



Information for Prospective Trustees

Invitation for Expressions of Interest

May 2026

Message from David Daniels

Chair of the Board of Trustees

Thank you for your interest in joining the Board of Plantlife International. Plantlife is the leading voice for wild plants and fungi and our objective is to bring lasting and positive change to the natural world for the benefit of everyone. To do that well our Board needs to effectively represent the communities we seek to engage. I am therefore delighted to launch this recruitment process aimed at bringing greater diversity to our Board. While we welcome all applications, we particularly welcome interest from under-represented groups, younger applicants (typically between the ages of 18-30), and from those whose experience and skills can complement those currently present.

We are working hard to conserve and improve the state of nature here in the United Kingdom as well as advocating for more action to protect natural habitats around the world. Plantlife's Strategy to 2030 demonstrates our ambition and passion for the conservation of plants and fungi by protecting and restoring our fragile ecosystems, building partnerships and connecting people with nature. Never has this been more critical to the future of our planet and nor has the need been clearer for organisations such as Plantlife to champion the importance of biodiversity.

This is also an important time for the organisation itself. At the halfway point of our Strategy to 2030 we are actively reviewing our progress and approach. But what will remain central to our Strategy is building effective collaborations, working with local communities, farmers, and landowners and being part of the movement to accelerate change in our relationship with nature in England, Wales, Scotland, Northern Ireland and internationally. We are currently looking to appoint up to 3 new Trustees to join our very active Board to oversee the continued growth and development of Plantlife and support our excellent CEO and Leadership Team to successfully navigate the challenges ahead and continue to grow and shape the organisation.

These are fantastic opportunities for highly motivated individuals with a passion for nature and an interest in helping restore and protect it for future generations. If this sounds interesting to you and you would like to join our Board, please send in your expression of interest.

Many thanks,

David

A handwritten signature in blue ink that reads "David".

Introduction

Wild plants and fungi underpin all life on earth. They enrich our natural landscapes, support our food chains, enhance our health and wellbeing, and are critical in tackling the climate crisis. We're seeking up to three new Trustees with a passion for the environment who can commit 8-10 days of their time per year to help deliver Plantlife's mission. If you think you meet the person specification below, and want fantastic development opportunities with Plantlife, we want to hear from you! We're particularly interested in enhancing the diversity of Plantlife's Board to ensure we're unlocking our true potential for change. So, if you're from an under-represented group, a younger applicant, or someone with skills complementary to those already on the Board, we would particularly encourage your application. Applicants do not need previous Trustee role experience and support will be offered for those new to the role.

Plantlife is the global charity working to enhance, protect, restore and celebrate the wild plants and fungi that are essential to all life on earth. With two in five plant species at risk of extinction, biodiversity loss is now the fastest it's ever been – which means our work has never been more vital. We champion and accelerate conservation action in England, Wales and Scotland, and work at the heart of a global network of individuals and organisations, to influence and inspire landowners and land managers, public and private bodies, governments and local communities. We are using our position as the leading voice for wild plants and fungi to bring lasting and positive change to our natural world – for the benefit of everyone.

Through our work, we connect people with nature so that everyone in society can enjoy and help protect the natural world around us. Our aim is to raise awareness of how important wild plants and fungi are to life and to inspire more people to take action to help them thrive again. Plantlife is funded by donations from its 20,000 members, its supporters, grants and charitable trusts and through its pioneering land management advice and projects.

About Plantlife

Plantlife owns and manages 24 nature reserves and land, covering close to 2,000 hectares/5,000 acres across England, Scotland and Wales. We carry out conservation and outreach work on our own land and in partnership with many others. We advise land managers and publish best practice guidance. We carry out research and gather data to inform government policy. We engage people of all ages and abilities in plant conservation and education and give everybody opportunities to enjoy wildflowers and fungi. In the UK we work closely with many other organisations including the 'Rethink Nature' group of species focused organisations.

Plantlife collaborates and influences on the world stage to share our passion and achieve our goals. We work overseas by contributing to international conventions on climate and biodiversity and we are a registered Observer at the UN Framework Convention on Climate Change. In addition, our work with the Global Partnership for Plant Conservation was instrumental in the creation of the Global Strategy for Plant Conservation and the initiation of Important Plant Areas across the world – planning their conservation with governments, conservation organisations and community groups.



Besides our applied conservation work, Plantlife initiated and leads on the annual engagement of No Mow May, now an international campaign, working with landowners and the private sector to support the implementation of biodiversity net gain, and on re-imagining greener road verges. We are one of seven strategic partners of the King Charles III Charitable Fund supporting our science and impact work.

Our finances

Plantlife has seen increases in both unrestricted reserves and unrestricted income in recent years. Total income to the end of 2023/24 was £11.3 million. Grants remain our largest income source, but we continue to diversify our income streams. We have particular ambitions to grow unrestricted income from individuals, major donors and corporates, as well as seeking avenues to increase our commercial income.

Please see our [Strategy 2030](#), our latest [annual review](#), and our latest [audited annual accounts](#) which are available on the Charity Commission website.



Our work

Underpinning the health of our environment, wild plants and fungi are the foundation upon which we can help resolve the climate, ecological and societal challenges we face.

Our work spans four strategic areas:

**Protect and
restore**



**Connect people
with nature**



**Work in
partnerships**



**Collaborate and
influence**



Our Work

Protect and restore

Our aim is to protect and restore a wide variety of wild plants and fungi in our countryside, towns and cities.

We work to protect and restore important habitats, such as hay meadows, grassland, limestone pavement and blanket bog. We also lead conservation projects so that plants and fungi everywhere can thrive.



We're proud to share some of the highlights of our work this year:

Growing our grasslands

We shared our knowledge for sustainably managing grassland habitats with over 1,260 Welsh farmers and landowners. We wrote 15-year management plans and recorded baseline botanical data for seven meadow sites across England to create, restore, monitor and manage over 100 hectares of species-rich meadows by 2030.

Saving species from extinction in Wales

By introducing goat grazing at Stanner Rocks in Powys, Wales, we improved the habitat for one of the UK's most at risk mosses, the Upright Apple Moss *Bartramia aprica*.

Saving a rare flowering plant in Scottish woodlands

After nine months, 70% of One-flowered Wintergreen *Moneses uniflora*, a rare pinewood flower, that we moved from one location to another in Scotland, had survived.

Emergency conservation to secure rainforest habitat

We completed a project funded by Natural England to review fungi and lichen translocations, summarising the scientific knowledge to-date.

You can read more about these highlights in our latest [annual review](#).

Connect people with nature

We want to connect people with nature so that they are inspired to help save different species and their habitats.

By helping develop sparks of fascination, we believe we can help people achieve their goals for the natural world while also boosting their wellbeing. At the same time, we empower communities to care for and protect the rich and varied environment around them.



We're proud to share some of the highlights of our work this year:

Managing rainforests better to help species thrive

1,054 people took part in our rainforest events, training and activities, educating them about the unique biodiversity of these habitats and promoting their conservation.

10,177 people, including conservation and land management professionals and our members, attended 322 Plantlife training sessions, workshops and e-learning courses on everything from bee walks to forest yoga and managing meadows.

Raising awareness of the importance of wild plants and fungi

We are reaching more people with content, including 183,000 active users on our website, inspiring them to take action on securing a world rich in fungi and plants.

2,450 volunteers gave 15,000 hours of their time to Plantlife by doing everything from working on conservation projects, to helping with communications and policy work.

You can read more about these highlights in our latest [annual review](#).

Work in partnerships

Working in partnership gives everyone the chance to take action for the environment. We believe that the climate and nature crisis we face is so complex and urgent that solutions can only be found by working together.

We're proud to share some of the highlights of our work this year:



Restoring biodiversity on underperforming land

We began working with landowners across the UK to turn land which has limited agricultural or developmental value, and is underperforming, into thriving, species-rich grassland.

Moving rare lichen to restore biodiversity in East Anglia

We moved one of England's rarest lichens, Scrambled Egg *Fulgensia fulgens*, which are crucial to ecosystems and vital food and habitat sources for many animals, from the North of Cornwall to its historic home in East Anglia.

Engaging more people across the UK to take part in No Mow May

More than 5,600 people took part in our annual No Mow May campaign, packing away their lawnmowers for a month, so that wildflowers can grow freely.

A ban on all commercial trade in peat

As leaders of the Peat-free Partnership, we joined retailers, charities and the horticultural industry to call on all UK Governments to ban all commercial trade in peat. This will protect these vital carbon stores and the unique biodiversity of peatlands.

You can read more about these highlights in our latest [annual review](#).

Collaborate and influence

We collaborate with others and use our influence around the world to protect plants and fungi.

Alongside our partners, we push for environmental strategies which will restore native plant species and habitats. Together, we also campaign to end activities which threaten and destroy them. This will help us make sure that future generations can enjoy a healthy, plant-rich world.



We're proud to share some of the highlights of our work this year:

Working with partners on the Global Strategy for Plant Conservation

We met with government officials to make sure that the Global Strategy for Plant Conservation was adopted at the Conference of the Parties (COP) in Colombia – the world's largest biodiversity summit.

Influencing governments and partners to protect grasslands

We kept the pressure on all UK Governments to protect grasslands including calling for a Grassland Action Plan for England by the end of this parliament.

Step forward for fungi conservation

We sent a letter to the Secretary of State in collaboration with other conservation organisations to emphasize the importance of taking action following the signing of the fungi pledge at COP16.

You can read more about these highlights in our latest [annual review](#).

Plantlife Governance

A registered charity, Plantlife is funded by donations from its members and supporters, by grants and charitable trusts and by our pioneering land management advice and projects. Plantlife has a Group structure with two fully owned trading subsidiaries (with their own Board of Directors) focusing primarily on paid for advisory services, and delivery of biodiversity net gain.

We are governed by a Board of Trustees, who are both charity Trustees and Company Directors, and we have around 100 staff located across the UK. We also support a team of around 1,500 volunteers who work in the field, at events and in our offices.

The Board carries ultimate authority and responsibility to hold the charity 'in trust' for current and future beneficiaries. Board members accept all the duties and responsibilities of the roles. The requirements of Trustees are set out in Charity Commission guidance¹. Additionally, all Trustees are required to sign and abide by Plantlife's 'Code of Conduct for Trustees'.

The Plantlife Board includes a Chair, Vice-Chair and a Treasurer, each of whom has a specific role in addition to their role as Trustee. The Chair leads the Board; the Vice-Chair deputises for the Chair, as necessary; the Treasurer is the Chair of the Finance and General Purposes Committee.

Plantlife aims to ensure that all staff, volunteers, partners, clients, contractors, members and the public are treated fairly, regardless of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity.



¹ The Essential Trustee <https://www.gov.uk/government/publications/the-essential-trustee-what-you-need-to-know-cc3>

The Role of a Plantlife Trustee

We are looking for up to three new Trustees to work with our highly motivated and sector-leading staff to help deliver tangible conservation impact and engage the public in plant conservation.

You will join a small, dynamic and motivated team, to help deliver tangible conservation impact and engage the public in plant conservation. As a Trustee you will always work as part of a group meaning that responsibilities are always shared.

To actively support this team, it is important that you can devote the time necessary to fully engage and participate with Board business. Below details the expectations of a Plantlife Trustee in more detail.

Expectations	Task/ Activities
<p>Play an active and direct role in guiding the organisation.</p>	<p>Ensure that Plantlife complies with its Memorandum and Articles of Association; charity law; company law; any other relevant legislation; and guidance from the Charity Commission on good practice.</p> <p>Ensure Plantlife pursues its charitable objects, as defined in its governing documents.</p> <p>Ensure Plantlife applies its resources exclusively in pursuance of its objects.</p> <p>Participate in regular governance reviews.</p> <p>Support and provide advice on Plantlife’s purpose, goals and activities.</p> <p>Contribute to and monitor, the strategic direction, policy and priorities of Plantlife, and help shape the future of the organisation at a critical time for nature.</p> <p>Via skills, lived experience, knowledge and contacts contribute to the advancement and promotion of Plantlife’s strategic aims and reputation.</p> <p>Attend Board meetings and Annual General Meeting, actively contributing to meetings, and ensuring decision making supports the strategic direction and the best interests of the organisation.</p> <p>Take responsibility alongside the Board for the financial accounts, audits and investments of the organisation.</p> <p>Seek to ensure the financial stability of the charity.</p>
<p>Supporting the CEO and staff</p>	<p>Where a vacancy occurs, appoint the Chief Executive, monitoring and supporting their development.</p> <p>Foster positive relationships with all staff and volunteers.</p> <p>Serve on Plantlife committees, working groups or task and finish groups and/or offering your specific expertise to ensure the charity is well managed, has the appropriate policies in place and is legally and financially compliant.</p>

	Support and challenge the Senior Management Team enabling Plantlife to grow and flourish.
Organisational risk prevention	<p>Carry out appropriate risk assessments, monitoring and ensuring effective control is implemented.</p> <p>Keep up to date on Plantlife activity and the wider conservation sector.</p> <p>Use independent judgment, acting legally and in good faith to promote and protect Plantlife’s interests, to the exclusion of own personal and/or any third-party interests.</p> <p>Safeguard the good reputation and values of the charity.</p> <p>Be a trusted and respected spokesperson for Plantlife.</p> <p>Leverage networks and connection to advance the publicity and funding of Plantlife.</p>

To support new Trustees Plantlife offers an induction process, an informal Board ‘buddy’ system, as well as through the opportunity to join site visits that allow Trustees to see the effects of Plantlife’s activities on the ground and meet with staff.

We recognise that some applicants may be new to a Trustee role, we want to reassure these individuals that it is recognised this role is a development opportunity and you will be fully supported and inducted into the role by the Board.

We encourage Trustees to engage with their own informal and professional networks on Plantlife’s behalf.

Person specification

We are looking for applicants with a keen interest, knowledge, and enthusiasm for our work, who are willing to champion wild plants, fungi and the environment, are motivated to deliver meaningful change for nature, and able to devote time to support Plantlife expand its reach and impact.

All applications are welcome. To help balance current Board membership skills, knowledge and experience we would particularly welcome expressions of interest from under-represented groups. This includes those aged 18-30 years as we acknowledge this age group is underrepresented currently, and feel youth representation, influence and impact belongs in decision-making spaces for wild plants and fungi.

We would also welcome applicants with skills, experience or knowledge, in the following areas (these skills, knowledge or experience could be gained from academic courses, work experience, lived experience or other volunteering activities):

- Legal, in particular those experienced in charity law and compliance;
- Skills in digital marketing, social media or PR;
- Campaigning and volunteer management;
- Corporate fundraising, regulatory compliance and green finance.

Applicants should be able to demonstrate the following skills and competences:

1. Willingness and ability to understand and accept their responsibilities and liabilities as a trustee, and to act in the best interests of the organisation, with commitment to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.
2. Ability to think creatively and strategically, exercise good, independent judgement and problem solving, and integrity to work effectively as a board member.
3. Effective communication skills and willingness to participate actively in discussion, respect the views of others and challenge effectively for the benefit of the organisation.
4. A strong personal commitment to justice, equity, diversity and inclusion.
5. Enthusiasm and understanding of Plantlife's strategic objectives.
6. Willingness to lead according to our values:
 - We are Friendly and supportive
 - We are Ambitious
 - We are Collaborative
 - We are Expert and credible

The role is entirely voluntary and unpaid. However, we recognise that travelling for in-person Board meetings and events generally has associated costs. We do not want this to present a barrier to prospective Trustees. Board members are encouraged, in accordance with Plantlife's financial procedures and processes, to claim the costs of covering their reasonable and necessary expenses legitimately incurred while acting on behalf of the charity. This may include carer or childcare costs. Such payments of expenses do not constitute a Trustee benefit. Plantlife also expects and encourages Board members to use public transport whenever possible and/or to lift share.

Applicants must be eligible to be a Trustee in the UK.

Successful candidates will need to complete:

- Disqualification declaration form
- DBS check
- Supply details of referees
- Conflict of interest declaration

Individuals cannot be appointed to trustee roles if:

- They are subject to a lasting power of attorney
- A court has said they are no longer capable of managing their affairs

Circumstances

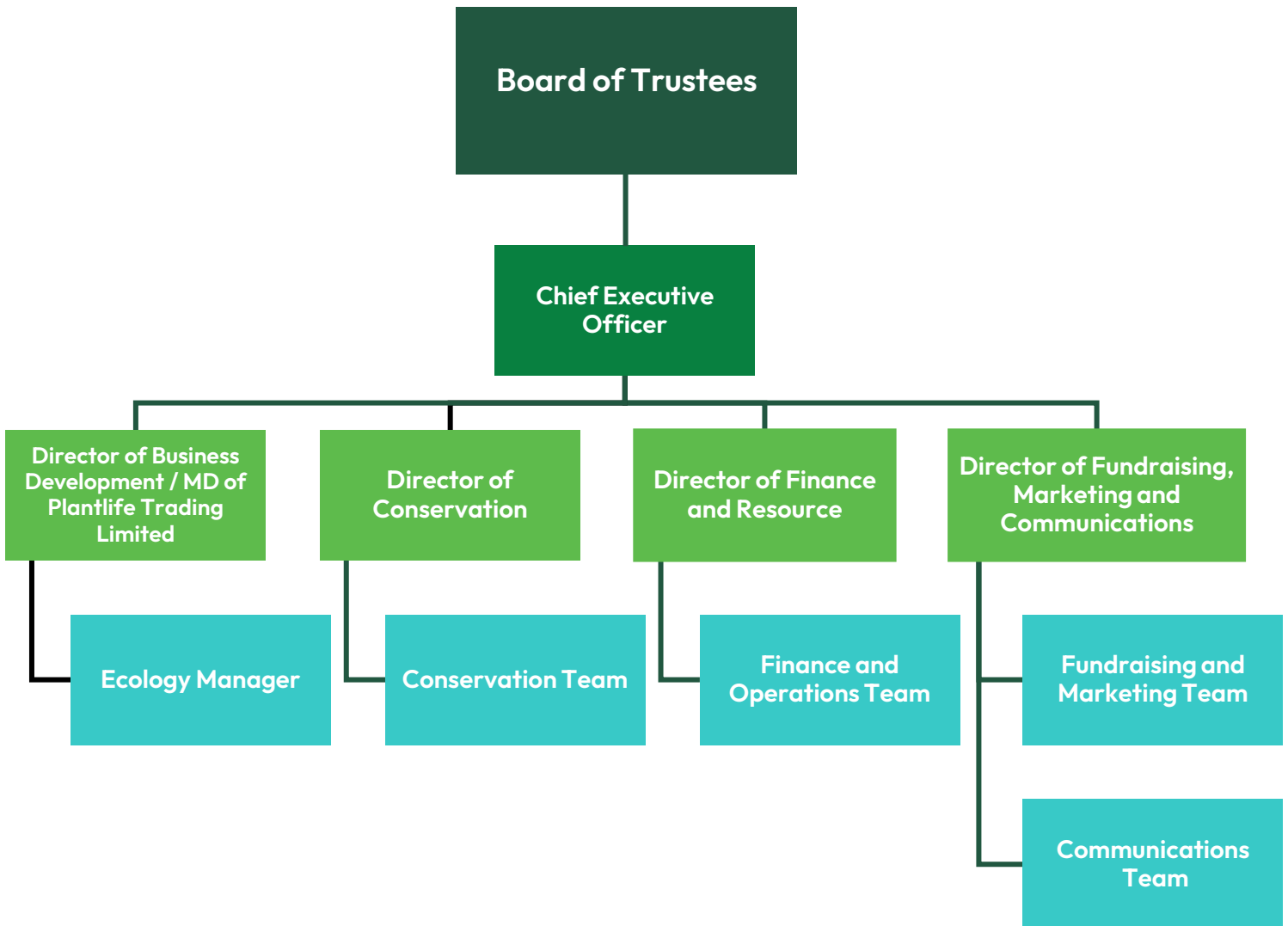
- While there are no fixed hours to this voluntary opportunity, you will be expected to prepare for and join four Board meetings a year. Each meeting lasts for around three hours and takes place outside of working hours, usually the evening. In total, the maximum expected time commitment is 8-10 days per year.
- The Board aims to meet in person twice a year at various locations but offers a hybrid format when physical participation isn't possible.
- Plantlife acknowledge this is a voluntary position and will take a flexible approach around Trustees' availability.
- There are no set hours per week required for the Trustee opportunities.
- Any training associated with this voluntary position will be at the discretion of Plantlife and is not mandatory.
- This agreement is not intended to be a legally binding contract between us and may be cancelled at any time at the discretion of either party. Neither of us intend any employment relationship to be created either now or at any time in the future.

Statement on openness, equal opportunities and diversity in selection of trustees

Plantlife's Board seeks to ensure that the charity follows the principles of equality and diversity and encourages inclusive and accessible participation. Plantlife values diversity, in the widest sense. It considers diversity as essential for its Board to navigate the fast-paced and complex changes facing the voluntary sector. Plantlife recognises that Trustees from different backgrounds, with a variety of experience and perspective are more likely to encourage debate and help the Board make better decisions.

We welcome and encourage expressions of interest from people of all backgrounds. We do not discriminate on the basis of disability, race, colour, ethnicity, gender, religion, sexual orientation, age, veteran status or other category protected by law.

Senior staff structure



How to express interest

To express your interest in becoming a Trustee, please email a short covering letter (maximum one A4 page) and a resume or CV (maximum two A4 pages) together with contact details for two referees, for the attention of Chair of the Board of Trustees at HRTeam@plantlife.org.uk References will only be taken once your express permission has been granted.

Applicant guidance

Your covering letter and resume/CV should set out your interests in Plantlife and how you believe you meet each of the requirements of the person specification. While you may wish to include your academic qualifications and professional experience, we also recognise the importance and value of lived experience. Above all, we are interested in seeing your passion for nature and how you demonstrate the skills and competences set out above.

All applicants will be scored against the criteria set out in the person specification. Please address each point of the person specification in your submission.

Supporting statements of how you meet the criteria with examples, not only provides a wider picture of your skills and experience but also enables your application to be scored higher by the selection panel.

Please avoid the use of acronyms or jargon where possible.

Applications will be made anonymous where possible and will all be scored by a team of panel members.

We recognise that some applicants may not have a wealth of work experience to add to these documents. We don't want you to be put off by this. All experience and knowledge are valid, and we would like to hear about yours, whether work based, education based, volunteer based or via lived experience and interest. If you don't have a resume, please add as much detail as possible to your letter of interest.

If you don't have relevant work experience to add to a resume, we would be interested in understanding more about any voluntary experience, educational experience, or other experiences and interests that may be relevant.

Please contact us if you are unable to submit a written application and we would be happy to discuss possible alternative formats (though note that we may not be able to guarantee anonymous sifting for these).

If you would like an informal discussion about either role, please contact hrteam@plantlife.org.uk, who will put you in touch with a member of the Board.

Diversity monitoring

Plantlife wishes to meet the aims and commitments set out in its Equal Opportunities policy and seeks to build an accurate picture of the make-up of our organisation, including trustees. We would appreciate it if you could complete our Equality and Diversity Monitoring form, although completion is voluntary. The information will be kept separate from your expression of interest and not seen by the recruitment panel.

[Equality, Diversity and Monitoring Form](#)

Please email, with your expression of interest, for the attention of Chair of the Board of Trustees at HRTeam@plantlife.org.uk

How will selection be made?

Written submissions will be anonymised (where possible) by the HR Team and a small recruitment panel of trustees will review expressions of interest received by the closing date against the person specification, to arrive at a shortlist of potential Trustees. This will be an anonymous selection process.

Those shortlisted will be invited to an online interview with the panel. This is an opportunity for prospective Trustees to ask questions and assess whether the role would suit them, as well as for existing Trustees to explore the degree to which each person's profile fits with the person specification and the Board's needs at this time. The recruitment panel will put a recommendation for Trustee recruitment to the full Board for adoption. At this time the Board will have the opportunity to review the CVs/resumes and covering letters of the individuals recommended for recruitment and ask any questions of the recruitment panel.

Key dates

Closing date for receipt of expressions of interest is **Sunday 21st June 2026**. We expect to conduct a sift during the first half of July with a view to notifying shortlisted candidates by Friday 17th July. We anticipate interviewing shortlisted candidates at a mutually convenient date between mid-August and early-September. Interviews will be conducted online. An in-person meeting may also be requested.

Privacy

Plantlife is committed to protecting your privacy. The [Privacy and Security Notice](#) on Plantlife's website explains how and why we use your personal data, to ensure you remain informed and in control of your information. We regularly review this document (minimum of every 12 months) to ensure it remains accurate and up-to-date, and incorporates any changes required by amendments to the General Data Protection Regulation (GDPR) and other legislation. Any updates replace previous versions of this Notice.

We will **never** sell your personal data.

Plantlife takes its responsibilities in relation to personal privacy seriously. If you have any further comments or questions in relation to this, please let us know.

Our governing documents may be found on the [Charity Commission website](#).

plantlife.org.uk

Plantlife is the global charity working to enhance, protect, restore and celebrate the wild plants and fungi that are essential to all life on earth. With two in five plant species at risk of extinction, biodiversity loss is now the fastest it's ever been – which means our work has never been more vital. We champion and accelerate conservation action, working at the heart of a global network of individuals and organisations, to influence and inspire landowners and land managers, public and private bodies, governments and local communities. As time begins to run out, we are using our position as the global voice for wild plants and fungi to bring lasting and positive change to our natural world – for everyone's sake.