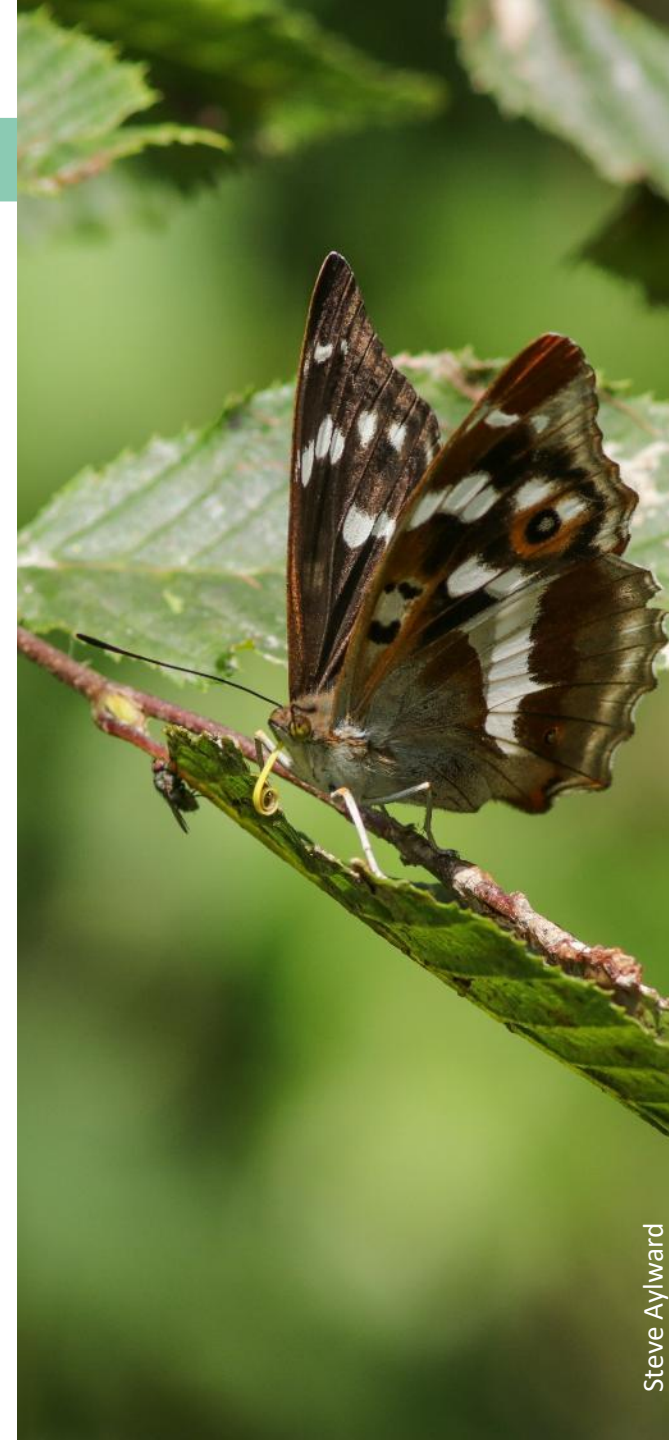
- **Tuesday 3rd March, 5pm**
- **Thursday 23rd April, 5pm**

The sessions will be on Teams and will give you an overview of Suffolk Wildlife Trust and the role of the Board of Trustees, followed by an opportunity for discussion and questions.

Depending on the discussion, each session will be for about 45 minutes.

If you would like to join one of our two 'Meet the Trust' Teams sessions please email recruitment@suffolkwildlifetrust.org and we will send you the joining details.

**Thank you for your interest in
Suffolk Wildlife Trust.**



About Suffolk Wildlife Trust

A photograph of two women standing in a wooden observation tower. The woman on the left is wearing a dark blue floral jacket and holding binoculars. The woman on the right is wearing a pink cardigan over a patterned top and sunglasses. They are both smiling. The tower is made of light-colored wood and has a curved roof. The background is a dense forest of green trees.

Lackford Lakes

The visitor centre at Lackford Lakes is the Trust's 'gateway to nature' in West Suffolk

About Suffolk Wildlife Trust

Suffolk Wildlife Trust is the county's nature charity.

Since the Trust was founded in 1961, we have been leading conservation efforts in Suffolk and have safeguarded some of the county's most important wildlife areas as nature reserves.

As a grass-roots organisation, we aim to deliver our mission to 'Bring nature back to Suffolk' by inspiring people and empowering communities to care and to act for nature – as well as managing our 50 nature reserves and advocating for wildlife with local and national government.

We are championing two collective targets in Suffolk that everyone in society can help to achieve:

- To protect and restore 30% of Suffolk's land and sea, where nature can recover and thrive.
- To inspire and support 1 in 4 people in Suffolk to take action for nature and climate.

Through our work with businesses, community groups, conservation charities and the public we want to increase our impact by inspiring and enabling everyone to play their part. Our advice and training teams are key to this.

Our farmland team works with landowners and managers to deliver habitat management, enhancement and creation across Suffolk, enabling networks of landowners to support nature's recovery, at scale.



About Suffolk Wildlife Trust

We want the world of nature to be a place for everyone - and for our activities and how we operate to reflect this.

Our nature reserves are free for everyone to enjoy, with our visitor centres at Carlton Marshes and Lackford Lakes offering facilities that help to remove barriers to participation and opportunities for everyone to discover, explore and learn about the natural world.

Each year more than 60,000 people are involved with a wildlife activity organised by Suffolk Wildlife Trust and many more enjoy our nature reserves independently.

Our members and volunteers are drawn from the communities we serve and we want to be a movement for nature's recovery that represents our whole county. We have increased our investment in working with communities, including those we have not previously reached and growing our training programme for individuals and groups.

We want everyone to feel included and to join us in our mission to bring nature back to Suffolk. In particular we want to break down barriers to participation. By this we mean equal and fair access for everyone, regardless of age, sex, disability, race, sexual orientation, gender identity, faith, class or income.



Carlton Marshes

The gateway to the Suffolk Broads

About Suffolk Wildlife Trust

Suffolk Wildlife Trust is an organisation that makes a difference for our county. We employ 100 people and are supported by over 1,000 volunteers and 28,000 members.

Suffolk Wildlife Trust is part of The Wildlife Trusts - a UK federation of 46 local Wildlife Trusts that together has a powerful collective voice with over 850,000 members and caring for more than 2,300 nature reserves.

Our Leadership Team and Chief Executive are responsible for the operations of the Trust and drive the delivery of our 2030 strategy. They work closely with the Board of Trustees to ensure the Trust remains an impactful and robust charity:



About Suffolk Wildlife Trust

Our 2030 strategy sets our ambition and the impact we want to have. This frames the Board's decisions on where to invest the charity's resources, with our largest annual investment by far being our dedicated, talented workforce.

**SUFFOLK
2030**

Bringing nature back to Suffolk

Our vision is for a wilder Suffolk, where nature is thriving and abundant, because everyone is united in valuing nature and doing more to help

OUR GOALS

**GOAL
1**

Nature is recovering at scale, in wildlife-rich landscapes and seas

(30%)

**GOAL
2**

People in every community are taking meaningful action for nature and climate

(1 in 4)

**GOAL
3**

The charity is a more effective champion for nature because it is strong and resilient

THE CHANGE NATURE NEEDS

To secure nature's recovery at scale, the ecological changes we need to make happen are:

- More space dedicated to nature
- Restored habitat connectivity
- Restored abundance

To achieve this, the societal changes we need to make happen are:

- Wider awareness and understanding of nature
- Increased connection to nature
- More people taking action for nature

WHAT SUCCESS WILL LOOK LIKE

ECOLOGICAL IMPACT

Suffolk's landscape will better reflect the Lawton principles with more, bigger, better, joined up space for nature within a fully developed Nature Recovery Network.

Our nature reserves will be hotspots of biodiversity which anchor the Nature Recovery Network and seed nature's recovery.

Space for nature and nature-based solutions will be embedded in local decision-making and priorities.

Because....

SOCIETAL IMPACT

People in Suffolk value nature and have more awareness and understanding of the fundamental role of nature for society.

We have enabled wider access and closer connection to nature.

Nature recovery is inclusive, accelerated by the actions of individuals and community-led networks across Suffolk.

Because...

ORGANISATIONAL IMPACT

We have the talent and resources to deliver our 2030 impact through scale-able growth that keeps pace with our ambition.

About Suffolk Wildlife Trust

How it feels to be part of the Trust, and the type of organisation we strive to be, is captured by our Beliefs, Values and Culture. The behaviour of our Board and our expectations of individual Trustees aligns to this:

Our Beliefs, Values and Culture



Our Beliefs Anchor Us

Everything Suffolk Wildlife Trust does, and how we do it, is anchored in our fundamental belief in the natural world.

We believe:

- Nature has value in its own right
- We all share a responsibility for nature
- Society thrives when nature thrives



Our Values Guide Us

Our values guide how we operate and the decisions we make, to achieve more for nature:

Tenacity

We lead by example and will be gutsy in our ambition for nature and how we use our voice.

Inclusion

We value and respect diverse voices and thinking to advocate and act for nature.

Pragmatism

We are impact-led in the methods, solutions and partnerships we choose, to drive nature's recovery.



Our Culture Empowers Us

Our culture is how we all work together, to empower each other, and our county, to achieve more for nature:

Nature-led

We are driven by our shared passion for nature and support each other to be the best we can.

Collaborative

We communicate & collaborate brilliantly to amplify our impact and celebrate each other's achievements.

Trusting

Our staff and volunteers are trusted, and with this accountable, to deliver our ambition for nature.

Reflective

We are evidence-led and challenge ourselves to embrace new ideas and learn from experience.

Safe

We always work safely and responsibly.

About the role



Worlingham Marshes

Our ambitious 2024 nature reserve purchase, creating more habitat connectivity along the Waveney valley

About the role

We aim for a confident, diverse Board and place value on both professional and lived experiences.

This year we are looking to recruit several new Trustees.

MAIN DUTIES & RESPONSIBILITIES:

Collectively as a member of the Board, and individually, the role of a Trustee is to have oversight of the Trust and to take responsibility for making sure it is doing what it was set up to do.

Key responsibilities include:

- Setting the direction of the Trust through the 2030 strategy.
- Providing leadership and strategic direction for the Trust, including agreeing appropriate policies and scrutinising performance against agreed goals.
- Championing Suffolk Wildlife Trust and its values, fostering an innovative culture where risks are appropriately managed.
- Ensuring the Trust complies with its governing document, charity and company law and any other relevant legislation or regulations.
- Ensuring the Trust uses its resources effectively and efficiently to deliver its vision and mission.
- Appointing the Chief Executive Officer and monitoring their performance.



Black Bourn Valley

An exciting wildlife-rich landscape is emerging by 'letting nature take the lead'

Commitment required

As a Trustee your energy, passion and enthusiasm for Suffolk's wildlife will bring drive and focus to our work.

All Trustees are expected to make the following commitments:

- Attend eight Board meetings per year, plus an Away Day and AGM
- Chair or attend additional committees or groups as required
- Prepare for each meeting by reading the agenda and papers to enable you to participate fully in discussion and decision-making.
- Be an advocate for Suffolk Wildlife Trust at events and functions.

It is a requirement of our Articles that Trustees are members of Suffolk Wildlife Trust during their term.

- Trustees are elected for a three-year term at our November AGM.
- Trustees may serve a maximum of two terms.

This is a voluntary role and reasonable travel expenses can be reimbursed.

- To support the effective functioning of the Board, three meetings are held by video call and the remaining five at locations across Suffolk. This gives the Board the opportunity to visit reserves and projects and to meet staff.



Darin Smith

Skills and attributes we are looking for

In 2026 we are looking for Trustees with all round Board skills, including some with potential to be a future Chair.

We are particularly keen to hear from you if you are a Land Agent or a legal professional with a land-related specialism.

Board skills and attributes	ESSENTIAL	DESIRABLE
Strong commitment to the Trust's vision for a Wilder Suffolk and an understanding of the challenges and opportunities to implement it	✓	
Understanding of the role and responsibilities of a Board Member for a charity	✓	
The ability to think strategically and creatively and to challenge proposals with clear logical thinking	✓	
Commitment to embedding equality, diversity and inclusion across the Trust's operations	✓	
Understanding of finance and cash management to support effective oversight of financial decisions by the Board		✓
Understanding of charity governance and regulation to allow the Board to provide effective oversight and collective decision making		✓
Understanding of risk management and monitoring to support effective control of risk by the Board		✓



What to expect from us

Our Board is united in their commitment to our cause and work together through consensus decision making to achieve more for nature.

You will be assigned a 'buddy' as part of your individual Trustee induction plan. This will be an experienced member of the Board who you will be able to use to ask for advice and assistance on all aspects of being a Board member for Suffolk Wildlife Trust.

If you feel that you do not quite have all the knowledge, skills and experience listed here, but are still interested in the role and can make a useful contribution to Suffolk Wildlife Trust and help us reach a wider audience, we encourage you to contact us to discuss the opportunity.



How to apply

How to apply

Please submit an application via our website.

Closing date for applications is 31st May 2026.

You will be asked to upload a summary of relevant experience (e.g. CV) and a covering letter addressing the following points:

1. Why you would like to join the Board of Suffolk Wildlife Trust and the personal attributes you will bring.
2. An outline of the experience, knowledge and skills you would bring to the Board. We value lived experiences as well as professional qualifications.

Interviews

- Preferred candidates will be invited to meet members of the Board for an interview on **Monday June 29th or Tuesday June 30th**. Please indicate your availability when you apply.

Eligibility

- This role is subject to eligibility checks required by the Charity Commission.
- As part of our commitment to safeguarding, Suffolk Wildlife Trust operates a safer recruitment process.



Apply at suffolkwildlifetrust.org

Closing date is 31st May 2026





**Our vision is for a wilder Suffolk,
where nature is thriving and abundant,
because everyone is united in valuing
nature and doing more to help**

Thank you for your part in this



Suffolk
Wildlife Trust

Registered charity no. 262777