

Trustee Role Specification

Meetings	Four formal board meetings throughout the year (December, March, June, and September), and ad hoc informal meetings.
Hours	Around four hours for three board meetings, two full days for one board meeting and ad-hoc as required (around four hours every month).
Reports to	Chair of the Board
Salary	Position is voluntary. Reasonable expenses will be reimbursed.
Duration	Minimum of three-year term with the possibility to extend for a second three-year term.
Location	Remote but will be expected to travel to the Highlands once per year.

About Affric Highlands – An Ambitious Rewilding Initiative

Affric Highlands brings together communities, landowners, and businesses in a shared mission to restore habitats across more than 200,000 hectares of the central Highlands. Our goal is a resilient, regenerating landscape - rich in biodiversity and opportunity - where people, nature, and livelihoods support one another to thrive. We aim to restore and expand wild nature and wildlife in the Scottish Highlands, promoting landscape regeneration driven by natural processes and delivering lasting benefits for both people and nature.

Rewilding Affric Highlands is a young, independent Scottish charity (SCSC054153) and a company limited by guarantee (SC827418). Founded by [Rewilding Europe](#) and [Trees for Life](#), it is one of eleven official rewilding areas within the Rewilding Europe network.

About the position

Rewilding Affric Highlands is seeking passionate and well-connected trustees to join its Board. As a trustee, your skills, experience and connections will help shape and oversee our strategy, ensuring that the charity is effectively governed and positioned to deliver meaningful landscape-scale restoration. If you care deeply about rewilding and ecosystem restoration that places people at its centre, we would be delighted to hear from you.

Main functions of the Board

The Board's primary role is to supervise the Rewilding Affric Highlands Initiative. In addition to statutory responsibilities, Board members are non-executive and have two main functions:

- To provide strategic oversight and direction to the initiative, offering guidance and support to the Executive Director.
- To bring and develop networks across diverse sectors that are relevant to Rewilding Affric Highlands, supporting our overall objectives and impact.

The statutory roles and responsibilities of the Supervisory Board are described in the Statutes of the Foundation of Rewilding Affric Highlands.

Profile of Board members

Board members must be individuals of high integrity with a strong interest in the work of Rewilding Affric Highlands. Collectively, the Board should include individuals who:

- Are high-profile, trusted, and able to lend credibility to the organisation, giving comfort to supporters and prospective partners.
- Are respected within their sectors, and able to think and act beyond their own field of expertise.
- Have a strong affinity with conservation, and ideally with rewilding.
- Possess well-developed networks within or outside their professional sectors or fields of expertise.

The Chair acts as a "sparring partner" and maintains regular contact with the Executive Director. For practical reasons and by preference, Board members are based in Scotland. Ideally, the Board will comprise of up to five members (minimum three), with representation across different ages and genders.

Proposed Functioning of the Board

The Foundation's Statutes describe the formal roles and responsibilities of the Board. It is envisaged that the Board will remain at a relative distance from the Senior Management Team, who hold responsibility for operational matters. At a strategic level, the inputs of the Board members are important, and mechanisms will be developed to receive strategic inputs at a regular basis, in particular:

- Tailored involvement of each trustee to support delivery of our objects, based on their skills, networks, or expertise
- At least one annual joint strategic session with the Senior Management Team, preferably during a field visit, aligned with Rewilding Affric Highlands' strategic plan.
- Regular contact between individual trustees and relevant members of the Management Team on specific topics.

Preferred Experience and Expertise

- Financial management
- Conservation and environmental Issues
- Business development
- Fundraising
- Forestry and woodland management
- National and local voluntary sector, government and statutory bodies
- Human resource management
- Communications and marketing
- Quality assurance, monitoring and evaluation
- Community engagement
- Research and advocacy
- Education
- Gaelic culture and history

Expectations of Trustees

- Commitment to the values and vision of Rewilding Affric Highlands
- Willingness to devote the necessary time and effort to the role
- Integrity and professionalism
- Strategic vision and independent judgement
- Creative and constructive thinking
- Willingness to speak openly and honestly
- Understanding and acceptance of the legal duties, responsibilities, and liabilities of trusteeship (for those new to trusteeship, we will provide an introduction and support)

Eligibility

Applicants must satisfy statutory requirements to serve as a Charity Trustee.

The Charities and Trustee Investment (Scotland) Act 2005 (“the 2005 Act”) disqualifies anyone who:

- Has an unspent conviction for an offence involving dishonesty or an offence under the 2005 Act
- Is an undischarged bankrupt
- Has been removed from charity trusteeship by the Courts, OSCR, or the Charity Commission for misconduct or mismanagement
- Is disqualified from serving as a company director.

Appointed Board Members will be expected to sign a declaration to confirm that they are not disqualified from acting as a charity trustee.

Equal Opportunities

We are committed to creating a diverse and inclusive environment. We welcome applications from all suitably qualified candidates regardless of gender, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status, or pregnancy and maternity.

We would especially like to encourage women, those from Black, Asian, and minority ethnic backgrounds, Gaelic speakers, and those aged 18-45 years to apply.

Application Process

For further information, please visit our website: www.affrichhighlands.org.

To apply, please send a motivational letter outlining why you would like to be a trustee and what you would bring to help us realise our vision.

Motivational letters and enquiries should be submitted to: people@affrichhighlands.org