

# Non-executive Trustee Director of UKCEH with particular interest in leadership of people, culture and change

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## Overview

The UK Centre for Ecology & Hydrology is an independent, not-for-profit research institute carrying out excellent environmental science with impact. Our 500 staff work to understand the environment, how it sustains life, and the human impact on it so that together, people and nature can prosper. We provide the data and insights that governments, businesses and researchers need to create a productive, resilient and healthy environment. Our research extends from molecular biology to global climate modelling, and we carry out fieldwork across the world, from the semi-arid West African Sahel to the rainforests of South East Asia. Scientific curiosity, integrity and transparency are at the heart of how we work.

Operating from four UK locations, UKCEH employs ca. 500 scientists and has a £40m annual budget.

Our values are Excellence, Integrity and Teamwork.

## The Role

The Non-executive Trustee Director is not remunerated.

Chair of the Remuneration and Appointments Sub-Committee (RASC) with knowledge of pay and reward policy.

Working with our existing Board of 8 members (chaired by Lord Cameron of Dillington) and UKCEH Executive, you will shape and oversee the further development of UKCEH following transition from the public sector to a Company Limited by Guarantee with Charitable status on 1 December 2019.

Trustee Directors determine our future strategic direction to meet our charitable aims and deliver scientific impact as strategic delivery partner for UKRI/NERC as our major funder and commissioner of the national capability we provide for the UK. We aim to maintain and enhance our science impact and reinforce recognition of UKCEH as a world-leading contributor to environmental science and innovation that works with business to build long-term prosperity for all. UKCEH is committed to increasing the impact of our research by engaging with businesses, policy-makers and environmental practitioners through co-design, co-delivery and commercialisation.

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## The expertise we seek

- Clear vision of how people leadership, culture and communication enables organisational performance.
- Strategic leadership expertise on people and employers' responsibilities particularly:
  - **Safeguarding:** carry out legal duties and manage the risks to UKCEH beneficiaries, assets and services: responsibilities to protect from risk of harm those children or 'adults at risk' with whom the charity comes into contact.
  - **Equality, diversity and inclusion.**
- Strong and independent judgement and sound grasp of ethics.
- Excellent understanding of leading major change.
- High calibre communication and collaborative working skills.
- The ability to apply knowledge strategically, think creatively and keep mission focussed.
- Board and/or Executive experience in the private or not for profit sectors.
- Strong skills to positively influence our stakeholders.
- Knowledge of UK corporate governance and charity governance
- A strong network in relevant sectors.
- Experience of world-class research led organisations or scientific education and training.
- Commitment to promote and adhere to UKCEH values of Excellence, Integrity and Teamwork.
- Time capacity to attend Board meetings and contribute to UKCEH events.

*The Board – overall – should be reflective, if possible, of the four UK jurisdictions*

*The Board – overall – should be reflective, if possible, of the diversity of the UK population*