

Trustee – Estates & Property representative

Profile

Role title: Trustee
Member of Business Development Committee

Location: Marwell Wildlife

Reports to: Chairman of the Board of Trustees

Background

Marwell Wildlife is a leading conservation charity dedicated to the conservation of biodiversity and other natural resources. Our aims are to:

- Conserve species and their habitats, locally and globally
- Inspire care for the natural world
- Undertake and share results of scientific studies
- Improve our environmental performance and promote sustainable living

We predominantly fund delivery of our charitable outputs by operating Marwell Zoo, a successful and much-loved visitor attraction in the heart of Hampshire. Established nearly 50 years ago, we are now a flourishing ~ £11m turnover organisation, employing over 200 permanent staff and welcoming over 500,000 guests annually.

Looking ahead, we have ambitious plans for the future and have recently embarked upon an exciting 10-year self-funding programme of capital investment into the zoo. In addition to creating and investing in a first-class guest experience, we intend to gear out funding of conservation to the turnover of the zoo and further increase our charitable output and conservation work.

The Trustee Role

As a registered charity, our governance and overall leadership rests with our Board of Trustees, who work alongside a Chief Executive and Executive team. While membership of the Board is voluntary, it is a highly rewarding experience where Trustees contribute actively, take significant responsibility for the governance and strategic direction of our organisation. **With exciting times ahead, we are looking to complement our existing Board of Trustees with a suitably experienced and highly qualified property / business management professional (for example a Chartered Surveyor).**

We adjusted our Board and Committee structure in 2019, to better meet our strategic business review and decision-making needs. Full Board meetings take place 4 times per year, with each Board meeting being preceded by a Business Development Committee, incorporating the former Commercial, Cap Ex and Audit & Risk Committees. These meetings will be supported by quarterly accounts and updated year-end forecasts. Work is ongoing to further refine our KPIs, to provide consistent and timely management information.

Our organisational structure takes its inspiration from the concept of the triple bottom line of profit, people and planet. This shows itself in our three organisational goals of:

- Growing our business by investing wisely and operating efficiently
- Living our vibrant organisation with enthusiastic people focussed on shared goals
- Delivering our charitable impact through our zoological park and international work.

While the position of Trustee is undertaken on a voluntary basis and without remuneration (reasonable expenses are paid), Trustees play a dynamic, engaged and full part in the vibrant life of Marwell. Those already in this role find it extremely fulfilling and are a vital part of the Marwell family.

In addition to the generic responsibilities and skills required of Board members, Marwell requires someone who can demonstrate extensive expertise and wisdom, gained from a career in estates, land or property.

This role, like many Board appointments, is non-executive but critical in our overall governance, leadership and understanding of best practice.

Main Duties

- To participate in formulating and regularly reviewing the strategic aims and operational progress of the organisation;
- To ensure, alongside fellow Trustees, that the policies and practices of the organisation are in keeping with its overall aims and objectives;
- To ensure, alongside fellow Trustees, that the organisation functions within the legal and financial requirements of a charitable organisation and strives to achieve best practice;
- Consider the organisation as a whole and its beneficiaries, whether as a member of the Board or any of its sub-committees; this role is a key member of our Business Development Committee;
- Reflect the organisation's vision and principles, strategy and major policies at all times;
- Contribute specific skills, interests and contacts and support the organisation in fundraising activities;
- Adhere to the Code of Conduct at all times, particularly when exercising the functions of the Trustee, or any of its sub-committees or groups;
- Attend Board meetings and sub-committee meetings where appropriate;
- Be an active member of the Trustee body in exercising its responsibilities and functions;
- Maintain good relations with senior managerial employees;
- Take part in training sessions provided for the benefit of Trustees;
- Fulfil such other duties and assignments as may be required from time to time by the Trustee body.

Commitment

The Board of Trustees meets 4 times per year at Marwell Zoo in Hampshire and the half-day Board meetings usually take place in the morning.

In addition to these regular Board meetings, the candidate would need to have sufficient time resources to:

- attend an induction morning at Marwell;
- study papers ahead of meetings;
- attend the Business Development Committee (five meetings per year);
- Periodically meet with the Chief Executive, Head of Finance and Executive Team members, as appropriate.

Candidate

Skills and Experience

In addition to the generic responsibilities and skills required of Board members, the ideal candidate will be:

- a commercially astute property or estate professional with experience in the management of the built environment;
- experienced in project management;
- aware of the application of renewable technologies;
- possesses unique and well-honed soft skills;
- skilled in mentoring individuals, teams and facilitating change;
- a skilled communicator, practised in work as part of a multi-disciplinary team;
- with a basic understanding of health and safety requirements.

Attributes

- A strong interest in, and commitment to, the vision and values of Marwell Wildlife, as well as its future development;
- The ability to act, where appropriate, as an advocate and ambassador for Marwell Wildlife with governments, senior policy makers, donors, sponsors, supporters and customers.

Our Brand Values

Our brand is underpinned by four values which are intrinsic to both our outlook and behaviour. It is these values that define our approach to the development of our staff. These values represent a “tone of voice” which is a core part of our brand identity, and one which should resonate through every contact, whether with colleagues, guests, local communities or business contacts.

Warm

‘Enthusiastic, affectionate, kind and supportive’.

This is ‘**how we give**’ to others. Being warm means showing a genuine interest in other people. Active listening and open, positive body language are key to this. As a charity we respect diversity and cultural sensitivity and are thoughtful, nurturing and concerned about the welfare of others.

Welcoming

'Cheerfully receiving, bringing pleasure to those we greet'.

This is '**how we receive**' others. Being welcoming means that we are inclusive in what we do. We share our knowledge and skills with others, whilst respecting their opinions and the pressures they might face. Compassion and empathy are at the heart of this.

Wise

'Showing experience and good judgement'.

This is how we use our expertise. We need to harness our considerable skills and knowledge in adapting and shaping our outlook. This means reflecting on our experience whilst taking the initiative and responsibility to drive forward the development of our organisation, its people and our charitable objectives.

Contemporary

'Up to date and current, compatible and relevant to society and present thinking'.

Being responsive, and open to change and new ideas will help ensure that we remain relevant to society and at the cutting edge of present-day thinking. We must constantly review what we do, and have the confidence to commit to ongoing change and development.

Further information

For further information or assistance regarding this role, please contact Helen Rees, Secretary to Chairman of the Board of Trustees, on 01962 777913, or by email at helenr@marwell.org.uk.

Full details of this role, and further information about Marwell Wildlife and its work, can be found on our website: www.marwell.org.uk