



Bioregional
Championing a
better way to live

Trustees Candidate Information Pack

April 2021



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Welcome



Dear candidate,

Thank you for your interest in Bioregional and becoming a trustee of our organisation. I want to share with you here a little bit about Bioregional, and what we are looking for, to help you consider whether this is the right role for you.

Our trustees make an invaluable contribution to the delivery of our mission, bringing a range of skills and life experience to guide us as we work to achieve our strategic aims. We maintain a happy and well-run organisation, take a collegiate approach and involve trustees outside board meetings, for example in occasional all-staff events and our annual strategic business planning awaydays. It is a voluntary commitment of your time which we recognise and appreciate, and we aim to make it a good experience for you.

Bioregional's trustees hold board meetings with senior management four times a year on weekday late afternoons, early evenings, either at our offices at BedZED eco-village in south London, at a central London location or, currently, on zoom. Trustees also get involved to varying degrees between quarterly meetings and so the time commitment can vary, from at least four meetings and one or two daytime events a year, up to ten days a year for the role of Chair.

We are seeking new trustees with a variety of skills and experiences.

- **Commitment to sustainability:** Our mission is to champion a better, more sustainable way to live and so it's essential that all trustees understand and share that commitment.
- **Diversity:** We are committed to increasing diversity within our organisation and the environmental sector as a whole. So, we would positively welcome applications from all, and treat all applications equally, regardless of age, disability, gender identity or gender expression, race, ethnicity, religion or belief, sex, sexual orientation, or any other equality characteristic.
- **Entrepreneurship or commercial experience:** We take an entrepreneurial and business-minded approach to our work and have won awards as a social enterprise. We earn around 80% of our income, working with partners to create sustainable communities, products or business operations. We sometimes establish associated companies, and trustees may serve on the boards of these companies.
- **Real estate or retail business experience:** Bioregional is a practical and applied organisation, we work on creating new build communities and so if you have experience in real estate, construction, engineering or architecture that would be helpful. Likewise, sustainable products and retail businesses experience would give you a good insight into the day to day work here.
- **Policy:** We have some great stories to tell and aim to reach key audiences to influence and change industry practice and policy. We would welcome a trustee with experience in this area.
- **Legal expertise:** It is always great to have a legal mind on the board!

You can find out more in this recruitment pack. If this is something you would like to be part of, we look forward to receiving your application.

With best wishes,

Sue Riddlestone OBE

Chief Executive and co-founder

About Bioregional

Bioregional Development Group is an award-winning sustainability charity and social enterprise. At Bioregional we champion a better, more sustainable way to live. We work with partners to create places which enable people to live, work and do business within the natural limits of our planet. We call this One Planet Living.

Bioregional's achievements include the world-famous BedZED eco-village in south London (where Bioregional has its main office), the sustainability of the London 2012 Olympics and our work on the UN Sustainable Development Goals. We scale what we do by telling the stories of our practical work to change policy and practice and through our One Planet Living framework.

Bioregional employs 29 staff in the UK, with five based in our Oxford office. Our turnover was £1.7 million in 2019/20. We work internationally, with sister organisations or representatives in Australia and South Africa, and have projects and One Planet partners from the USA to France and Tanzania. You can learn more about us on our website www.bioregional.com.

We have achieved a lot in over twenty-five years of operation and continue to adapt to the changing opportunities both in the UK and internationally. Our key strategic goals for 2020-2030 are to create zero carbon sustainable homes, tackle unsustainable consumption and production, and create thriving regional economies.

Bioregional Hill LLP Our wholly owned subsidiary company Bioregional Homes is partnering with Hill Group to pioneer a new model of residential property development where we build truly sustainable homes, with communities, which remain affordable in perpetuity through a community land trust. Our first project is in the planning stage, with a pipeline of follow-on projects planned around London and the South East. Bioregional Hill aims to build up to 100 homes per year using this model in addition to partnering on larger developments.



What we are looking for in our trustees

As a sustainability charity, we naturally expect all trustees to have a good commitment to, and some understanding of, sustainability.

In addition, we are particularly seeking trustees with any of the following skills and experience:

- Diversity of life experience is positively welcomed
- Entrepreneurial and/or commercial acumen and experience
- Real estate, construction, architecture business experience
- Retail sector, product or business sustainability
- Public affairs or policy
- Legal expertise

Trustees should be able to demonstrate some of the below:

Personal Qualities

- A strong and visible passion and commitment to the charity, its strategic objectives and cause
- Good communication and interpersonal skills
- Demonstrate tact and diplomacy, with the ability to listen and engage effectively and promote a collaborative team environment
- Ability to commit time and effort to conduct the role well, including travel and attending events out of office hours.
- Networking capabilities to benefit the charity would be desirable but not essential.

Experience

- Demonstrable achievements in life or work. We understand that this may be limited for younger or disadvantaged candidates and may be more about commitment and potential.
- Experience of governance, ideally within a charity, and working with or as part of a board or other committee and/or team-working is helpful, but not essential. We will support applicants to learn about this.

Knowledge and skills

- Broad knowledge and understanding of the wider Civil Society sector and current issues affecting it.
- Some financial management understanding, with a willingness to develop a broad understanding of charity finance issues.

Additional information:

The above is indicative only and wider skills and experience will be considered. The trustees will be expected to perform all such additional duties as are reasonably commensurate with their role, and to employ any specific skills and expertise they have for the benefit of Bioregional.

Remuneration:

The role of trustee is unpaid, although expenses for travel may be claimed.

Location:

Bioregional, BedZED Centre, 24 Helios Road, Wallington, London, SM6 7BZ. Our offices are 500 metres from the nearest train station, Hackbridge, which is a 30-minute journey from either London Victoria or London Blackfriars. More detailed travel directions can be found at <http://www.bioregional.com/contact-us/>

Time commitment:

A commitment ranging between 5-10 days a year is likely to be needed.

Time and commitment will be needed for:

- four quarterly Board meetings (plus preparation and reading time)
- time spent giving specific advice or support, drawing on areas of expertise
- daytime attendance at various staff events (such as our 1-2 day strategy development workshop)
- time to work with the Chief Executive and other senior managers on strategic and operational issues (between trustees' meetings)
- opportunities to represent the charity at various open days and other events and meetings with key stakeholders.

Term of office:

Trustees serve a four-year term and are eligible for re-appointment for one additional term.

Timetable

The closing date for Trustee applications is Thursday 3 June 2021 at 9am

Candidates are kindly asked to take note of the following dates:

Date	Action
3rd June	Closing date for applications
10th June	Response from Bioregional to candidates
14-18th June	Panel interviews with shortlisted candidates, with Chair and CEO
7 July	Appointed candidate(s) to attend 7 July board meeting as an observer and appointments ratified.

How to apply

To apply for this role, please supply the following:

- a supporting statement, explaining how you believe your skills and experience match the requirements of a Bioregional trustee;
- Your CV including details of two referees (who will not be contacted without your prior knowledge or consent).

For an informal and confidential discussion about the role or your application, please contact Tom Schuurman the Head of Finance and Resources at tom.schuurman@bioregional.com or on 020 8404 4880.

Applications should be emailed to recruitment@bioregional.com by 3rd June 2021.

***A reminder that this, like most trustee roles, is unpaid.**