



giving
nature
a home

Council Members
March 2022



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SEARCH FOR A BETTER WORLD



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Foreword

Kevin Cox
Chair, RSPB Council

2022 is a pivotal moment for nature both globally and locally. The Climate COP26 in Glasgow left us all in no doubt that we must start delivering on promises made for climate and nature and the equally important COP 15 for the Convention on Biological Diversity is scheduled this year to agree ambitious targets for nature's recovery and protection.

The UK is one of the most nature depleted countries in the world and the effects of the nature and climate crisis can already be felt here, from flooding across the country, to species like the beloved swift going onto the endangered red list, to habitats being destroyed at a rapid rate.

We need to act now to stem this tide, mobilising societal transformation and public influence and pressure to drive change in policy and hold governments to account, as well as exert pressure on businesses to step up to meet the nature and climate emergency. We must all act now to ensure that land and seas are protected and restored for nature and in response to climate change, restoring peatlands and ancient woodlands, protecting precious marine habitats, creating connected landscapes where nature and people can thrive.

The RSPB has a critical role to play in protecting and restoring nature for future generations.

We have pledged to be bold and brave in our delivery, building on the sense of urgency and inspiring hope for our teams, our supporters, and the wider public.

Our mental and physical health, our food chains, our wildlife, our climate and our future generations depend on the natural world around us. The RSPB is and will continue to be a champion for nature, collaborating with others so together we are a powerful catalyst for change, driving climate action, protecting species from extinction and restoring and protecting habitats and landscapes in the UK and globally.

We are seeking Council Members to support us in speaking up for nature, to help us ensure we protect nature and green spaces and that people can connect to nature whoever and wherever they are.

If you have an interest in supporting the RSPB, do speak to the team at Oxford HR and they will advise you on how to make an application to join the Council. Check out the 'How to Apply' section for more details.



The Structure of RSPB

This RSPB is a charity that works to conserve birds and other wildlife, in the UK, the Crown Dependencies and the UK Overseas Territories. The RSPB also works throughout the world in collaboration with BirdLife International and others. We know that birds, other wildlife and the habitats on which these depend are interconnected – all part of the web of life, or biological diversity. We recognise that the health and resilience of our society and economy is dependent on the health and sustainability of the planet's ecosystems. We fulfil our purpose through scientific research, direct conservation delivery, public and political advocacy and education.

The RSPB has global operations with nature reserves located across all four countries of the UK, programmes of work in UK Overseas Territories, and species and habitat recovery work around the world.

The RSPB's main headquarters is in Sandy, Bedfordshire, with country headquarters for Scotland, Northern Ireland, Wales and England in Edinburgh, Belfast, Cardiff and Birmingham; and regional offices in England, Scotland and Wales.

The RSPB is the UK Partner organisation of BirdLife International, which is a charity and a company limited by guarantee, of which the RSPB is a director. BirdLife International is the global partnership of conservation organisations that strive to conserve birds, their habitats and global biodiversity, working with people towards sustainability in the use of natural resources.





Our strategy to 2030

Our vision for a world richer in nature

We believe that all species have a right to exist and that nature is fundamental to human health and wellbeing. We have a moral duty to pass on the natural world in a better state to future generations, so we want to create a world where:

- wildlife is abundant and diverse in our towns and countryside
- we have a resilient, sustainable economy that values nature
- all people are living well in harmony with nature
- birds and other wildlife have made a comeback
- nature continues to be restored, enriching and sustaining the lives of people
- we benefit from a stable climate, and clean air and water

Making our vision a reality

Our vision for the future is ambitious and challenging, but achieving it is vital – not only for nature, but for people too. We are at a crossroads and the fate of nature and the climate rests on us, what we choose to do, and our voices being heard. If we don't act now, it will be too late to prevent the worst effects of climate change and biodiversity loss. To make our vision a reality, it is not enough to simply carry on as before. The RSPB must evolve, building on what we've learned over more than 130 years to become a bolder, more influential voice for nature alongside other organisations and partners that support these aims. We will make a difference by:

- Delivering conservation at greater scale, through deeper collaborations.
- Enabling more, and more diverse, people to act for nature.
- Being a bolder, more influential campaigning organisation.
- Becoming more relevant to the world we're trying to change.
- Diversifying our income and opening up finance opportunities.
- Making the RSPB the best it can be





What we are looking for

Passion and values:

We are looking for dedicated individuals who are willing and interested in committing their time, thoughts and energy to the environmental movement, and able to champion the values and mission of the RSPB. Council Members are expected to be able to participate as Trustees to support the RSPB towards its aims and ambitions as an organisation.

Accountability:

It is essential that Council Members are able to act in the best interests of RSPB, and are able to fulfil their obligations as Trustees.

Stakeholder engagement:

We need Council Members who are enthusiastic about our mission, who can help us make robust decisions which support our aims and intentions and to strengthen our engagement to wider networks and communities, particularly those we may not have engaged with before.

Diversity:

We want our Council Members to reflect and uphold a commitment to diversity and inclusion. We aim to encompass and demonstrate the diversity of experience, knowledge, and perspectives found across our four nations – including both urban, rural and areas of significant economic marginalization.

Understanding and learning:

Council Members should be willing to build an understanding of RSPB's operating environment, from the perspective of a large and complex charity operating in challenging times, and building resilience to managing change in a contested world, alert to the likely future trends in policy and practice.

External engagement:

It is the aim of RSPB to appoint Council Members who are able to dedicate their energy and enthusiasm externally to their networks and peers. We welcome applications from anyone who is passionate enough to want to save nature but in particular those who have experience of: farming or land management; land ownership, both commercial and private; conservation science; marketing; technology; or digital communications.

We encourage Council Members to engage with the staff and executive and in the promotion of interest in the work of RSPB to help influence key policy priorities and to represent the charity to external stakeholders.

The Council

The Council is the ultimate controlling body of the RSPB, responsible for:

- the charity's mission, purpose and values;
- its legal responsibilities of oversight and stewardship;
- major decisions about resources, programs, policies and services,
- ensuring that the impact of the RSPB activities on all its stakeholders is considered and managed.

Committees

Council is supported by a number of Committees which include:

- Finance, Audit & Risk
- Nominations
- Conservation
- Fundraising & Communications
- Investment
- Country Committees for England, Scotland, Wales & Northern Ireland





Eligibility, appointment and induction

Council Members must be in sympathy with the purpose, strategy and values of the charity, act with integrity and objectivity, and they should also be able to undertake a representational role on behalf of the full range of the charity's stakeholders, including the membership, and act as an ambassador to stakeholders as and when appropriate.

Council Members do not need to be RSPB members in order to be eligible for appointment but must be active members once they are appointed and must demonstrate support for the overall mission of the RSPB. Appointments to the Council, are subject to a formal vote by RSPB Members at the Annual General Meeting. All new Council Members are required to participate in a full formal induction.

Number of members and term

We are seeking up to 3 new Trustees to join the Council. The normal maximum term of office is five years.



Time Commitment

Meetings, attendance, papers, frequency and duration

We are committed to being inclusive, and to enable our Council Members to participate fully. We will make every effort to prevent barriers to participation and support our Members to enable their participation.

We are seeking Council Members who are able to dedicate a minimum of 10 days per year to the role on Council. This includes four Council meetings, four committee meetings, the AGM, a less formal weekend to engage with other Council members and our projects, workshops, plus days for reading papers or responding to requests.

Meetings are held quarterly. Meetings are held via video link and/or in various locations around the UK. The duration of meetings will be informed by the agenda, but will not normally exceed 6 hours in duration. Ad hoc meetings may also be called when significant business arises outside the normal cycle of meetings, or for less formal workshops, visits and discussions.

Papers are circulated a minimum of one week in advance of the meeting. An agenda is circulated from two weeks in advance of the meeting.



How to Apply

All correspondence, at this stage, should be via Oxford HR here. To apply for this post, click on the “Apply” button in the job advert page. Please be ready to provide a CV and a Supporting Statement in TWO separate documents.

The cover letter should be no more than two pages long and explain why you are interested in a role on RSPB’s Council and how your skills and experience make you a good fit.

Please send your application documents in MS Word saved in the following format:
First Name- Last Name-Documents Name- Date (mm/yyyy) e.g., Malika-Cook-CV-012022-RSPB.

Timeline

Closing Date:	Sunday 17th April
Preliminary Interviews (with Oxford HR):	w/c 25th April
Interviews with RSPB:	w/c 9th May

Equality statement

RSPB is an equal opportunity employer. We encourage applications from all backgrounds, communities and industries, and are committed to having an ensuring our Council is made

up of diverse skills, backgrounds, experiences and abilities. We actively encourage BAME and disabled applicants and value the positive impact that difference has on all our teams. We are committed to equality and diversity within our workforce and all opportunities provided by the RSPB. We are Disability Confident Committed and encourage interest from applicants who may require reasonable adjustments in order to participate.

Oxford HR is carefully managing the appointment process to ensure that it is impartial, inclusive and fair.

Selection process

All candidates will be notified about the status of their applications. Shortlisted candidates will be required to undertake an additional assessment exercise prior to the final interview.

Queries

Queries If you have any queries on any aspect of the appointment process, need additional information, or would like to have an informal discussion, please email RSPB@oxfordhr.co.uk in the first instance.

About Oxford HR

Oxford HR operates globally- mainly within the international development and charity sectors. We carry out retained executive search mandates at board and senior management levels. We also offer human resource and organisational development consultancy.

Oxford HR has many years of experience in search as well as an extensive network of international development, social sector, corporate, public sector, and academic contacts from across the world. We carry out comprehensive and often international searches designed to meet the specific needs of our clients.

Oxford HR's team members have significant personal experience of working in international development and the social sector as well as the corporate and governmental sectors. We are in a unique position to find and assess talented individuals from a variety of backgrounds.



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