**BOARD RECRUITMENT DOCUMENT**

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

2023 saw many changes for Causeway Coast and Glens Heritage Trust. We revisited our values, aims and objectives and said farewell to our longstanding friends, Chair and Vice Chair, Graham Seymour and Roy Craig.

Appointed from within, our new Chair and Vice Chair, Julie Taylor and George McAuley, along with the CCGHT management team, would welcome applications from suitably qualified, experienced and committed individuals to join the Board of Trustees.

**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 objectives are:

•To develop sustainable and effective partnerships

•To raise awareness of the unique and special qualities/character, in both 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

*Annex 1 - The Trust’s Memorandum and Articles of Association*

**Governance and Management**

The Board of the Trust consists of up to 14 members. Historically 6 Board members were 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 appointed by direct nomination from designated organisations or as independents. Currently there are 11 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 4 senior managers who in turn are supported by a further 10 members of staff.

*Annex 2 - The CCGHT Structure*

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

Annex 3 - *The 2022-23 CCGHT audited accounts*

**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 3xA4 pages;**
* **Supporting statement of no more than 600 words;**
* **The attached completed 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. CCGHT is committed to equality of opportunity, to being fair and inclusive, and to being a place where all belong. We therefore particularly encourage applications from candidates who are underrepresented in our workforce and Board of Trustees. These include people from Black, Asian and minority ethnic backgrounds, disabled people, LGBTQI+ people, women and younger people.

If you believe you would add value to our board but don’t meet all the criteria we have laid out in the role profile we would still love to hear from you. Please explain the value you would bring in your application.

Application documents should be submitted by email to **info@ccght.org** by FRIDAY 22nd MARCH 2024 and marked in the subject box: **CCGHT Board - 2024**.

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.