

**Trustee Recruitment Pack**

**Science & Conservation Trustee**

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# Join us to create a world where bumblebees are thriving and valued by everyone

Thank you for your interest in the role of Science & Conservation Trustee. This pack outlines who we are and who we are seeking to join our leadership team. This is your chance to be part of an organisation that is working with passionate people to deliver a positive impact on the environment.

The current Board has ten members, Trustees work together, and with the executive team, with a spirit of openness and trust. We recruit individuals skilled in their field to fulfil the Board’s governance role who are also passionate about nature, species conservation and bumblebees!

We’re very proud of our inclusive culture at the Trust – we care as much about what you have the potential to do as what you have already done, and we welcome applications from those who are new to trusteeship as well as those with previous experience. We want to hear how your lived experience will give us a better representation at Board level of the diverse audiences we seek to inspire to take action for bumblebees.

The Bumblebee Conservation Trust is a science-led organisation established in 2006 because of serious concerns about the ‘plight of the bumblebee’. In the last 80 years, our bumblebee populations have crashed. Two species have become nationally extinct and several others have declined dramatically.

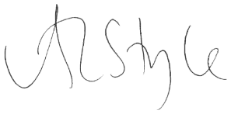
We have a vision to create a world where bumblebees are thriving and valued by everyone. Bumblebees are in crisis. We are leading the fight to secure their future. Guided by the latest science we carry out research, influence environmental policy and conserve and create bumblebee friendly habitats. We inspire people and organisations to take action for our precious bumblebees, working together to help them thrive.

Our current ten-year strategy launched in April 2024 sets out five main aims to focus our work:

1. We are the UK’s trusted experts on bumblebee populations, ecology and conservation.
2. People and organisations, including policy makers, are inspired to champion and take action for bumblebees.
3. There is more, better-connected, high-quality habitat for bumblebees across our cities, towns and countryside.
4. Our threatened bumblebees are on the road to recovery and no other bumblebees become threatened.
5. We are an impactful, inclusive, bold and sustainable organisation.

We currently employ ca.50 staff, in full and part time roles, with an annual turnover of ca. £2m. The work of the Trust is supported by over 7,000 members. You can read more about our strategy and work at [www.bumblebeeconservation.org](http://www.bumblebeeconservation.org)

If you feel you could contribute your skills and experience of science and conservation to the strategic leadership of the Trust, then we would very much like to hear from you.

Angela Style Gill Perkins

Chair of the Board of Trustees Chief Executive

Science & Conservation Trustee Role Description

**Background:** A background in any of the following areas: bumblebee research, entomology, ecology, practical application of evidence for conservation, policy advocacy, data management and/or conservation-related education and training for citizen science projects.

**Role Summary:** This role will act as Chair of the Science & Conservation Committee and bring a fresh perspective to the Trust’s science, conservation and policy advocacy activities and guide the delivery of our strategy.In addition to working with the Board to oversee the overall management and administration of the charity, this role specifically will assist the Board with understanding research, conservation and policy relating to bees and pollination.

**Main Responsibilities**

* To ensure our knowledge of bumblebee science and conservation evidence is of the highest standard and priority.
* Provide strategic direction and oversight through the Science & Conservation Committee.
* Support and encourage the science and conservation team in their work to design and facilitate the organisation’s approach to bumblebee science and evidence-based conservation.
* Be a critical friend to our science and conservation managers, asking probing questions on science, conservation and policy advocacy design and delivery.
* Enhance understanding of science, conservation and policy advocacy work at Board level.
* Be an active champion of the Trust in professional circles.
* Support the effective implementation of the strategy through governance of operational matters
* Work to the Trust’s values and commitment to equity, equality, diversity and inclusion

**Qualities of a Science & Conservation Trustee**

**Essential**

* A progressive leader with ability to work well at a strategic level identifying advantages and disadvantages and challenging science, conservation and policy advocacy design and delivery.
* Knowledge of bumblebee/bee science and/or evidence-based conservation and/or environmental policy advocacy
* Excellent networking, influencing and communication skills.

**Desirable**

* Experience of strategic leadership
* Experience of influencing policy/practice in UK landscape scale, evidence-based conservation
* Knowledge of UK wide pollinator strategies for all devolved countries and other policy areas impacting bumblebees
* Understanding of current issues in ecological science and conservation such as nature friendly/regenerative agriculture, rewilding, big data, climate adaptation, green finance
* An understanding of the challenges facing small UK conservation charities
* An understanding of the UK charity sector, good governance, charity regulators’ requirements, relevant legislations and statutory requirements

**Commitment**

* Board roles are not remunerated though travel expenses can be paid
* An initial three-year term, that may be extended for one further three-year period
* Time commitment equates to around a day a month, with time required during office hours, for Board and Committee meetings (including prep), the AGM, strategy work and training. We work via a combination of remote working, videoconferencing and in person meetings.

Recruitment and selection for this role will be conducted on the basis of merit, against objective criteria that avoid discrimination. Our recruitment procedures are reviewed regularly to ensure that applicants are treated fairly on the basis of their relevant skills and abilities.

# **About Bumblebees**

As a society we are increasingly dependent on pollinators. The proportion of global agricultural production that depends on pollinators has increased four-fold since 1961. Much of this dependence is linked to wild pollinators. Where data exist, we are seeing evidence of wild pollinator decline. Over 16 per cent of invertebrate pollinators are threatened with global extinction, 9 per cent of wild bee and butterfly species face local extinction and available National Red Lists show up to 50 per cent of bee species assessed are nationally threatened.

Pollinators provide a crucial service to nature and humans. Pollination directly affects the yield and/or quality of 75 per cent of globally important crops. The annual contribution of pollinators to the global economy is estimated at US$ 235–577 billion (Potts et al 2016).

It is well-known that bumblebees are great pollinators, and therefore have a key role in producing much of the food that we eat. Through the pollination of many commercial crops such as tomatoes, peas, apples and strawberries, insects are estimated to contribute over £600 million per annum to the UK economy (2015), and in doing so prop up the £108 billion per-year food and drink industry in Britain. Across the EU, insect pollinators are estimated to contribute €14.2 billion annually to the EU economy (2012). If bumblebee and other insect pollinator declines continue, the extremely high cost of pollinating these plants by other means could significantly increase the cost of fruit and vegetables (hand-pollinating British crops has been estimated to cost £1.8 billion annually).

The story of bumblebees over the past century has been one of decline. Two species became extinct in the UK during the 20th century: Cullum’s bumblebee (*Bombus cullumanus*) last seen on the Berkshire Downs in 1941, and the Short-haired bumblebee (*Bombus subterraneus*), last seen at Dungeness in 1988 and officially declared extinct in 2000. A further eight species (a third of the remaining species) are currently listed on at least one of the English, Welsh and Scottish conservation priority species lists due to their large-scale declines in distribution.

By pollinating both crops and wildflowers, bumblebees are not only crucial for our food security but also for maintaining biodiversity and ecosystem health. This important role is recognised by much of the general public, reflected in the positive image of bumblebees in British culture.

The Trust aims to harness this to protect bumblebee populations and diversity, thereby contributing to maintaining biodiversity and healthy habitats throughout urban and rural UK.

# **Governance**

The Trust is governed by the Board of Trustees which is responsible for:

* Establishing the overall direction of the Trust including its mission, aims and strategies.
* Ensuring that the policies of the Trust are in keeping with its aims and strategies.
* Working to ensure that the Trust has the resources, both human and financial, to achieve its aims and strategies.
* Monitoring and evaluating the progress of the Trust against its aims and targets.
* Ensuring that the Trust functions within legal and regulatory requirements.

# **Organisational overview**

The Trust is a registered charity in England & Wales and in Scotland and has to meet the regulatory requirements of the Charity Commission and OSCR. The Trust has been set up as a charitable company limited by guarantee and, as such, Trustees are also directors of the charitable company.

## Management Structure

A diagram of a company's company

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# **What being a Trustee involves**

Our trustees play a vital role in making sure we achieve our core purpose. They oversee the overall management and administration of the charity. They also ensure that the Trust has a clear strategy and that our work and goals are in line with our vision. They support and challenge the executive team to enable the Trust to grow and thrive, and through this, increase the number and distribution of bumblebees.

Trustees are co-opted onto the Board and seek election by the members at the following AGM. Following election, Trustees serve on the Board for three years. A maximum of two terms can be served. Individual trustees are accountable to the Board of Trustees. Board members have a collective responsibility. This means that trustees always act as a group and not as individuals. Board roles are not remunerated but the Trust will reimburse reasonable expenses for travel and accommodation incurred on approved Board duties

**Board Meetings**: There are four Board meetings each year and current practice is for three of these meetings to be ½ day meetings held via videoconference with a fourth, full day meeting held in person at a mutually convenient location.

As well as regular business, time is dedicated to the development of the Board with training and strategy sessions. The work of the Board will be delivered via a combination of remote working and videoconferencing and in-person meetings where practical, meetings often take place within standard working hours, with the calendar of meeting dates set annually to reflect the best fit for the Board members.

**Committees**: The Board has four committees. Trustees join these committees based on their interest and expertise and it is anticipated that this appointee will sit on and chair the Science & Conservation Committee. Committees normally meet for one to two hours in advance of each Board meeting and members attend these committees via videoconference.

There is one AGM a year which will be delivered online in 2025 on the evening of Wednesday 12th November.

The time commitment equates to around a day a month factoring in quarterly Board and Committee meetings, strategy work, training, preparation time and attending the AGM.

Trustees must declare that they are not disqualified from acting as a Trustee under the [Charity Commission automatic disqualification rules](https://www.gov.uk/guidance/automatic-disqualification-rule-changes-guidance-for-charities#what-your-charity-needs-to-do) and must declare any conflict of interests which may impact on their work for the Trust.

# **Recruitment Timeline**

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| **June/July 2025** | Advertisement of Role and shortlisting |
| **August 2025** | Interviews, offer and appointment |
| **August/September 2025** | Induction by CEO and Chair |
| **September 2025** | Co-option at Board meeting on September 16th |
| **November 2026** | As notice of resolutions for the 2025 AGM will be circulated before appointment membership will approve appointment at the AGM in November 2026 |

# **How to Apply**

Your application should be made to the Chair of the Board, Angela Style and submitted via email to [Sarah Burrows](mailto:sarah.burrows@bumblebeeconservation.org).

If you wish, the Chair would be happy to have an informal conversation with you about the Trust and its strategy and approach to governance and if you'd like to have a conversation about the specifics of our approach to science and conservation we can arrange a chat with one of our incumbent Science & Conservation trustees, Claire Inglis or Deepa Senapathi. Please contact [Sarah Burrows](mailto:sarah.burrows@bumblebeeconservation.org) to arrange this.

**Submit the paperwork for application as follows:**

* A covering letter, outlining your reasons for wishing to join the Board, what you could contribute, and what you would hope to achieve as a Board member.
* A brief CV, which should include the names and contact details of two people who could vouch for your abilities to serve on a Board and whom the Trust can contact, if necessary.
* A brief biography (maximum 150 words) which could be circulated to Trustees

We would also appreciate it if you would take the time to complete the anonymous Equality and Diversity Monitoring form [here](https://forms.office.com/e/pdxdLU71mz). The information you give us will help us to refine our recruitment and employment practices and respond to the needs of the diverse range of people that our organisation comes in to contact with. All details that you provide will be kept in strict confidence and will not be viewed by any member of the selection panel.

The Bumblebee Conservation Trust is an Equal Opportunities employer. This means that when carrying out our work and in the employment of staff to undertake this work, we will seek to ensure accessibility and equity of treatment for all persons regardless of ethnicity, gender, age, marital status, disability, religion, sexual orientation, or economic status.