

CONSERVATION & SCIENCE ADVISORY PANEL RECRUITMENT – INFORMATION PACK

CREATING A



HAMPSHIRE AND ISLE OF WIGHT

Welcome



Peter Vaughan
Chair of
Conservation &
Science Advisory
Panel



Martin de Retuerto
Director of
Projects & Services

The Conservation & Science Advisory Panel (CSAP) provides high-level guidance to the governing board (Council) to ensure a sound, evidence-based approach to our activities. These include the care of our large network of nature reserves, acquiring new sites, promoting biodiversity within marine, freshwater, urban and agricultural environments and, importantly, engaging people in wildlife.

In line with our bold new strategy – Wilder 2030 – the Trust is also engaging with many new and exciting opportunities to expand our work and our impact, including reintroduction of missing species, rewilding projects, and innovative nature-based solutions programmes, to meet our headline goal of putting nature into recovery.

We are seeking volunteers to join CSAP who have a solid understanding of ecology and wildlife conservation, and who will bring up to date knowledge and fresh thinking to the Trust's work. Ideally this will be coupled with more specialist expertise in areas such as terrestrial, freshwater or marine biology, land management, habitat restoration, rewilding ecology, species reintroductions, nature-based solutions or the provision of ecosystem services.

This is likely to have been gained through a relevant degree and/or post-graduate qualification, coupled with experience of working within field, research, policy or consultancy roles. Early career individuals with relevant post-graduation expertise would be welcome, as would people with longer experience. You would need to be, or be willing to become, a member of the Trust.

We are delighted that you are interested in joining CSAP. As well as containing all you need to know about the role of CSAP panel member this information pack will also give you a flavour of our amazing charity and the vital work we do for wildlife and people across our two counties.



About us

- Hampshire & Isle of Wight Wildlife Trust was formed in 1960 by a small but dedicated group of volunteers concerned about the threats to wildlife in the local area. Over 60 years we have grown to become one of the largest and most successful nature conservation charities in the region. We're part of The Wildlife Trusts, a federation of 46 independent charities working together towards a shared vision of a Wilder Future.
- Today we employ 100 staff and our work is supported by more than 26,000 members and 1,200 volunteers. Our turnover is around £6 million each year.
- We look after more than 55 nature reserves covering over 4,600 hectares of land and we have two farms that support our 230 cattle and 250 sheep. We run three education centres which connect over 10,000 children with nature every year and we engage thousands of others to help them discover the wonders of nature on land and at sea. Each year, our nature reserves are visited by over 400,000 people and a further 40,000 people take part in a wide range of different activities with us.
- As well as delivering conservation management and wildlife projects ourselves, we work with a whole host of other organisations, agencies, farmers and landowners, schools, businesses, and communities to protect wildlife, restore ecosystems, and create more space for nature to thrive. We have a consultancy too – Arcadian Ecology and Consulting – which provides expertise across all areas of ecological survey and monitoring, land advice and planning.
- And we use our expertise and experience to influence policy and legislation, and campaign for a better future for wildlife on land and at sea. We do this locally and also nationally as part of the UK partnership of Wildlife Trusts and with the wider environmental sector.
- At the end of 2019 we launched a new, exciting and ambitious strategy – Wilder 2030 – which sets out our plans for this decade as we respond to the climate and ecological crises. Our work has never been more important.



Hampshire's wonderful wildlife



- Hampshire is one of the most biodiverse counties in England. From internationally important coastal marshes, to globally rare chalk streams and water meadows, fragile chalk grasslands, extensive heathlands, and rich ancient woodlands – this is a special place.
- We look after 46 nature reserves across Hampshire including: Roydon Woods, a 1,000-acre ancient woodland in the heart of the New Forest; Pamber Forest, a rich biodiversity hotspot in rural Basingstoke; Farlington Marshes on the Solent coast, supporting tens of thousands of wetland birds; Winnall Moors on the River Itchen, rich in chalk stream rarities like southern damselfly, otter, water vole and brown trout; and Fishlake Meadows in the Test Valley, a naturally rewilded former arable farm and now a wetland wonderland supporting osprey and bittern.
- Our three education centres welcome children and young people throughout the year and offer opportunities to connect with nature and learn more about local wildlife. Beyond our reserves, we work with schools, groups and businesses to create wilder communities in towns and cities, including our Wilder Portsmouth project in partnership with Southern Co-op.
- We also work on a whole variety of projects to improve wildlife on other people's land – including managing the MOD estate in the Thames Basin Heaths area, leading the Watercress & Winterbournes landscape partnership in north-west Hampshire, the New Forest Non-Native Plants Project, and the Wallop Brook Farmer Cluster Project.
- Although our work has protected many incredible wildlife gems and significantly improved other areas, these still represent a small percentage of the county. Economic development, intensive land use, pollution and climate change are all threatening our precious natural environment.

For a wilder Hampshire & Isle of Wight



The Island's wildlife riches

- The Isle of Wight is an incredible place for wildlife. At only 23 miles wide, the Island is a microcosm of south-east England with all the habitats characteristic of the region found here. In fact, it is unusually rich in species and habitats compared to similar areas on the mainland.
- The chalk grasslands, maritime cliffs and slopes, and the estuaries are important on a national and international scale. As an island, its relative isolation means there are fewer introduced species such as grey squirrels, deer or mink here and there are stable populations of native animals which have become rare on the mainland, such as red squirrels, dormice, bats and water voles. The mild climate and maritime situation provide a foothold for species such as the Glanville fritillary butterfly, on the northern edge of its European range.
- The Trust has added a number of new sites to our complex of nature reserves on the Island in recent years, and the east Wight area from the chalk ridge to the Yar valley is now central to our plans for rewilding and reintroducing missing species such as the ciril bunting, chough, and beaver. The potential to develop a nature-based economy here is truly exciting.
- Whilst the Island is undoubtedly richer in wildlife than many parts of the mainland, it is not immune to losses. Nature is still declining here, and the majority land use is intensive agriculture. Space where wildlife thrives is far too small and too isolated to be sustainable and resilient, especially in the face of climate change and a growing human population.

For a wilder Hampshire & Isle of Wight



Marine wildlife wonders

- Did you know that dolphins, cuttlefish and seahorses can all be found in the seas off the Hampshire and Isle of Wight coast?
- The Solent is one of the busiest seaways in the world, yet still supports marine habitats and species of national and international importance. Our rich and productive shores and mudflats support thousands of migratory and breeding birds and our seagrass beds provide food, shelter and nursery grounds for commercially important sea bass and spider crabs.
- We work and campaign for wilder seas. We use the valuable data that we collect to help advocate for better protection and management of our seas. We also inspire local people to understand and help to care for our wonderful marine wildlife and habitats.
- Our Lottery funded project, Secrets of the Solent, spans the Hampshire coastline and crosses the water to the Island. We inspire communities, fishermen, recreational boaters and others to appreciate and care for our wonderful marine environment. We communicate with those who work, travel or simply enjoy being on our seas, to promote sustainable fisheries and responsible activities, particularly inside our important Marine Protected Areas.
- But our seas remain under tremendous pressure from over-exploitation, disturbance and pollution. Organic waste and excess nitrates from fertilisers overwhelm natural systems and drive down biodiversity. And, as with life on land, our local seas are at critical threat from the effects of climate change, global warming and sea level rise.

For a wilder Hampshire & Isle of Wight

Our strategy



Our ten-year vision and strategy Wilder 2030 was launched in October 2019. The plan is our response to the nature emergency – recognising that the twin threats of climate change and ecological collapse are the most important issues of our time. Our strategy recognises that the Trust has a vital role to play in making a substantial local contribution to tackling this global challenge.

Our work over the past 60 years has protected some of the most important places for nature. But now our work must step up a gear. As well as protecting the fragments of wildlife rich habitat that we have left, we need to start restoring ecosystems at scale. Wilder 2030 sets out our ambitious strategy to put nature into recovery.

This decade is critical and will be a significant turning point. We must get many more people on nature's side and create much more space for wildlife to thrive. The science suggests that we need 1 in 4 people to take action for nature, and that we need at least 30% of our land and sea to be made much wilder. The pressures on nature must also be reduced everywhere else so that the wider environment is less hostile for wildlife and resources are used more sustainably.

We know that investing in nature-based solutions makes economic sense and that nature's recovery can help tackle the climate crisis. We know that missing species must be returned to heal broken ecosystems. We know that nature's recovery is essential for people's health and wellbeing and for a better society. As the leading local champion for wildlife in our two counties, the Trust can deliver all this and more, either directly or through partnerships or by inspiring action in others.

Our strategy positions the Trust as both a campaigner for, and deliverer of, our mission. Through our two flagship programmes – Team Wilder and Wilder Land and Sea – we will restore and rewild the landscape and build a movement for change to tip the balance in favour of nature.

Wilder
FUTURE



Our Vision is for a wilder Hampshire and Isle of Wight ...

where nature is recovering, wildlife is returning, damaged ecosystems are being restored, and everyone benefits from a healthier, more resilient, natural environment

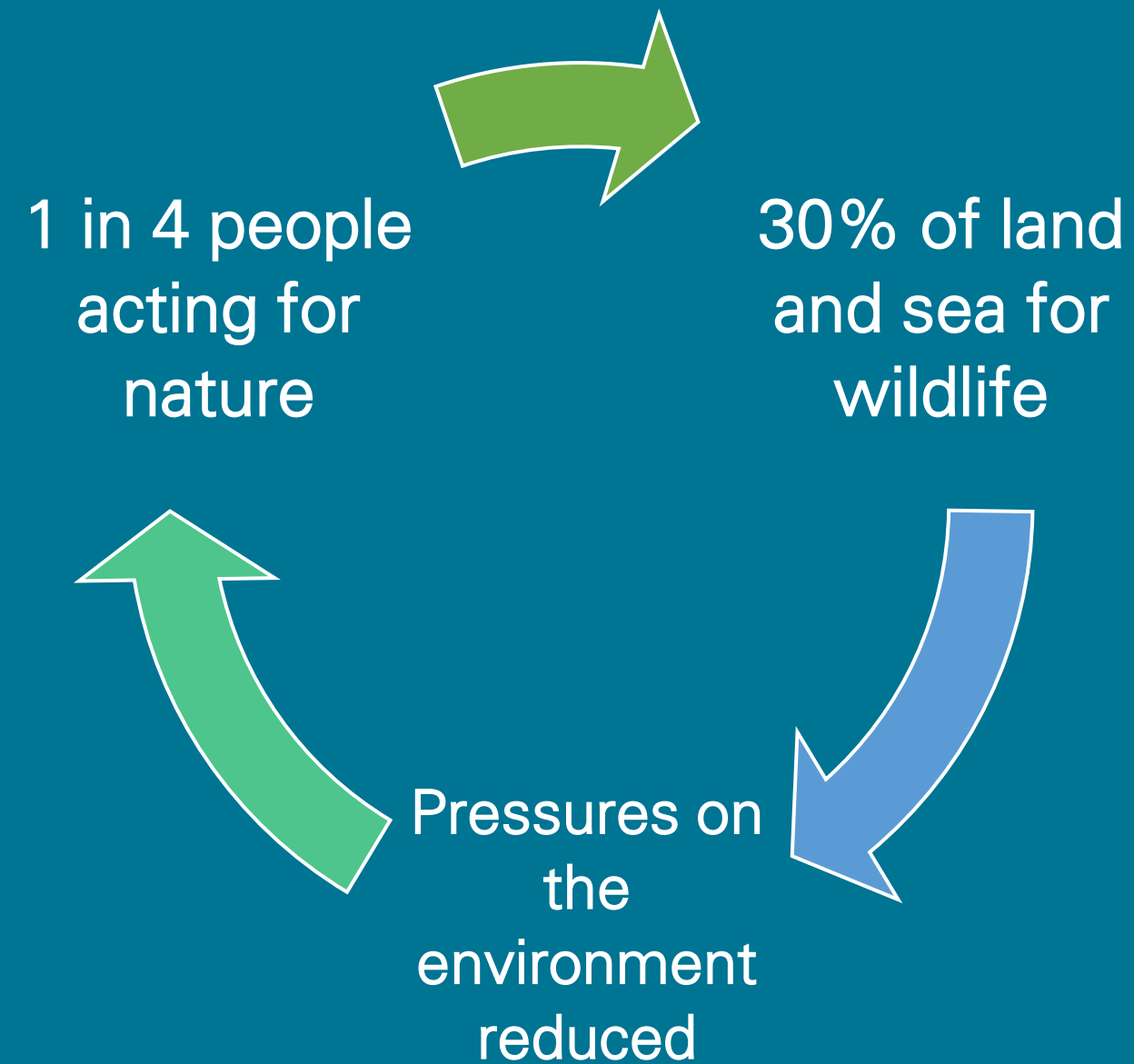


“Our Mission is to get more people on nature’s side and create more space for wildlife to thrive”

Two flagship delivery programmes:



Three overarching and inter-connected objectives:



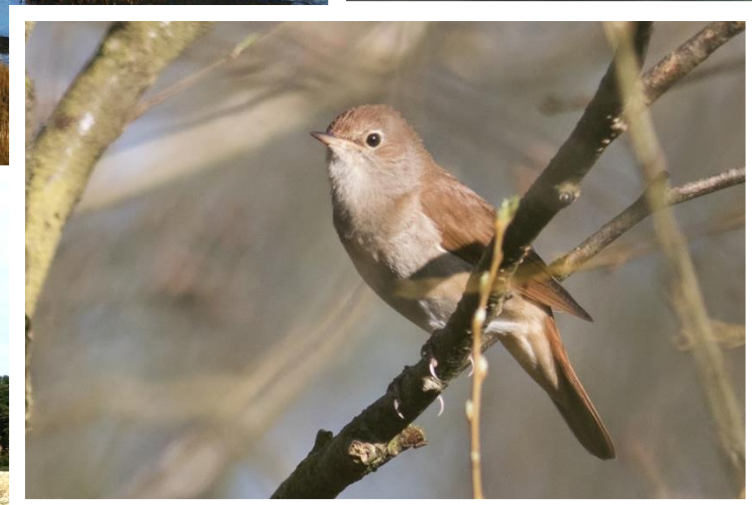
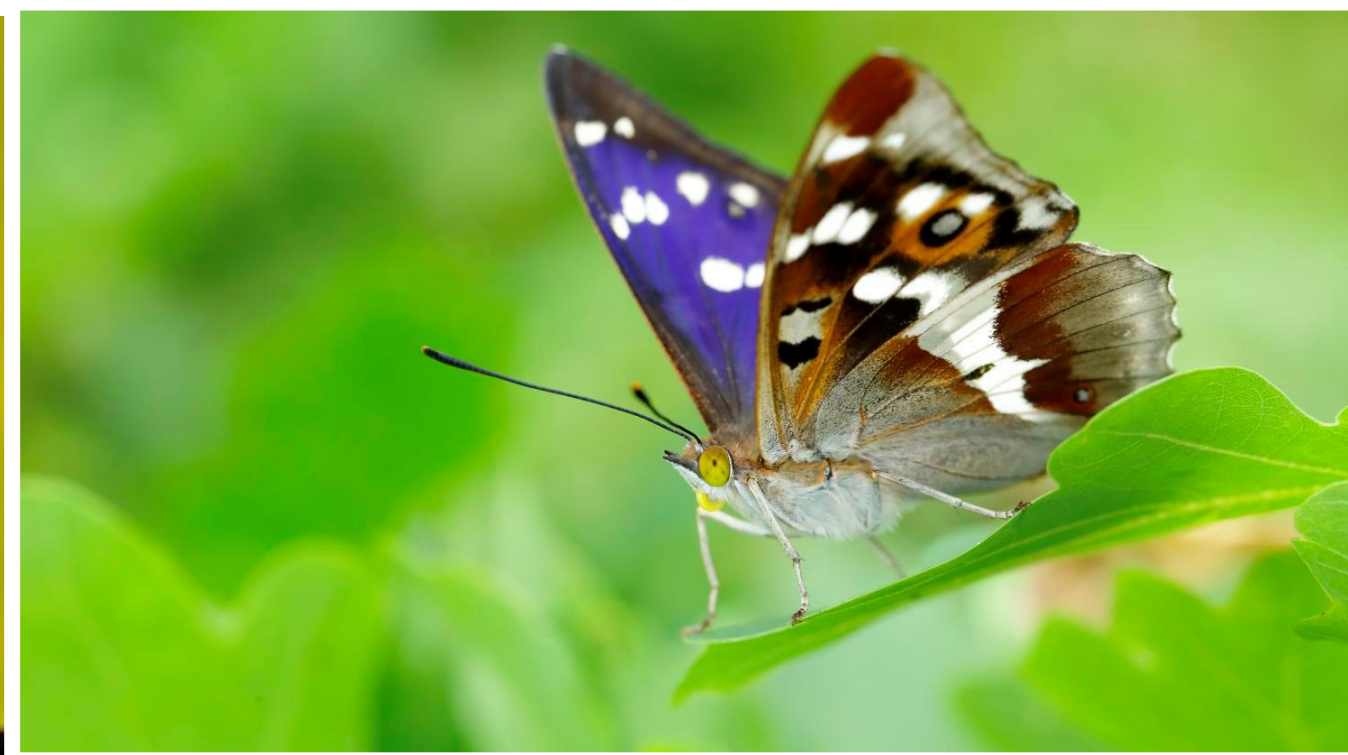


Team Wilder



- Our Team Wilder programme is all about getting more people on nature's side.
- Education and engagement is core to our charitable purpose and we have provided high quality opportunities for children and adults to learn about nature for many decades. In our strategy we set out how our engagement work needs to broaden as we step up in response to the nature crisis. We know that there has been a huge surge in interest in the natural world and concern about the climate emergency and ecological crisis is growing.
- To succeed in our mission we need many people on nature's side – both supporting the Trust and taking action themselves. We are doing more to connect people with nature and encourage 1 in 4 people to take action for wildlife as well as changing their behaviours to reduce their pressure on the environment.
- Alongside embedding the five pathways to nature connection into our educational experiences and visitor engagement on reserves, we're also building programmes which draw on principles from the psychology of behaviour change, community empowerment, and movement building. Our strategic aim is to build a movement of Wilder champions and support Wilder communities across every part of our two counties through Team Wilder.
- There's a role in Team Wilder to suit everyone, whether they're members and supporters, children and young people, individuals, farmers, business leaders, politicians, partners, visitors or the wider public.
- We provide opportunities and support for people wanting to step forward, whether to champion Team Wilder or to lead, create or campaign for change in their own community. We provide toolkits and training, tailored programmes for schools, and engaging campaigns and events to connect people with their local wildlife.
- The programme is underpinned by continuous evaluation and co-designed with our audiences to build a programme that's right for all – helping to reach our 10 year goal of doubling our membership to build more support for the Trust and for nature.

For a wilder Hampshire & Isle of Wight



Wilder Land & Sea

- Our Wilder Land and Sea programme is all about making more space for wildlife by creating a network for nature – spaces where wildlife can thrive, from our own estate to large rewilding projects to small urban gardens and everything in between. Our strategic goal is to achieve 30% of land and sea for nature’s recovery, and for the pressure on the environment to be reduced everywhere else.
- For decades the core of our work has been our nature reserves, and these continue to be at the heart of the nature recovery network that we need. Our work in the next decade will focus on protecting, expanding and connecting these sites to create a larger functioning network for nature that helps wildlife to recover from past declines. One of our goals is to double our estate to create new nature reserves.
- The programme encompasses not only our direct delivery for wildlife but our work to engage and support others to create space for wildlife on their land. Working with farmers and landowners, partner organisations and businesses, we provide advice and professional services, as well as delivery of partnership projects.
- Our missing species programme aims to improve ecological functioning, bringing more diversity and abundance to depleted lands. We are excited to be spearheading rewilding projects and the return of the beaver to the Isle of Wight, as well as championing an ambitious rewilding farmland birds programme.
- Nature-based solutions are another key delivery mechanism for our mission, as we recognise that investing in the carbon sequestration potential of marine and terrestrial habitats will have a huge role to play in a greener economy. Reducing pollution is another function that natural solutions can deliver, and we are pioneering new approaches such as nitrate credits and the Building with Nature standard to ensure that new developments deliver benefits for wildlife.
- Alongside delivery, our advocacy programme inspires and challenges others to contribute towards our 30% goal, and we campaign for better legislation and policy to create the drivers and incentives for the change we want to see.

For a wilder Hampshire & Isle of Wight



Our staff



Of course we would not be able to achieve our Wilder 2030 ambitions without the invaluable experience, skills, knowledge, and expertise of our staff. Our 100-strong team are a talented bunch with an array of accolades and achievements. For example:

- Our Ecology team are nationally renowned for their expertise in various species including Dr Ben Rushrook, Senior Ecologist, who is an expert on chalk stream biodiversity, especially the native crayfish and southern damselfly.
- Our Senior Marine Specialist, Dr Tim Ferrero is a leading expert on marine ecology with more than 65 published papers to his name in peer reviewed scientific journals.
- Rachel Remnant, Reserves Officer, is nationally recognised for her expertise in managing floodplain hay meadows and chalk streams and is a national ambassador for these rare and special habitats.
- Dawn Preston, Education Officer, is one of only 14 people in the UK who is endorsed and accredited by the FSA as a Forest School Trainer.
- The hard work and dedication of Alison Cross, our Principal Farm Advisor, resulted in her winning the Arable Farm Advisor of the Year Award in the 2019 Farmer's Weekly Awards.
- Martin De Retuerto, Director of Projects & Services and his team won the much-coveted Orvis Conservation Awards for the transformative river restoration work completed at Winnall Moors.
- Our New Forest Non-Native Plants Project, delivered by Catherine Chatters and Jo Gore for the past decade, has been recognised by Government as one of the most successful projects of its type and is a real exemplar both nationally and internationally.

And that's just a few of the brilliant professionals who make the achievement of our mission possible.

On top of this we have the support of an incredible team of 1,200 skilled and dedicated volunteers without whom we could not achieve the amount of excellent work we do for wildlife every single day!

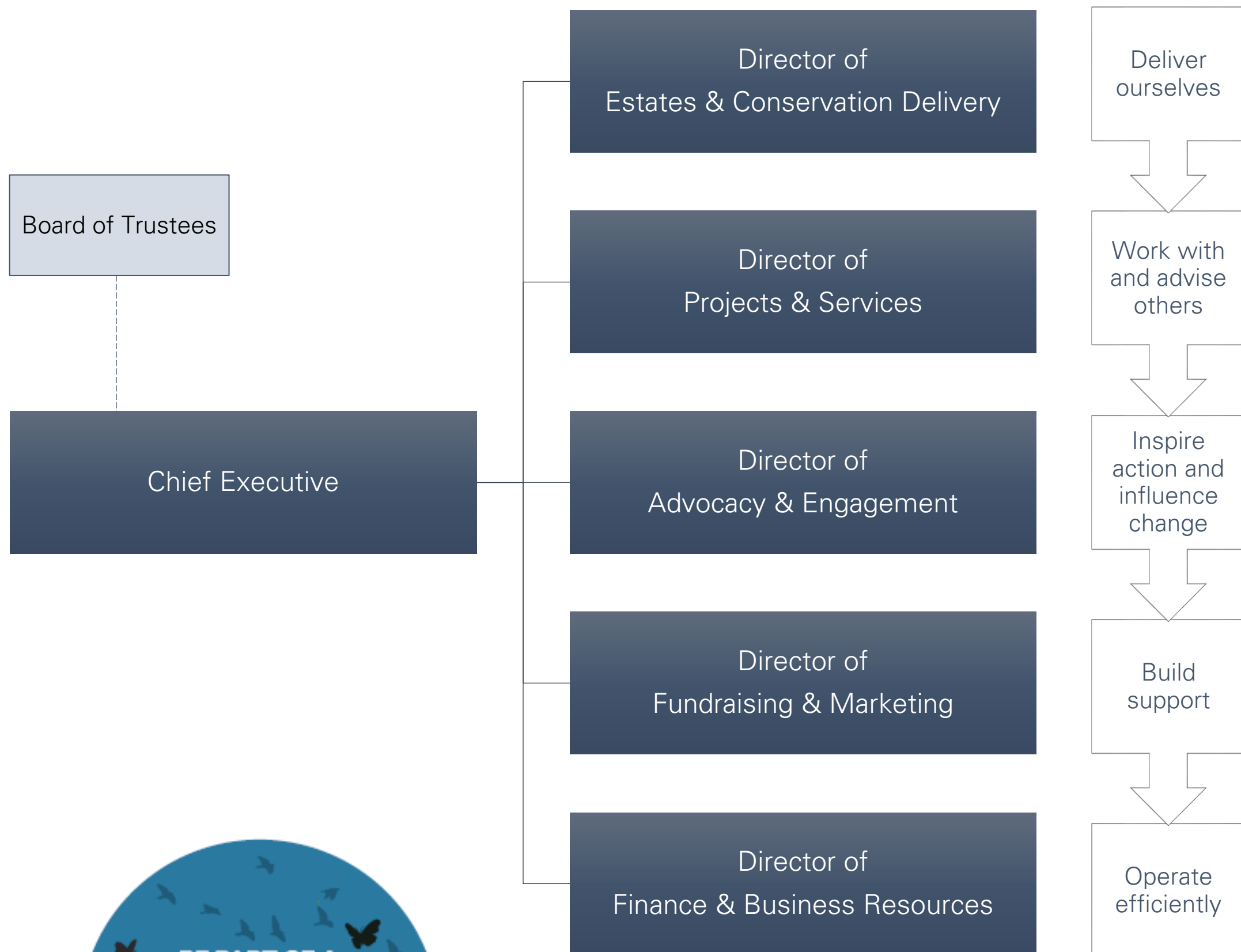
For a wilder Hampshire & Isle of Wight

Organisational structure: Staff

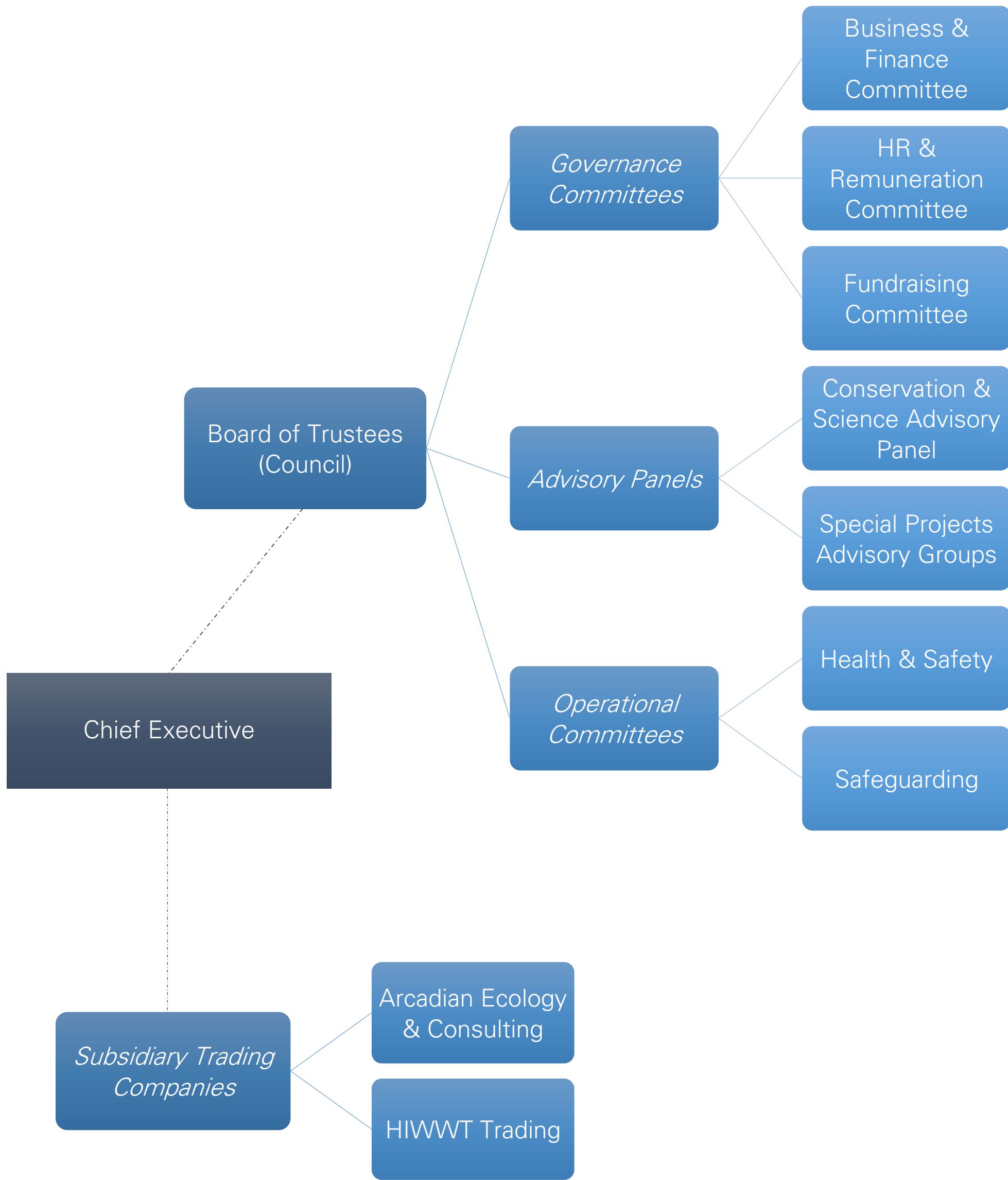
Our staff teams are organised to reflect our strategy, recognising the main ways in which we can deliver our mission:

1. Estates & Conservation Delivery – the team focuses on direct delivery of our mission through our nature reserves, carrying out habitat management and wildlife restoration work as well managing the land associated with our education and visitor centres; using our assets to demonstrate what is possible and position the Trust as a key delivery body for nature’s recovery.
2. Projects & Services – the team leads on working with others to deliver for nature through the provision of expert advice, assistance and specialist services, (including consultancy) as well as leading and coordinating partnership projects and delivering nature-based solutions across the wider countryside.
3. Advocacy & Engagement – the team leads our policy and advocacy work, campaigns and public engagement to influence change, using evidence and expertise to raise awareness about the issues, push for changes in legislation, policy and practice, and inspire people to take action for nature through Team Wilder as part of a growing movement for wildlife.
4. To support all of this activity we need to build support and income through fundraising, marketing and supporter engagement. The Fundraising & Marketing team raises funds, looks after our supporters, communicates and promotes our vision and impact, and captures those we engage through our delivery programmes so they can join our movement for wildlife, becoming supporters and advocates for nature’s recovery.
5. The Business Resources team provides essential support services to ensure the Trust is a modern, efficient, carbon-positive business with the right human, financial and other resources to deliver.

For a wilder Hampshire & Isle of Wight



Organisational structure: Governance



Council

Council is the Trust's governing body, made up of 10-15 members who serve as both Trustees of the charity and Directors of the company. Trustees are elected by the members at the Annual General Meeting. All Trustees are volunteers, give freely of their time and have no beneficial interest in the company or charity. To ensure that Council is equipped to carry out its responsibilities it carries out skills analysis of existing members, inducts new members into the charity and provides Trustee training as required.

Governance Committees

Council is assisted by three governance committees that meet regularly and report to Council each quarter. All non-staff members of these committees are volunteers.

- **Business & Finance Committee** – provides expertise and advice to Council on all business and financial matters, undertakes scrutiny of accounts, maintains oversight of investments and financial controls, develops policy and provides advice on business risk and resource management.
- **HR & Remuneration Committee** – advises Council on HR matters, develops policy and strategy, monitors key HR metrics and provides on succession planning and use of volunteers. The committee also has oversight of staff remuneration and benefits.
- **Fundraising Committee** – advises Council on fundraising regulations, develops policy and strategy, monitors compliance and reviews procedures.

Advisory Panels

- **Conservation & Science Advisory Panel** – provides high-level scientific, evidence-based guidance to Council on the development and implementation of the Trust's conservation strategy and policies.
- **Special Projects Advisory Groups** – these are set up on an ad hoc basis, when Council requires advice and guidance on special or novel, large-scale projects or activities.

For a wilder Hampshire & Isle of Wight

Role Information

- About the role
- How to apply



Role information

Role Title

Panel Member of the Trust's Conservation & Science Advisory Panel (CSAP).
Please note this is a voluntary, unpaid position.

Role Purpose

To contribute to the work of the Panel in providing advice to Council on the wide scope of the Trust's conservation activities across the full geographical range of Hampshire and the Isle of Wight and our coastal seas.

Duties

To contribute to the work of the Panel to:

- Provide advice to Council on the development of conservation strategies, including the assessment of opportunities, priorities and emerging risks.
- Consider, advise on, and contribute to proposals for new policies, programmes or projects. These include but are not limited to: habitat management; habitat restoration/rewilding; impact monitoring and measurement; species-based initiatives including re-introductions; the provision of nature-based solutions/ecosystem services; the provision of expert advisory services to agricultural or other businesses; public engagement in conservation activities.
- Review the Trust's ongoing conservation activities. This could include high-level reviews of the scope, effectiveness, impact and future prospects for the Trust's activities in specific geographical or thematic areas.
- Advise on the conservation value of potential land acquisitions and disposals.
- Provide advice on any other conservation issues, as requested by Council.

Time and Commitment

CSAP Panel members serve for a 3-year fixed term period (renewable).

Panel members are expected to attend all CSAP meetings (currently held three

times a year). Meetings will normally be held on weekday evenings, but the timing and location may be varied as convenient for the participants and with the agreement of the Panel Chair and Secretary. While it will be desirable to hold at least some as face-to-face meetings at the Trust's head office in Curdridge, video conferencing technology will also be used as appropriate.

In addition, all Panel members are expected to provide an ongoing contribution of expertise and knowledge, contributing to meetings and discussions held via email, video conferencing or other technology including when the need for advice on a short timescale arises.

For all meetings, Panel members should allow sufficient preparation time.

As well as being interested in nature conservation in the two counties, Panel members are encouraged to take an interest in the conservation sector beyond Hampshire and the Isle of Wight. This includes a broad understanding of the national movement of The Wildlife Trusts (TWT) as well as other wildlife and conservation organisations.

Approach and Attitude

Panel members are expected to view this voluntary role in the following ways:

- with a commitment to fulfilling the role;
- to feel involved and to care, with a deep commitment to the Trust's objectives.
- with a willingness to work as part of a team in achieving those objectives;
- with a wish to personally develop, seeing a significant part of being a Panel member as opening oneself up to new concepts and experiences; and
- with an ability to exercise good judgement, particularly with regards to refraining from involvement in operational matters, unless invited to do so.

Person specification

EXPERIENCE

- No previous experience of serving on an advisory panel required.
- Qualification – a relevant degree and/or post-graduate qualification.
- Early career individuals with relevant post-graduation expertise are welcome, as are people with longer experience.
- Experience of working within field, research, policy or consultancy roles.
- Experience in project appraisal and feasibility study.

KNOWLEDGE

- A solid understanding of ecology and wildlife conservation.
- Knowledge of terrestrial, freshwater or marine biology, land management, habitat restoration, rewilding ecology, species reintroductions, nature-based solutions, or ecosystem services.
- Nature conservation and environmental policy and legislation.
- Knowledge of the environmental sector, its structure and key players.
- Understanding of governance processes surrounding decision making and implementation.

SKILLS

- Ability to bring up to date knowledge and fresh thinking to the Trust's work
- Confident in communicating your views and sharing your expertise and knowledge.
- Able to objectively analyse information, ask questions, and debate as necessary.
- Excellent communication skills both written and verbal.
- Team player and collaborator.
- Computer literate and effective user of email.

PERSONAL QUALITIES

- Committed to meeting the expectations of serving as a CSAP Panel member.
- Dynamic with energy and drive.
- High level of personal and professional integrity and ethics.
- Politically aware and able to deal with sensitive issues constructively.
- A team player, able to build mutually respectful relationships with others.
- Personable and approachable.
- Mature and professional outlook.
- A member of the Trust (or willing to become one).

Equality, diversity and inclusion

Our vision

The Wildlife Trusts believe that everyone should have the opportunity to experience the joy of wildlife in their daily lives, and we are committed to putting equality, diversity and inclusion at the heart of our organisation and our growing movement for nature.

Our vision of a wilder future for all goes hand in hand with the creation of a diverse organisation that reflects the communities that we serve. The differences of thought, skills, ideas and experience brought by a diverse team of staff and volunteers will be invaluable in tackling the future challenges faced by nature and wildlife.

However, we recognise that our workforce needs to better reflect the communities in which we live and work, and we are currently not doing as well as we would like to attract diversity within our workforce. Nature conservation is currently one of the least diverse professions in the UK and we must do far better to encourage and inspire people of all backgrounds to join our team.

Where we are now

Today our gender and age diversity is good within the Trust's staff. Women are well represented and we have a good spread of different ages within the staff. Based on our gender pay gap calculations, on average (median) men and women are paid equally at the Trust and our mean calculations report that on average women get paid slightly more than men.

We do, however, recognise that there is much work to be done on improving

representation in other areas, particularly with regards to ethnic and racial diversity across our volunteer base, staff body and board of trustees. We are not as diverse as we want to be, or that nature needs us to be.

We have successfully delivered paid traineeships and apprenticeships over a number of years, as a means to access employment in the sector. We are now working on a equality, diversity and inclusion strategy to take a more proactive approach to the issue.

Our commitments

We are committed to ensuring we reflect and represent all parts of society by improving access to jobs and training opportunities for groups currently under represented in our sector.

We are committed to ensuring a working environment in which all individuals are free from discrimination and in which opportunities are equal to all.

We encourage applications from all sections of the community, particularly those underrepresented within our sector, including people from black, Asian, minority Ethnic backgrounds and people with disabilities.

We are committed to creating a movement that recognises and truly values individual differences and identities.

Charity Information

Structure

Hampshire and Isle of Wight Wildlife Trust is a registered charity (No. 201081) and a company limited by guarantee in England and Wales (No. 676313). VAT registration number 238466579.

The charity was founded and incorporated as a company limited by guarantee on 28 November 1960, as Hampshire and Isle of Wight Naturalists' Trust Limited. On 4 June 1991 the charity changed its name to Hampshire and Isle of Wight Wildlife Trust Limited, later simplifying it to Hampshire and Isle of Wight Wildlife Trust on 19 December 2006.

The charity has two subsidiary trading companies. Their work is overseen by a board of Directors which is accountable to Council. Day-to-day management of the Trust's two subsidiary companies is delegated to the Chief Executive.

- Arcadian Ecology and Consulting Limited Established in 2016; Company No. 10033962. The consultancy delivers a range of chargeable services including ecological surveys and the provision of land management advice. As a subsidiary of the Trust, Arcadian abides by the Trust's policies and procedures and staff are subject to the same terms and conditions of employment.
- HIWWT Trading Limited Established in 2013; Company No. 08478757. Currently dormant, the company provides the Trust with a vehicle for the potential development of trading activities in the future, such as retail sales.

Hampshire and Isle of Wight Wildlife Trust is a member of the Royal Society of Wildlife Trusts (registered charity number 207238) along with 45 other Wildlife Trust members throughout the UK which are collectively known as The Wildlife Trusts.

Charitable Purposes

Hampshire and Isle of Wight Wildlife Trust has two main charitable purposes in accordance with the Charities Act 2011 and as set out in our Articles of Association:

1. For the benefit of the public, to advance, promote and further the conservation, maintenance and protection of the environment.
2. To advance the education of the public in the principles and practice of sustainable development and biodiversity conservation.

In support of these purposes, the Trust promotes research in all branches of nature study and the publishing of the useful results thereof.

Public Benefit

Section 17 of the Charities Act 2011 sets out the requirement for all charities to deliver public benefit. The Trust's public benefit is enshrined in its charitable objectives and activities, providing multiple benefits for the public which are wide-ranging and long-lasting.

Our nature reserves are used extensively by the public for quiet recreation; many have access on clearly marked paths along with information and interpretation for visitors. The land we manage provides a range of other public benefits such as flood risk management, carbon storage, pollination, pollution control and aesthetic beauty. Government and businesses are now recognising the essential role that nature plays in supporting the economy, not least through the provision of these public goods and services.

Through providing advice and assistance to farmers and landowners, the Trust helps to support the rural economy and wider landscapes valued by the public. We deliver an extensive education and engagement programme, inspiring thousands of people of all ages, from schools, colleges, adult groups and the wider public, to enjoy contact with the natural world and benefit from its positive effect on health and wellbeing.

Evidence and advice provided by the Trust to local government, private companies, landowners and communities helps to ensure that decisions on policies relating to land management, development, and public health take full account of the public benefit of wildlife and a healthy environment.

Selection process

Following the application deadline of Monday 19 April applications will be reviewed by the Recruitment Panel.

Shortlisted applicants will be invited to meet the Recruitment Panel during the fortnight beginning 3 May for a friendly, informal online interview.

Successful candidates will be notified by 21 May and recommended to Council for appointment by the Recruitment Panel.

Following appointment by Council, Panel members will be invited to an Induction meeting.

Panel members will then attend their first CSAP meeting.

How to apply

If you believe that you have the required knowledge, experience and commitment to become a CSAP Panel member as described in this pack, and you would like to apply for the role, please download and complete our [application form](#).

To help you prepare your application please take a look at our Strategy: [Wilder 2030 - Our Strategy for a wilder Hampshire and Isle of Wight](#) and our latest Annual Report: <http://www.hiwwt.org.uk/2019-20-annual-report>

You may also find it useful to refer to the following websites to learn more:

- <http://www.hiwwt.org.uk/>
- <http://www.wildlifetrusts.org/>

If you have any questions not answered by the information in this pack or you are interested in the role and would like an informal chat before you complete your application, you are welcome to email CSAP's Chair, Dr Peter Vaughan: ucfaapv@ucl.ac.uk or the Trust's Director of Projects & Services, Martin de Retuerto: martin.deretuerto@hiwwt.org.uk.

Please email your completed application form to recruitment@hiwwt.org.uk using 'CSAP Panel Member Application' as the subject line of your email. The closing date for applications is Monday 19 April and interviews will be held during the fortnight beginning 3 May.

All CSAP Panel members are members of Hampshire & Isle of Wight Wildlife Trust. If you are not already a member, you can find information on how to join here: <http://www.hiwwt.org.uk/become-member>. Our membership team will be happy to help with any joining queries you may have: email membership@hiwwt.org.uk.

We look forward to hearing from you.

**Hampshire &
Isle of Wight**
Wildlife Trust



CREATING A

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