

SongBird Survival Trustee Recruitment Pack - 2025

Thank you for your interest in joining our Board of Trustees

This pack provides potential candidates with all the information they should require to apply.

Please visit www.songbird-survival.org.uk/who-we-are/work-with-us to access all the relevant documents and submit your application.



Welcome

We're delighted you're interested in considering being a Trustee for SongBird Survival and supporting our work to protect songbirds in the UK.

Trustees play an essential role in the governance of SongBird Survival and have a pivotal role in shaping and contributing to the successful achievement of our goals.

They lead the development of our charity, and their professional and technical skills and knowledge are extremely important in helping us achieve our critical mission for songbirds.

We hope this pack provides all the information needed to find out more about becoming a Trustee and inspires you to get involved and apply.

Nicky Oliver
Chairman of Trustees

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SongBird Survival. A company limited by guarantee,
and not having a share capital



Registered in England no. **4078747** Charity no. **1085281**

About SongBird Survival

SongBird Survival is an independent charity that has been working since 2000 to solve the ecological crisis for songbirds. Our vision is to create rich, resilient and balanced songbird populations.

We are the only national UK charity solely dedicated to changing the future for songbirds. We make an impact by driving conservation through scientific research, protecting songbirds by raising awareness and inspiring action, and safeguarding the most at-risk songbird species.

Our UK songbirds are facing unprecedented threats. Over the last 50 years, populations have fallen by 50% and continue to decline. Once common species - such as the nightingale and willow tit - have become rare sights and sounds. We live in an era of mass species extinction, driven by threats such as climate change, insect decline, pollution, predation and landscape changes.

One of the ways that SongBird Survival achieves its goals is through scientific research. By investigating the causes of declines in songbird populations and developing evidence-based solutions, the charity can make a real difference on the ground.

Our values which underpin all our work are:

- Courageous
- Community
- Authentic
- Passionate
- Science Driven

Where and how we work



Our vision

Rich, resilient and balanced UK songbird populations

Our aim

Improve, sustain or halt the decline of songbird populations

About this role and who we're looking for

Some of our Trustees will reach the end of their term of office in 2026. We are seeking new Directors to join our Board of Trustees from March 2026.

Over the past 25 years, SongBird Survival has transformed from a passionate grassroots movement to a leading independent charity dedicated to safeguarding our beloved songbird species. From humble beginnings as the Songbird Survival Action Group - formed by a small collective of bird lovers dedicated to halting the decline of Britain's cherished songbirds - SongBird Survival now stands at the forefront of efforts to protect our UK songbirds. Our journey reflects an unwavering commitment to scientific research, public education, and meaningful conservation action.

We're looking for Trustees who:

- share our passion for our mission and the work we do
- would bring new and challenging perspectives to our charity
- could act as an ambassador for our charity and our community.

Improving Board diversity is very important for us to ensure we are more effective and can make better decisions. We particularly welcome applications from younger people, and we are also interested in hearing from candidates with a background or advanced knowledge in:

- Fundraising
- Communications – particularly digital and PR
- Scientific research commissioning
- Ornithology and ecology

Trustee meetings are held every two to three months either in person in London or online. We have an annual AGM and occasional strategy away days. Trustees are also invited to be part of our subcommittees on specialist topics or projects.

Trustees are requested to be available to attend occasional unscheduled meetings and/or engage in e-mail communications which address urgent business as it arises. They may also be asked to join working groups and will be expected to spend time preparing for meetings by reading and considering the papers.

The specific duties of the role are outlined in the role description in this pack.

Remuneration

All work is voluntary and unpaid although expenses incurred in fulfilling your duties will be reimbursed including any travel costs.

Duration

Trustees are appointed for three-year term but can stand again after this period up to a maximum of three terms.

Schedule of meetings

Currently trustee meetings are usually held on Tuesdays during working hours with online meetings lasting 2 hours and face to face meetings lasting for 4 hours. *The schedule is: January, March (AGM face to face), April, July, September (face to face), November.*

How to become a trustee with us

If you are interested in finding out more about the role and whether it will be right for you, we'd love to hear from you and answer any questions. Contact Sue Morgan our Chief Executive Officer, via susan@songbird-survival.org.uk

If you would like to apply, the process as outlined below:

Application

Apply by completing our application form which can be found on our website:

www.songbird-survival.org.uk/who-we-are/work-with-us

Applications are now open and should be submitted by **30th November 2025**. Shortlisted applicants will then undergo an online interview with a small panel including two trustees and the CEO.

If you have any difficulties applying online, we can send a paper application plan or support you in other ways such as telephone or video call.

Contact us on hr@songbird-survival.org.uk

Find out more about SongBird Survival at www.songbird-survival.org.uk

The Role Description

The Trustee Board oversees and accounts for SongBird Survival, ensuring it is at all times solvent, well run, has a good reputation, safeguards assets and applies them for the charitable purposes as declared in the objects of SongBird Survival. The Board and staff team work together to deliver our mission.

The Board must always act in the best interests of SongBird Survival exercising the same duty of care that a prudent person of business would in looking after the affairs of someone they have responsibility for. The Board also makes sure the charity complies with its memorandum and articles of association on all laws and regulations it is subject to.

The Board Members have collective and joint responsibilities and, therefore, Trustees must act as a group and not as individuals.

Responsibilities

The responsibilities of a Trustee are as follows.

- Ensure that the organisation pursues its stated objects (purposes), as defined in its governing document, by developing and agreeing a long-term strategy
- Ensure that the organisation complies with its governing document (i.e., its trust deed, constitution or memorandum and articles of association), charity law, company law and any other relevant legislation or regulations
- Ensure that the organisation applies its resources exclusively in pursuance of its charitable objects (i.e., the charity must not spend money on activities that are not included in its own objects, however worthwhile or charitable those activities are) for the benefit of the public
- Ensure that the organisation defines its goals and evaluates performance against agreed targets
- Approve operational strategies, operational policies and ethical standards for SongBird Survival and monitor and evaluate their performance
- Safeguard the good name and values of the organisation
- Ensure the financial stability of the organisation
- Review and approve the annual financial statements
- Ensure that key financial and non-financial risks relating to SongBird Survival's activities and affairs are identified, monitored and controlled effectively
- Protect and manage the property of the charity and ensure the proper investment of the charity's funds
- Follow proper and formal arrangements for the appointment, supervision, support, appraisal and remuneration of the Chief Executive, delegating all such authority, powers and functions as is required for the management and implementation of SongBird Survival's activities and affairs

- Endeavour to attend all board meetings, ensuring that they are adequately prepared to contribute towards to deliberations
- Exercise independence of judgement, acting legally and in good faith to promote and protect SongBird Survival's interests, to the exclusion of their own personal and/or any third-party interests, and use information received in their capacity as a Director/Trustee with discretion and to the ends for which it is provided
- Keep appropriately informed on SongBird Survival's activities and operating environment, and conversant with their duties and responsibilities as Trustees

In addition to the above statutory duties, each Trustee should use any specific skills, knowledge or experience they have to help the Board of Trustees reach sound decisions. This may involve scrutinising board papers, leading discussions, focusing on key issues, providing advice and guidance on new initiatives, or other issues in which the Trustee has special expertise.

Person specification

- A commitment to the organisation
- A willingness to devote the necessary time and effort
- Strategic vision
- Good, independent judgement
- An ability to think creatively
- A willingness to speak their mind
- An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship
- An ability to work effectively as a member of a team
- A commitment to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.