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Thank for your interest in the post of Chair of the Board for Natural Cambridgeshire.

Who are We?

Natural Cambridgeshire is the 'Local Nature Partnership' for Cambridgeshire and Peterborough. It is a Charitable Incorporated Organisation recognised by all of our partners as the key strategic organisation across Peterborough and Cambridgeshire for the promotion of a better, healthier, resilient, more biodiverse environment.

Our partners comprise statutory, private sector, NGO's and community organisations operating within Cambridgeshire and Peterborough – and beyond.

The role of Natural Cambridgeshire is evolving and growing, and we are looking to appoint a vibrant new Chair to lead the Board and the organisation as we work to realise our vision of doubling nature across Cambridgeshire and Peterborough.

Our Vision

In 2019 Natural Cambridgeshire launched its ambition to Double Nature across Cambridgeshire and Peterborough to deliver a greatly enhanced environment where nature and people thrive and businesses prosper. Cambridgeshire has one of the smallest percentages of land managed for nature in the country (7%) and at a time of climate, nature and health and wellbeing crises we are determined to double that and put Local Nature Recovery at the heart of the County's future.

That ambition has now been adopted as a policy objective by the Cambridgeshire and Peterborough Combined Authority and has the support of local authorities across the area; including adoption in a number of Local Plans.

Natural Cambridgeshire has recently secured funding from the Cambridgeshire and Peterborough Combined Authority to deliver shared nature recovery objectives through the Fund for Nature.

This aims to:

1. Increase and enhance key wildlife habitats;
2. Help communities understand, appreciate and enjoy their natural spaces;
3. Promote public health and wellbeing;
4. Create resilient countryside and communities, where nature is at the heart of the approach to tackling the climate emergency;
5. Champion examples of best practice for sustainable development and management of parks and green open space.

This new funding programme, and the strong partnership that underpins it, makes this a transformative moment for Natural Cambridgeshire, and working with the Partnership Director, the Chair will join at an exciting time for the organisation, with some key leadership and advocacy roles to take forward.

Our Strategic Priorities

Drawing on our recent successes and the growing, collective momentum, our priorities are:

- ❖ Catalysing nature recovery and incentivising further investment through the development of collaborative landscape-scale projects with our £1m Fund for Nature;
- ❖ Enabling community-led activities and projects which benefit people and nature across Cambridgeshire and Peterborough through our £100k community Fund for Nature;
- ❖ Co-leading the development of a Local Nature Recovery Strategy for Cambridgeshire and Peterborough in collaboration with the County Council and Natural England and ensuring the voices of stakeholders at all levels throughout the county are heard;
- ❖ Fulfilling our ambition for doubling the quality and quantity of nature and wildlife across the county while improving people's access to nature especially creating those connections for communities who are currently least able to access nature.

Our Executive Team

The exciting additional funding has enabled Natural Cambridgeshire to recruit Partnership Director Pamela Abbott, who joined in September, bringing additional skills, experience and capacity to Natural Cambridgeshire's efforts to take forward the doubling nature agenda across the county and to put nature at the heart of the collective agenda. Her appointment will help the charity's partners to create new habitats for nature, improve public health, support sustainable growth and community cohesion and offer people greater access to nature. She works closely with Helen Dye, the charity's Partnership Co-ordinator, who has been in post for 18 months and is now line managed by the Partnership Director. The Partnership Director reports to the Chair of Natural Cambridgeshire.



Our Governance

We are a knowledgeable, evidence-based, and independent partnership with a strong collective voice. As a body that does not deliver directly, we celebrate the autonomy of partners and support them, collectively and individually to work on projects and initiatives, recognising that each has its own policies and approaches, which align with Natural Cambridgeshire's ambitions. This approach starts with the communication and governance structures that we have in place, together with the Memorandum of Understanding that all partners sign up to.

Our Board of Trustees is the governing body of the CIO. It is responsible for ensuring the strategic direction of Natural Cambridgeshire and safeguarding its brand and reputation. We are still a young organisation and therefore Governance arrangements and policies are still being developed to ensure that we are effective and responsive. The Board is currently made up of:

- Four officers: Chair, Vice Chair, Secretary and Treasurer
- Up to twenty Trustees, who are also the 'members'.

The trustees represent the diversity of interests within land and environmental management, as well as a varied skill set to support a robust Board. They include wildlife groups and charities, farmers and landowners, statutory bodies, councillors and community interests, academics and the built environment sector. For a full list of trustees see the Natural Cambridgeshire website.



Chair Role Description

Role Summary

The Chair will provide strategic leadership and drive to support delivery of our vision and be an advocate and champion for our priorities and programmes. They will act as an ambassador and the public face of the charity, working with the Partnership Director.

Critical to the role is ensuring the Board fulfil its responsibilities for the overall governance and strategic direction of the Trust, ensuring it has agreed priorities, appropriate structures, processes and a productive culture.

The Chair will ensure that the organisation complies with its governing document, charity law, and any other relevant legislation or regulations and to make sure that the organisation pursues its objects as defined in its governing document.

The Chair will hold the Board and Staff Team to account for the Charity's mission and vision, providing inclusive leadership to the Board of Trustees, ensuring that each Trustee fulfils their duties and responsibilities for the effective governance of the charity. The Chair will support, and, where appropriate, challenge the Partnership Director and ensure that the Board functions as a unit and works closely with the entire executive of the charity to achieve agreed objectives.

In addition to the general responsibilities of a Trustee, the Chair has a number of tasks specific to their role.

Principal responsibilities

Strategic leadership

- **Provide leadership to the Trust and its Board, ensuring that the Trust has maximum impact for its beneficiaries by**
 - Ensuring that Trustees fulfil their duties and responsibilities for the effective governance of the Charity;
 - Ensuring that the Board operates within its charitable objectives, and provides a clear strategic direction for the Charity;
 - Making sure that the Board is able to regularly review major risks and associated opportunities, and satisfy itself that systems are in place to take advantage of opportunities, and manage and mitigate the risks;
 - Enabling the Board to fulfil its duties to ensure the sound financial health of the charity, with systems in place to ensure financial accountability. Liaising regularly with the Treasurer to maintain a clear grasp of the charity's financial position and ensuring full, timely and transparent financial reporting to the Board.

Governance

- **Ensure that the governance arrangements are working in the most effective way for the Trust by**
 - Developing the knowledge and capability of the Board of Trustees and appraising their performance;
 - Encouraging positive change where appropriate and addressing and resolving any conflicts within the Board;
 - Ensuring that the Board of Trustees incorporates the right balance of skills, knowledge and experience needed to govern and lead the charity effectively, and reflecting the wider population as far as is reasonably possible;
 - Working within any agreed policies adopted by the organisation.

External Relations

- **Act as an ambassador for Natural Cambridgeshire by**
 - Maintaining close relationships with key stakeholders and influencers;
 - Acting as a spokesperson for the organisation when appropriate;
 - Representing the charity at external functions, meetings and events;
 - Facilitating change and addressing any potential conflict with external stakeholders.

Efficiency and effectiveness

- **Chair meetings of the Board of Trustees effectively and efficiently, bringing impartiality and objectivity to the discussion and decision-making process and ensuring where necessary that votes of the Board are conducted properly and that decisions are formally minuted. In particular by**
 - Ensuring that Trustees are fully engaged and that decisions are taken in the best, long-term interests of the organisation and that the Board takes collective ownership;
 - Fostering, maintaining and ensuring that constructive relationships exist with and between the Trustees and between the Board and the executive team;
 - Working closely with the Partnership Director to give direction to Board policy-making and ensuring that meetings are well planned, meaningful and reflect the responsibilities of Trustees;
 - Monitoring that decisions taken at meetings are implemented;
 - Attending other committees or working groups when appropriate in the role as Chair;
 - Exercising a second or casting vote if a vote on a Trustees' decision is tied, but only as specified in the governing document.

Person Specification

The personal qualities and experience of the Chair are key to maximising the potential of this unique role:

Personal Qualities

- Demonstrates a strong and visible passion and commitment to the charity, its strategic objectives and cause;
- Has personal gravitas to lead a significant local organisation;
- Exhibits strong inter-personal and relationship building abilities and is comfortable in an ambassadorial role;
- Demonstrates tact and diplomacy, with the ability to listen and engage effectively;
- Has strong networking capabilities that can be utilised for the benefit of the charity;
- Is able to foster and promote a collaborative team environment;
- Has time to commit to conduct the role well, including travel to meetings and attending events out of office hours.

Experience

- Demonstrable experience of implementing strategic thinking via executive decision making & leadership;
- Experience of operating at a senior strategic leadership level within a significant organisation;
- Successful track record of achievement through their career;
- Experience of working with or as part of a Board of Directors / Trustees;
- Experience of external representation, delivering presentations and managing stakeholders;
- Experience of navigating and influencing in local and national political spheres and with key political stakeholders;
- Significant experience of chairing meetings and events.

Knowledge and skills

- Strong leadership skills, ability to motivate staff and volunteers and bring people together;
- Financial management expertise and a broad understanding of charity finance issues;
- Proven understanding of commercial performance, people management, leadership, objectivity and evaluation, assessment and scrutiny;
- Broad knowledge and understanding of the charity sector and current issues affecting it is desirable but not essential;

Remuneration

The remuneration of Chair and Trustee roles is currently under consideration by Natural Cambridgeshire as part of setting the foundation for its future operations and growth.

Trustee roles are currently unremunerated and trustees do not currently claim expenses. However, we would not want this to be a barrier to anyone applying for this role and would welcome further conversation with all those who consider they could be a good fit for the role.

How to Apply

The application process is overseen by a Nominations Advisory Panel made up of selected Trustees, supported by senior staff to ensure a fair and balanced process.

Application process – CVs with a covering letter explaining why you feel you are suitable for this role (no more than 2 sides of A4) should be sent to: recruitment@naturalcambridgeshire.org.uk

Our inclusive recruitment promise

We believe that opportunities are born from diversity. Each Trustee brings their own perspective through their unique life and work experience that may go beyond the details included in our job descriptions and recruitment packs. That's why we value and welcome applications from diverse groups in terms of race, religion, gender, sexual orientation, age or disability. If this role, and the work that we deliver, excites you, and if you think you would be a great fit, then we would love to hear from you.

Our recruitment process is designed to be inclusive. As such, we have adopted a range of inclusive working practices including anonymised application scoring and ensuring we have diverse interview panels. We understand that there are many barriers when it comes to applying for roles and if you feel there is anything preventing you from applying for this one, please get in touch so we can support you through the application process.

If you would like to discuss this role in more detail please contact:

Pamela Abbott, Partnership Director: pamela.abbott@naturalcambridgeshire.org.uk

Rebecca Britton, Trustee: rbritton@urbanandcivic.com

