

Yorkshire Dales Millennium Trust

# Trustee Information Pack

**People, Landscape  
and Wildlife**



YORKSHIRE DALES  
MILLENNIUM TRUST



# What is in the pack?

**Thank you for your interest in joining our board of trustees at Yorkshire Dales Millennium Trust (YDMT). We are very pleased that you are considering offering your time.**

In this information pack, you'll find the following information:

- About us, the work we do, and our ambitions for the future.
- About the YDMT Board of Trustees.
- Requirements of the role of a YDMT Trustee.
- How to apply.

If you have any questions about any aspect of the organisation or the role, please don't hesitate to get in touch by emailing [Governance@ydmtd.org](mailto:Governance@ydmtd.org) or calling 015242 51002.

## About Yorkshire Dales Millennium Trust

**YDMT is an independent charity doing big things to support People, Landscape and Wildlife in the Yorkshire Dales.**

Over the last 30 years, we have delivered diverse and inspirational projects that help to create habitats for our wildlife, tackle climate change, and connect people to nature. To date, we've helped to plant 1.7 million trees, secure the future of over 850 hectares of wildflower hay meadows, and enabled thousands of people to care for the Yorkshire Dales.

## How we work

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|  <p><b>Delivering projects</b></p> <p>We deliver transformative projects for people and nature, and use our skills to enable other organisations to increase their impact.</p> |  <p><b>Enabling others</b></p> <p>We raise and distribute funds, providing flexible grants and support for innovative community led action where it's needed most.</p> |  <p><b>Collaborative partnerships</b></p> <p>We are firmly rooted in our communities and have a greater impact by joining forces with our partners.</p> |
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## Our values guide everything we do



Enabling



Creative



Caring



Honest

# Our Impact

**Our latest impact report outlines the breadth of our achievements over the past year**  
[www.ydmt.org/our-impact](http://www.ydmt.org/our-impact)

Some highlights include:

**People:** 16,458 trees and hedgerow trees planted by our volunteers

**Landscape:** Restoration of 35.8 hectares of wildflower meadow at 24 sites

**Wildlife:** Launch of the Home of House Birds project to protect four iconic house nesting birds

In addition, we have raised over £1.77m invested directly in our charitable activity and in building our capacity and capability.

At this crucial time for climate and nature, we are looking for people who can bring new skills and experience to our board, helping us to reach more people and deliver more projects that tackle climate change, biodiversity loss, and empower people to stand up for nature.

As a trustee, you will help us to continue to improve YDMT governance and management to continue to focus on our priorities: developing our team; strengthening our operations; building sustainable income streams; and developing our wider networks.



# About the YDMT Board of Trustees

**Yorkshire Dales Millennium Trust is a company limited by guarantee as well as a charity, so all trustees are also directors of YDMT. All trustees have equal responsibility and serve for a term of three years which can be renewed up to a maximum of three consecutive terms of office.**

## The Trustee Role

Being a trustee can be a very rewarding and enjoyable experience. Successful candidates will:

- help shape the future direction of the charity;
- improve YDMT's support for people who visit or live in this special area;
- find new ways to protect and enhance the landscape of the Dales.

The trustee role is focused on the strategic direction of the charity and its effectiveness and accountability. Day-to-day operational decisions are delegated to the Chief Executive and Senior Management Team.

YDMT employs around 30 staff members, most of whom are closely involved with directly delivering our charitable projects.

YDMT currently has 9 trustees, and we are looking to recruit three additional members to join the Board of Trustees. We are keen to expand the collective knowledge base of the board to better reflect YDMT's charitable activities and our beneficiaries.

We deliver our objectives through a number of Governance meetings, which are sub-committees of the Board of Trustees. Most committees meet five times per year, with the exception of the Remuneration committee, which meets once per year. Ultimate responsibility for decisions lies with the whole board.

As a trustee, we also ask you to provide advice and assistance periodically in relation to other important areas such as new Trustee recruitment and onboarding, and to attend YDMT events to meet our supporters and beneficiaries.

We are particularly interested to hear from candidates who have skills and experience in:

- **People & Human Resources**
- **Health and Safety**
- **Land management**
- **Senior business leaders**

(see Requirements for the Role overleaf)

### Sub-Committee are:

- **Finance & Resources**
- **Grants**
- **Health, Safety and Wellbeing**
- **Sustainability**
- **Remuneration**



# Requirements of the role

We are currently seeking two trustees with the following skills and experience, and we have opportunities for a further two trustees with experience in other areas (see over).

## People & Human Resources Trustee

- Experience in HR management, organisational development and employee relations.
- Staff wellbeing and workforce engagement.
- Understanding of relevant legislation and regulatory requirements, such as employment law.

## Health Safety & Wellbeing Trustee

- Health, safety, and risk management.
- Staff wellbeing.
- Understanding of relevant legislation and regulatory requirements, such as health & safety obligations and safeguarding principles.

All trustees undertake to govern the organisation by directing its activities through collective decision-making, and by:

- **Defining Mission and Strategy** - actively contributing to setting the organisation's direction and determining the approach for achieving it through the annual planning process and strategic business plans.
- **Accountability** - accepting collective responsibility for the organisation's decisions and performance; overseeing the identification, assessment, and management of risk; and ensuring that those delegated with operational responsibilities, including staff and volunteers, are held appropriately accountable.
- **Safeguarding Assets** - acting as custodian of YDMT's tangible assets (such as funds and property) and intangible assets (including the organisation's name and reputation), ensuring they are protected and used appropriately. Providing oversight to ensure the organisation maintains sufficient resources to meet its ongoing and future needs.
- **Decision-making** - contributing to effective decision-making and information sharing processes, taking part in reflection, learning and development as necessary.
- **Being an effective ambassador** - representing the organisation externally when necessary.
- **Recruitment** - contributing to the recruitment and selection of staff as appropriate.
- **Board renewal** - Contributing to board renewal by getting involved in the recruitment and induction of new trustees.

## Commitment required and location

As a trustee, it is important to be able to commit the time to the business of the organisation for it to effectively deliver its objectives. This will include:

- Preparation for and attendance of full board meetings five or six times per year (approximately two hours in duration), and at least one subcommittee and training as required. At least two meetings per year will be held in person at various locations. Other meetings will be hybrid and can be joined online or in person at our offices in Clapham.
- Supporting the leadership team in taking forward any action stemming directly from meetings, as well as in the intervening periods between official committee meetings.
- Attending some of our events and open days throughout the year to talk to our supporters and beneficiaries. Whilst this time is unpaid, travel and other incidental expenses will be reimbursed.

# Our recruitment priorities

**We welcome applications from people of all backgrounds and experience, particularly those who are not afraid to constructively challenge existing policies or practices and provide new perspectives.**

We are keen to appoint committed individuals who will be representative of our community, our stakeholders, and our beneficiaries and will help to

increase diversity on the board in terms of age, background, and ethnicity.

Whether you are an experienced trustee or looking to take on your first trustee role and have the time and energy to commit to the role, we want to hear from you.

## We are interested to hear from candidates who have skills and experience in:

- **People & Human Resources** to join our Finance and Resources Committee; as a growing charity we are developing a workforce strategy, a new leadership competency framework and a manager training programme. This builds on our successful Investors in People accreditation as we aim to have the best employee engagement, development and wellbeing.
- **Health and Safety** to join our Health, Safety and Wellbeing Committee; delivering a range of complex projects for multiple beneficiaries and vulnerable groups we want to ensure we have the highest standards in place to support our staff and clients.
- **Experience in land management**; we work in partnership with farmers and landowners to create space for nature and connect more people to the Dales. We pride ourselves on being a trusted partner, providing expert advice for our communities.
- **Senior business leader**; we are award winning at delivering corporate partnerships that support ESG objectives and keen to continue growing our income from the private sector across the region.

## Personal Specification - Essential Criteria

- Commitment to YDMT's values, ethos & aims.
- Relationships: ability to build strong stakeholder relationships, including with the YDMT Leadership team and external stakeholders.
- Experience: a track record of delivery within the private, public, or voluntary sectors.
- Knowledge: an understanding of the work, priorities, and challenges of the organisation, and the context within which it operates.
- Collaboration: ability to work closely with Trustees and other key stakeholders, providing support, constructive challenge, and assurance as appropriate.
- Judgement: effective decision-making skills with the ability to critically analyse a wide range of information to make clear and objective evidence-based recommendations to support the delivery of YDMT's objectives.
- Communication: strong communication and interpersonal skills with the ability to listen, accept challenge, and constructively challenge others in discussions with clarity and respect.
- Understanding and acceptance of the responsibilities and liabilities of trusteeship.
- Willingness to devote the necessary time and effort to trustee duties.

# How to apply

## Do you want to use your skills to help support our people, landscape and wildlife?

If you are up for the challenge, please email [Governance@ydmtd.org](mailto:Governance@ydmtd.org) with your CV and a covering letter explaining why you would like to be considered for a trustee position at YDMT.

If you have any questions regarding your application or would like an informal discussion, please email [Governance@ydmtd.org](mailto:Governance@ydmtd.org) or call us 015242 51002 to arrange a suitable time to speak with our chair.

### Application deadline

**Friday, 27 March 2026.**  
Interviews will be held in person, where possible, at the YDMT offices in Clapham on **Thursday, 16 April.**

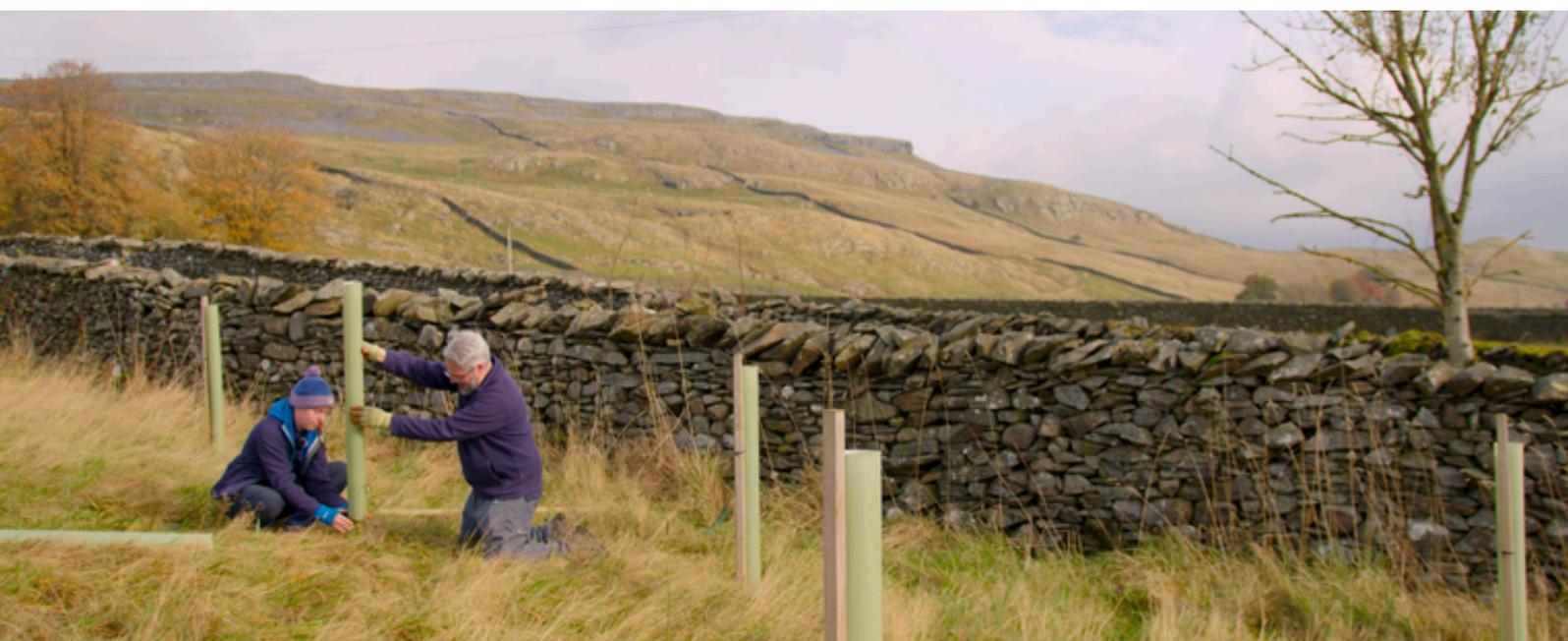
Applicants will be selected through an open and transparent process, measured against the requirements as described in this pack. Applicants will be required to attend an interview with a panel of trustees and our CEO.

We hope to be able to give applicants the opportunity to meet staff and board members prior to the interview.

All applications will be acknowledged.

### Equality & Diversity

YDMT is subject to the public sector duty under the Equality Act 2010 and, as such, is committed to equal opportunities and expects all staff and volunteers to recognise and value differences and to treat everyone with dignity and respect. We actively encourage people from diverse backgrounds to apply.



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