



Avon Needs Trees - Trustee

12/05/2026



Creating local permanent woodland

Join our Board of Trustees

Avon Needs Trees (ANT) is a registered charity creating new, permanent woodland throughout the Bristol-Avon catchment to fight the climate and ecological emergencies.

We fundraise to buy land to create woodlands that will stand for generations, locking up carbon, boosting local biodiversity, and providing natural flood management as well as publicly accessible green space where appropriate.

ANT was founded in 2019 by environmentalist Nikki Jones and a small band of volunteers. They were concerned by how deforested our area had become and that no charity existed to buy land in our catchment to guarantee the permanence of new woodlands.

We began with two incredibly successful projects in Wiltshire, purchasing two sites of 47 acres, planting and caring for 22,000 native trees with the help of hundreds of volunteers from local and surrounding communities.

In 2023 we started planting Great Avon Wood; a ground-breaking partnership with the Forest of Avon Trust, with over 100 acres of land and 40,000 trees to plant and care for. We have also planted Ed Woods, our first Land Partnership venture, which means we are working with the site landowners to create permanent woodland.

We have just completed the first stage of planting of 422-acre Wick Farm to create Lower Chew Forest, the biggest new woodland in the South West in a generation. We are also leading a Landscape Recovery Project across a wider area in the Chew Valley.

We are also developing our BNG credit sale and ecotourism commercial offers to support our Triodos loan that helped to buy Wick Farm.

Our Values

Ambitious: Our people are nimble and take opportunities, take urgent action to tackle the climate and nature emergencies, are bold in our ambition and scale

Reasoned: We are thoughtful, ethical and reasoned in how we deliver our ambitions

Positive: We are optimistic about the future and our ability to shape it, meeting our mission and challenges with positivity

Trustee (General)

Working alongside: The Chair and fellow Trustees, CEO and other staff as relevant

Time Commitment: The Board of Trustees meets monthly (with the exception of August and December) on the last Monday of the month, from 7.15–9.15pm. Meetings are usually held via Zoom, but may occasionally take place in person in the Bristol area. Additional meetings may be called if required.

In addition to the monthly board meetings, one Annual General Meeting (AGM) is held each year. This is a half-day or full-day meeting and takes place in person in the Bristol area.

Trustees are expected to read papers circulated in advance of meetings, contribute to discussions on agenda items, and participate in voting where required. Trustees will also be asked to review additional documentation outside of meetings, as needed, and provide feedback or formal sign-off.

ANT does not currently have standing sub-committees but we encourage trustees to serve on any task and finish groups or regular subcommittees as needs arise.

Term of Appointment: Your Trustee term lasts three-years from the date your Trustee status is approved. Trustees may serve for three consecutive terms. (Once a trustee has served for three consecutive terms, they may be re-elected after an interval of at least one year.)

Salary: This is an unpaid, voluntary position. Reasonable out-of-pocket expenses can be reimbursed in line with the charity's expenses policy.

Location: Flexible between home, the Lower Chew landscape and central Bristol with travel across our catchment area.

Trustee Role and Tasks Description

Your legacy will be to have a tangible impact on slowing down climate change, helping nature recover by overseeing and bringing out the best in both our people and our projects, enabling us to plant hundreds of thousands of trees and enhance complementary habitats. You will join trustees in having strategic oversight (subject to funding) of the Lower Chew Landscape Recovery project.

You will play a role in shaping a fast-growing organisation that started in 2019 with four volunteers and has grown to a staff team of twenty-six, over 1,000 volunteers and owns 600 acres of land that will grow woodlands of over 160,000 trees.

Trustees play a key role in ensuring the charity delivers its purposes for public benefit while meeting all legal and governance responsibilities. This includes acting in the charity's best interests, using your judgement, care and skills to oversee strategy, resources and risk. Active participation in board discussions is expected, along with supporting the development and monitoring of plans and performance, and helping to maintain strong accountability and transparency. You will also use your knowledge, experience and networks to strengthen our impact, declare and manage any conflicts of interest, and act as a positive ambassador for our work.

Main responsibilities

A trustee's [main responsibilities](#) outlined by our regulators the Charity Commission are:

1. Ensure your charity is carrying out its purposes for the public benefit

2. Comply with your charity's governing document and the law
3. Act in your charity's best interests
4. Manage your charity's resources responsibly
5. Act with reasonable care and skill
6. Ensure your charity is accountable

In addition to this, consider the following to be important responsibilities:

- Actively participate in trustee board meetings
- To understand our aims and objectives as set out in our governing document and ensure that we operate in accordance with them and in the best interests of the charity
- To help set ANT's strategy, including the financial strategy, and ensure implementation and progress is monitored.
- To use your skills, knowledge and experience to further our work, putting aside any personal interests, and declaring any conflicts of interest as they arise.
- To identify any risks to ANT and ensure they are monitored.
- Review all ANT's policies and strategies annually (or whenever there is a significant change) and re-approve at a trustee board meeting.
- Be a strong advocate, internally and externally, for ANT's projects and the benefits they will deliver

It is the duty of all Trustees to perform their roles in good faith, to fulfil the purposes of the charity.

Who can and cannot be a trustee?

Trustees must be 16 years of age or older and be considered a [fit and proper person by HMRC's definition](#).

Legally you cannot act as a trustee if you are disqualified unless authorised to do so by a waiver from the Charity Commission. The reasons for disqualification are shown in the disqualifying reasons table and include:

- Having been disqualified or removed from acting as a charity trustee by a charity regulator
- Being disqualified as a company director
- Being bankrupt or having an individual voluntary arrangement (IVA)
- Having an unspent conviction for certain offences (including any that involve dishonesty or deception)
- Being on the sex offenders' register

More information can be found on the Charity Commission website [here](#).

We do not currently require Disclosure and Barring Service checks on trustees but this may be a requirement in the future.

Potential conflicts of interest are identified and discussed as part of the recruitment process and on an ongoing basis.

Person Specification

Essential / desirable	Specification
Essential	Passion and commitment to addressing the climate and nature emergencies in general and woodland creation in particular
	Ambitious and positive about new opportunities and challenges, especially driving new projects
	Demonstrable understanding of a trustee's legal duties and responsibilities
	Ability to use previous experiences in a relevant manner, whilst at the same time being able to separate oneself from prior allegiances and interests, so that conflicts can be managed openly and transparency guaranteed
	Be comfortable discussing and making decisions on matters outside of your direct area of expertise
	Ability to think strategically and absorb and retain complex information
	Comfort and confidence in managing risk in an uncertain income environment
	Excellent engagement and communication skills (in person, by phone and in writing) and an ability to relate to the public, volunteers, partners, funders, stakeholders and staff at all levels
Desirable	Experience in monitoring and evaluation
	Experience of managing budgets
	Experience of training, coaching or mentoring
	Experience of conservation work or woodland creation
	Experience of a leadership role in the charity sector

How to apply

Application deadline: Tuesday 9th June 2026, 11:55pm

Interview and stakeholder panel date: week commencing 22nd June

Start: July 2026

To complete an application please follow the link [to the application form](#) and submit by the deadline.

If you have any concerns or issues completing the application please email: contact@avonneedstrees.org.uk. Please include the title "Trustee Role" the subject line of your email.

Artificial Intelligence (AI) – Acceptable Use Guidance

We recognise that some applicants may choose to use AI tools when preparing their applications, for example to help organise ideas or refine written responses. We accept this type of use, particularly where it improves accessibility, including for neurodivergent people.

However, all information submitted must reflect your own knowledge, skills and experience. During interviews, prospective trustees will be expected to respond independently and without the assistance of AI tools.

If you require any reasonable adjustments or additional support at any stage of the recruitment process, please contact ANT at contact@avonneedstrees.org.uk.

Our commitment to equality and equity

We would be grateful if you could also complete our [equal opportunities monitoring form](#). This is used for internally monitoring the diversity of applicants to our roles. Your answers will be anonymous and not be connected with your application, or seen by anyone involved in the decision-making process.

Your application will have all personal details redacted before being assessed by our short-listing panel.

As a Disability Confident employer, we will offer an interview to disabled candidates who meet the essential criteria for the role.

To address any diversity gaps in our team we will also offer an interview to candidates who meet the essential criteria and are from under-represented groups. At this time this applies to those from Black, Asian and minority ethnic groups.

Avon Needs Trees is a Living Wage and Disability Confident accredited employer, and a supporter of the West of England Good Employment Charter. We especially welcome applications from under-represented groups.

