

Board of Trustees

Information Pack
Spring 2022



Welcome!

I'm Amanda Nobbs, and I've been the Chair of the Marine Conservation Society since 2020, but for more than 30 years, we've been the voice of the sea, defending our coastal habitats and species. We work towards **a cleaner, better-protected, healthier ocean**. One we can all enjoy. Together, we can achieve our vision of seas full of life, where nature flourishes and people thrive.

The Marine Conservation Society fights for the future of our ocean bringing people and science together to achieve action. Today, our ocean is in poor health because of human activity. We're determined to change this, working with communities, businesses and governments.

The time to act is now – our oceans can do much more to tackle the effects of climate change but only if they are properly protected, kept clean of litter and waste, and restored to health. We witnessed first-hand the energy that people can create at COP 26, and it made our determination stronger – to take our aims further, and to reach wider audiences so that their voices can be added to ours.

Giving people a voice and the opportunity to make a difference works, creating support that joins with ours as we campaign for tangible, positive outcomes for our ocean – just recently, legislation has been strengthened for a number of marine protected areas – we know we must, and will, get the same for more areas.

I invite you to join us as a Trustee at this exciting time, to ensure the Marine Conservation Society continues to be a loud and active voice for our seas.

MCS is a small but experienced team with just over 100 staff and, currently, 10 trustees. As part of the succession planning for the Board, we are looking to welcome new Trustees who represent our society and for you to offer your insight and views that can enrich our work.

We are looking for you to help shape the Charity's future, and for you to spend some time with us, sharing our passion for the Marine Conservation Society to grow and be even more impactful.

We hope you will want to join us and help us transform the marine environment for the benefit of everyone, and we look forward to receiving your application.

Thank you for your support.

Amanda Nobbs OBE, Chair (she/her*)

(*<https://www.mypronouns.org/what-and-why>)

What does a Trustee look like?

Look in the mirror!

Right now, less than 3% of charity Trustees are under 30, 8% are people of colour and 36% are women. If you're 18 and over, you can apply to join our Board. We are looking for people from across the UK and are keen to recruit trustees from Scotland, Wales and the north of England.

We value the many skills and experiences that you can bring to the Marine Conservation Society. We are committed to a Board culture that enables us all to be our authentic selves and to enjoy their Trustee experience.

We believe that becoming a Trustee with us will be a rewarding journey for all – we want you to share your experience, your fresh perspectives, and we will listen to your views.

It's a critical time for our ocean. There is not a moment to waste. Our goal is to recover the health of our ocean so it can help with healing our climate; to make seas protected in law to be protected in practice; and to stop the tide of plastic that's getting into our waters.

Our Board needs people with a range of backgrounds, life-stages, experiences and skills who come together as a team to offer challenge and energy to one another, and to boost our ability to deliver for our ocean.

By joining as a Trustee, you will add your voice to ours and help navigate us through the risks and opportunities that we meet.

We want our organisation and Board to be reflective of our society. We recognise that we should all have equal opportunity to take responsibility to protect our ocean for the future, so we are particularly interested in applications from groups which are typically under-represented on Boards. You can read our Equity, Diversity and Inclusion Statement [here](#).

Equity, Diversity and Inclusion are essential to achieving ocean recovery so everyone can expect to be treated with consideration and respect in an atmosphere without prejudice, discrimination, harassment or violence.



Why join our board

Being a Trustee can be a challenge, but it's also a brilliant opportunity for you to develop your skills, work as part of a team that shapes the direction of our charity in making tangible changes for the future of our ocean and planet. If you're passionate about what we do, then you'll feel the same excitement we have in making those changes happen.

You don't need to understand everything that we do or know the Latin names of fish, or even to have experience of the charity sector. As a Trustee, you'll develop your personal and professional knowledge, work on strategy and develop an approach to managing risk and broaden your influencing and negotiation skills in a new context.

You'll also gain insight and knowledge from your fellow Trustees, with everyone's skills being recognised and valued.

Trustees are volunteers, so the role is not paid but we will cover your costs for travelling and any overnight stays to attend meetings or events.

You will be given a thorough induction to the Marine Conservation Society and your role as Trustee with us, including:

- An introduction to Directors, Heads of departments and other key team members to help you put together a whole-organisation view.
- Giving you the opportunities to get involved in our events and courses to understand fully the work we do on the ground.
- Ongoing and comprehensive support from the CEO, Company Secretary/Director of Finance & Resources and other senior managers as needed.
- Support and networking with the rest of the Trustees to share knowledge and experience.

Here's how to apply

We're looking for people join our Board with expertise in one or more of the following areas:

- **Finance** - An understanding of charity accounts and regulations would absolutely be an advantage, but a background in finance or perhaps as an auditor will provide a vital skill to help oversee our financial management.
- **Marine Conservation** - You might have environmental knowledge, ideally on the marine environment, with policy and/or practical experience of conservation and specific

knowledge for Scotland or Wales would be a bonus. A network of contacts across the marine sector, particularly with business, would be an advantage.

- **Engagement with our Volunteers** – Experience of outreach programmes and citizen science projects with local communities. We want to reach new audiences to ensure a diverse and inclusive approach.

What you can bring to our Board is more interesting than where you've been working. You can send a CV, but we don't need you to as you can set out your skills and motivation in a statement.

We value the knowledge and experiences that you will bring to the Marine Conservation Society, including those you've developed through employment, volunteering, though study, raising a family – all the aspects of you.

We understand that the application process can be difficult if you have a condition or disability that you live with. We want to make it as easy as possible for you to shine during your application process, so please let us know what we can do to accommodate you.

Send an email with your contact information included, but don't put any personal information on any documents that you attach. For shortlisting, only your documents that set out your skills and experience are seen.

Deadline for your application: 12 June 2022

Email address to send your application: hr@mcsuk.org

If you have any questions, or need further information please contact: Joanne O'Hagan (she/her*), Head of HR & Facilities at hr@mcsuk.org Phone: 01989 561574
(*<https://www.mypronouns.org/what-and-why>)

Selection process

A small group of our existing Trustees will consider your application and hold the first interviews. From there, the final shortlist will be invited to a second interview and if all parties are happy to go ahead, we will invite you to attend a Board of Trustees meeting which will be in September. Appointments will be confirmed to you with a letter from the Chair and then the final step will be to have this formalised at our Annual General Meeting.

Key dates

Closing date: 12th June 2022

1st interviews: Late June/early July 2022

2nd interviews: Mid July 2022

What it means to be a trustee

Our Board of Trustees act together as a group to make sure that we are working in line with our governing document, that we work within the laws which are set for charities, as well as those for companies.

It's a role that has responsibilities to the charity, and you will make decisions that guide us to meet our aims. Our role is to give you the right information and guidance so that you may carry out your duties as described below:

Ensure that we are working to the purposes set out in the memorandum and articles of association, and that we do so within all the laws that apply to us. Agreeing our annual budgets means checking that our funds are spent on activities that meet our purpose as a charity. We must follow both charity and company law and the Board of Trustees holds us to account. You'll be supported in understanding what these laws mean and how we are expected to work.

Act in our best interests. As a group, Trustees must make balanced and informed decisions that look to the long-term success of the charity. When making decisions about our finances, you and the rest of the Trustees must not put the charity at risk, either with our funding, or our reputation, and to take care when investing or borrowing is on the agenda.

Apply reasonable care and skill. Your knowledge and experiences are important to us, and we appreciate the questions and advice that you as a Trustee will give us. You must give enough time and thought to being a Trustee, preparing for and attending meetings and actively taking part – and must speak up if you feel more information is needed for the Board to make a reasonably informed decision when asked.

How our meetings work

Being a Trustee requires a time commitment from you for both formal and informal events. You'll act as a Trustee for three years and then you can offer yourself for re-election for another three years. After this, it might be possible to extend for one further year, particularly with honorary officer positions, such as Treasurer.

Board meetings are set at least a year in advance and usually held in March, June, September and December. To help keep travel to a minimum and reduce the impact on you and the planet, attendance is a mix of in-person and remotely via video conferencing and as you can be located anywhere in the UK, the locations of meetings will be as convenient as possible for all.

We like you to be able come prepared, so we send out papers a week in advance of a meeting. To get the most from your role, we would like you to be at all four Board meetings each year, plus join at a strategy day each year. Our cause needs highly engaged and passionate Trustees, so we hope these criteria sound reasonable.

We would welcome your involvement in our sub-committees and ad-hoc working groups and all Trustees are members of at least one of these. We currently have the following sub-committees:

- Finance, Resources & Risk Committee
- Fundraising & Partnerships Committee
- Stakeholder Experience Committee
- Conservation Committee
- Governance Committee

The Chair may wish to discuss with you any other help that might suit your specific skills or areas of knowledge which may create relationships and networking opportunities with other organisations and fundraising contacts. You are more than welcome to actively offer your support on subjects of questions we're trying to answer when you can.

We really like you to join us at any of our events – they're all around the coasts and countryside so we'd love to have you at a beach clean, a workshop or a fundraising event. Your family are welcome to join in, too.

Our vision

Our vision: Seas full of life – seas and coasts where nature flourishes and people thrive.

Our mission: To lead political, cultural and social change for healthy seas and coasts that support abundant marine wildlife, sustainable livelihoods and enjoyment for all.

Who we are: Our scientists, campaigners, volunteers, advocates, data experts, fundraisers, divers and researchers are all passionate about creating a sustainable future for our seas.

What we stand for: Science and people – our staff, volunteers, supporters and partners – are at the heart of everything we do.

We act because everyone relies on the ocean to survive, from the air we breathe to the food we eat. By helping people to discover, value and enjoy being connected to our seas, we can all make better decisions today, which will ensure seas full of life for future generations.

We believe in fair, open and accountable democratic institutions, in an inspired and engaged society that values the sea and in businesses that are sustainable.

We are committed to being inclusive and promoting diversity.

What we need to achieve: We need to stop taking too much out of our seas – MCS will work to ensure sustainable use of the seas by minimising harm when we harvest resources, for example, through fishing.



Want more information?

We've got it here <https://www.mcsuk.org/useful-information/> as a place you can read our annual reports, or see the latest year as a video: <https://www.mcsuk.org/about-us/impact-reports/>

If you want to explore the role of a Trustee further, take a look at:

<https://www.gettingonboard.org/free-resources-for-aspiring-trustees>

Our governing document is the memorandum and articles of association and you can read that here: https://media.mcsuk.org/documents/2.12.21_-_MCS_Articles_of_Association.pdf





**For more information or
to talk through this role,
please contact Joanne
O'Hagan, Head of HR &
Facilities at hr@mcsuk.org.**



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REGULATOR

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