

## **DRAFT BOARD RECRUITMENT DOCUMENT**

### **Moving into the future with the Causeway Coast and Glens Heritage Trust.**

This year Causeway Coast and Glens Heritage Trust is 20 years old. During the year the Board of the Trust will be revisiting its values, aims and objectives with the intention of relaunching the Trust in Autumn 2022.

In 2022 the Trust is looking to refresh its management and governance structures and is inviting applications from suitably qualified, experienced and committed individuals to join the Board of the Trust. In 2023 the positions of Chair and Vice-Chair of the Trust will become vacant; these positions will be appointed from within the membership of the Board

### **Vision and Objectives**

The vision of CCGHT is:

To be recognised as the leading organisation, promoting and delivering conservation and sustainable use of the landscape and heritage of Causeway Coast and Glens Heritage Trust area.

CCGHT's original stated objectives were:

- To develop sustainable and effective partnerships
- To raise awareness of the unique and special qualities/character, in both landscape and heritage terms (natural, built and cultural) of the 3 AONBs and their surrounding area
- To deliver an excellent protected area management provision
- To ensure best practice in sustainable development principles
- To deliver a sustainable, efficient and effective core activity/management.

The key objectives of the Trust were restated as follows in 2018:

- To develop and deliver projects which raise awareness of the special qualities of the landscape
- To promote and support sustainable use of the community's natural resources
- To develop sustainable and effective partnerships to ensure best practice management of our natural, built and cultural heritage
- Ensure Causeway Coast and Glens Heritage Trust is an effective and efficient organisation which contributes to a thriving economy based around landscape, communities and tourism

*The Trust's Articles of Association are attached at Annex 1*

## **Governance and Management**

The Board of the Trust consists of up to 14 members. 6 Board members are appointed by Borough Councils (4 from Causeway Coast and Glens and 2 from Mid and East Antrim) the remaining 8 Board members have either been historically appointed by direct nomination from designated organisations or as independents. Currently there are 13 Board members.

The Board of the Trust meets quarterly and considers strategic issues, financial and business planning and provides oversight and advice to the management and staff team of the Trust.

The Board of the Trust is supported by a Finance and Governance sub-committee of 7 members including the Chair and Deputy Chair which considers all financial, audit and personnel issues.

The Trust's Chief Executive is supported by 3 senior managers who in turn are supported by a further team of 10 staff. *The staff structure is attached at Annex 2.*

CCGHT is a not for profit organisation, a registered charity and a company limited by guarantee

*The 2021-22 audited accounts of the Trust are attached at Annex 3.*

## **The Appointment Process.**

Appointments of new Board members will commence immediately to fill existing vacancies.

Applicants are invited to submit the following:

- a CV of no more than 3x4 pages;
- a supporting statement of no more than 600 words;
- the attached equal opportunities questionnaire.

The supporting statement and CV should provide evidence of the following:

- the applicant's knowledge of the Trust's areas of activity;
- proven experience in some or all of the areas of expertise highlighted below;
- a commitment to the aims and objectives of the Trust; and
- a commitment to the promotion and conservation of the wider CCGHT area covering the defined boundaries of Mid and East Antrim and Causeway Coast and Glens Borough Councils.

The Trust wishes to ensure that the Board has a wide range of experience and knowledge and is representative of all sections of the community.

In particular, the following areas of expertise and competencies would be desirable across the Board:

- Landscape management
- Environmental management and biodiversity
- Farming and forestry management
- Access and recreation
- Tourism management
- Fundraising
- Business management including:

- Marketing
- Human Resource management
- Project Management
- Finance
- Corporate Governance
- Community engagement and leadership

Appointments will be made to ensure that the Board possesses as wide a range of experience and competences as possible.

The Trust welcomes applications from all suitable applicants and will be considered on merit. Applications would be particularly welcome from currently under-represented groups including from women, individuals with disabilities, members of the Roman Catholic community and people from a non-White British or Irish background.

Application documents should be submitted by email to [info@ccght.org](mailto:info@ccght.org) by 12.00 noon FRIDAY 4<sup>TH</sup> MARCH 2022 and marked in the subject box: **CCGHT Board - 2022**.

A face-to-face discussion with shortlisted candidates will be arranged after the closing date for applications with the Chair and other CCGHT Board members.