

JOB DESCRIPTION

Position:	Trustee
Responsible to:	Chair of board of trustees
Works with:	Trustees, senior leadership and other staff

Overview:

The role of a trustee at the League Against Cruel Sports is a position of significant responsibility and commitment to the charity's mission of preventing and ending cruelty to animals in the name of sport.

Trustees play a vital role in the governance and strategic direction of the charity. The overriding duty is to pursue the League's charitable objects, but duties encompass monitoring the financial health of the charity, contributing to strategic planning and serving as ambassadors to build and maintain relationships with stakeholders, including donors and the broader community.

Responsibilities include scrutinising plans and budgets ensuring they are aligned to the charity's strategy, providing guidance and oversight to the executive leadership, actively participating in critical shared decision-making processes and ensuring that the charity operates within legal and ethical parameters.

Trustee roles require a strong commitment to the principles of animal welfare, a dedication to the League's goals, and the ability to collaborate effectively with fellow trustees and the executive team.

Overall, trustees at the League play a crucial role in shaping policies and ensuring its sustained impact in the fight against cruelty to animals.

The League Against Cruel Sports is Britain's leading charity working towards a kinder society where persecuting animals for 'sport' is in the past.

Redefining what is acceptable and inspiring change, we were instrumental in helping bring about the landmark Hunting Act 2004. Driven by compassion and empowered by knowledge, we manage sanctuaries to protect wildlife, carry out investigations to expose law-breaking and cruelty to animals, and campaign for stronger animal protection laws and penalties.

United, we will end animal cruelty in the name of 'sport'.

Purpose of Job:

Trustees act as critical friends, offering advice, insight and expertise but are not typically involved in operations of the organisation and shouldn't overrule staff decisions. Overall, trustees should maintain a balance between providing oversight and support while respecting the expertise and autonomy of the staff responsible for operational matters. This helps ensure effective governance and the successful pursuit of the League's mission to end cruelty in the name of sport.

A trustee of the League has a responsibility to ensure that the charity applies its resources exclusively in the pursuit of its objects. As part of that responsibility a trustee will actively contribute to the setting of the strategic direction and overall policy of the charity.

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Principal Responsibilities:

- To take a shared responsibility with the board of 6-10 members to ensure that the League complies with and pursues its objects as defined within its governing documents, charity law, company law and any other relevant legislation, addressing legal and ethical issues as they arise, seeking professional advice when necessary.
- To ensure that the League uses its resources exclusively in pursuance of its objects i.e., that the charity does not spend money on activities which are not in its own objects, no matter how worthwhile or charitable those activities are, and that it acts in accordance with its own ethical framework, the League's values: compassionate, courageous, credible, collaborative and connected in order to be the catalyst for change that animals so desperately need.
- To provide strategic leadership and contribute to the League's mission, vision and strategic objectives, working with the board of trustees to make shared decisions, agreeing overall policy, defining goals and setting targets and evaluating performances against those agreed targets.
- To ensure financial stability of the League as a charity today and for the future, analysing financial reports and ensuring budgets are invested in line with the charity's aims and objects.
- Assess potential risks to the organisation and work with the leadership team to implement effective risk management strategies to protect the charity's assets and reputation whilst ensuring long-term mission success and impact. Risks fall under the main categories of financial, legal, reputational, governance, strategic, operational, fundraising and data protection.
- Collaboratively problem solve, addressing challenges, leveraging diverse perspectives, and making informed decisions to uphold the charity's mission and values.
- To appoint, support and guide the Chief Executive Officer and to monitor their performance.
- Act as a League ambassador, promoting its mission and values to the public, stakeholders and potential donors.

Trustee commitment:

- To participate in the Annual General Meeting, one in-person board meeting and three virtual board meetings per year. Time requirement for preparation, attendance and other queries, c. 8-10 hours per month, with more or less at times according to emergent issues.
- Read and digest complex information via board papers prior to meetings, considering issues raised and preparing any questions or guidance to input at the meetings.
- Participate in interim communications with fellow trustees between meetings as required, intensity will fluctuate according to charity priorities.
- Trustees join on a term of office for three years and can serve three consecutive terms of office.

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Skills/Knowledge	Essential	Desirable
Experience and Knowledge	<ul style="list-style-type: none"> ▪ HR qualification through CIPD or equivalent ▪ Proven experience in HR with at least two years in a senior role ▪ Expertise in employee relations ▪ An understanding of and commitment to the principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership. 	<ul style="list-style-type: none"> ▪ Experience at board level ▪ CIPD membership ▪ Understanding of employment legislation ▪ Prior trustee experience or strong understanding of legal duties, responsibilities and liabilities of being a trustee ▪ Strong understanding of charity laws and regulations ▪ Strong understanding of animal welfare legislation.
Skills and Competencies	<ul style="list-style-type: none"> ▪ A genuine empathy and compassion for animals and commitment to the objectives and purpose of the League ▪ Able to lead, inspire, motivate influence others to achieve the League's objectives ▪ Excellent communication skills and the ability to effectively influence stakeholders to garner support for the League's strategic initiatives, with the diplomacy to remain respectful of opposing ideas ▪ Able to analyse and understand issues and make rational judgments based on relevant information ▪ Financially astute ▪ Good attention to detail, ability to think strategically, anticipate implications of decisions, assess risks, monitor trends 	<ul style="list-style-type: none"> ▪ The ability to work in challenging environments, such as times of change, organisational crises, conflicting stakeholder interests, with resilience, managing challenges in an emotionally mature way. ▪ The ability to drive forward change and adapt your response accordingly to changing needs and circumstances.

I acknowledge receipt of this job description. I confirm that I have read, understood and accept the requirements of this role.

Signed by the employee:

Printed name:

Date:



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