

CHAIR RECRUITMENT PACK

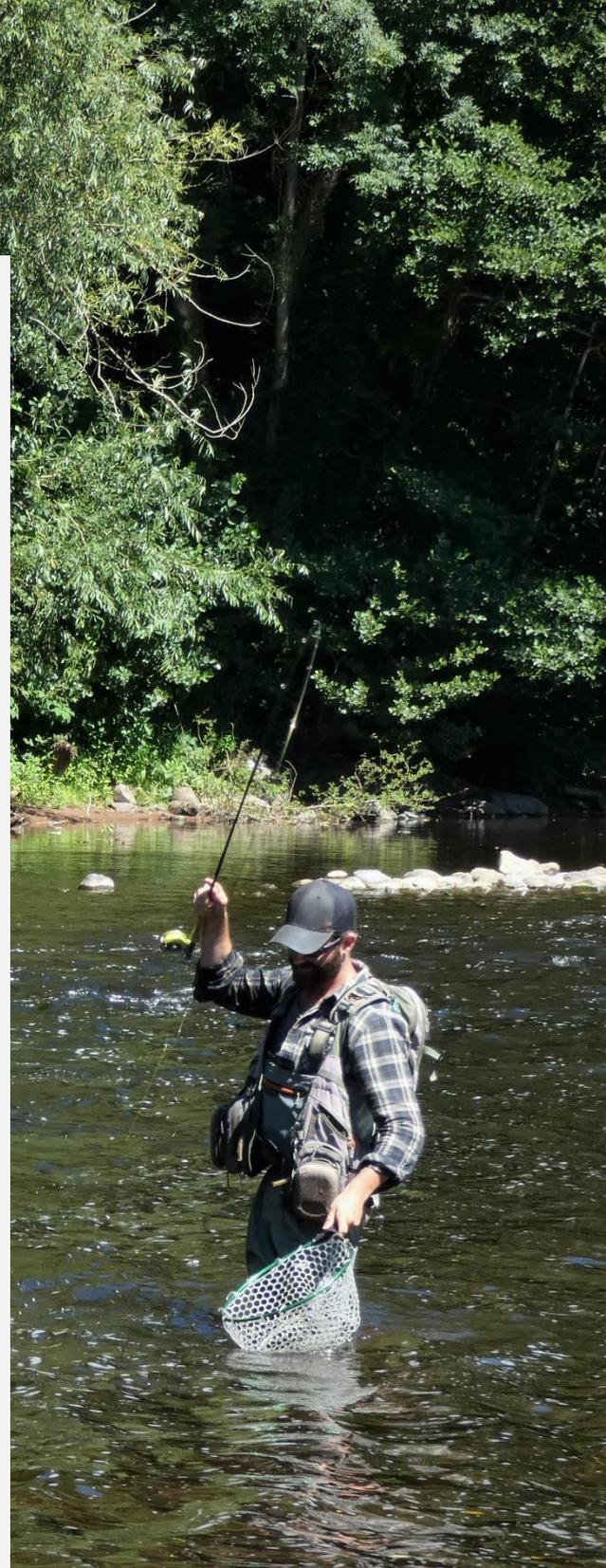
A hugely exciting opportunity

Fishing is one of the country's largest participation sports and as the National Governing Body in England we are searching for a new Chair.

The Angling Trust is a not-for-profit organisation, representing anglers. Our mission is to fight for fish, fishing and the environment, creating opportunities for all within society to experience fishing in a healthy aquatic world.

The benefits of angling have never been more widely recognised and as the new Chair we will be looking to you to help embed our inclusivity strategy, encouraging all within society to experience fishing.

ANGLING TRUST
SEPTEMBER 2021



Ensuring access for everyone

Angling is one of the most popular sports in the UK with around 3 million people going fishing each year. It has such a powerful and positive influence on the lives of adults and children alike; not only does it provide opportunities for enjoyment, well-being and achievement, but it can also help develop self-esteem, leadership and teamwork. Angling is being prescribed by the NHS as a therapy and we are looking for a Chair to help us to expand our reach and influence.

The Angling Trust is determined to do all it can to help everyone involved provide a safe and enjoyable environment. Our objective is to encourage diversity of gender, ethnicity, age and accessibility throughout the organisation and in angling participation generally. The organisation, from the Board to the Executive, to the volunteers and all our Members, whether individual or club, need to reflect the diverse culture of our country and to build bridges with all communities. It will be a key role of the new Chair to drive this agenda and build a diverse and inclusive angling community.

Fighting for the environment

David Bellamy famously described anglers as the custodians of our waterways, without whom our rivers would be treated like sewers.

The Angling Trust has established itself as a leading voice in the protection and enhancement of the aquatic environment. Working across saltwater and freshwater the new Chair will sit alongside the Chairs of other leading partner NGOs in advocating greater environmental protection, lobbying for positive change and influencing political and NGO stakeholders in developing policy.



The Chair will take an active role in championing environmental best practice and develop partnerships with donors, funders and their NGO counterparts in support of the environmental objectives of the organisation.

How has COVID impacted angling?

We appointed a new CEO in January 2020 who has steered us through the COVID crisis. Our lobbying activities ensured that the sport of angling was one of the first to resume after the first lockdown and remained accessible during subsequent lockdowns.

Lockdown has, in fact, introduced many new entrants to the world of angling and our ambitious new five-year strategy is focussed on ensuring that benefits of angling are accessible to everyone in society. This means both enabling participation and ensuring that we have a safe and sustainable environment for fish and fishing.

What will you be involved in doing?

The Angling Trust is a diverse and highly effective organisation focused on a series of areas:

Lobbying, Campaigning and Advocacy: on behalf of its members and the wider angling community to protect and improve fish stocks, their environments, and the right to fish for them.

Angling and Environmental Projects: working in partnership with stakeholders to carry out projects to improve angling and the water environment, educating and informing the angling community and championing a healthy environment.

Promoting and Developing Angling: working with partners to create opportunities for all in society, increasing the diversity and number of participants, the frequency of participation and upholding the standards of safeguarding and coaching.

Competitions Infrastructure: providing a wide range of Angling Trust regional and national competitions in England for all angling disciplines and supporting England's national teams to achieve international excellence.

Membership and Fundraising: providing membership benefits, education, advice and information to a wide range of categories of membership to support the infrastructure of angling in England and Wales.



Our relationship with Fish Legal - making polluters pay

The Angling Trust is united in a collaborative relationship with Fish Legal (previously known as the Anglers' Conservation Association, founded in 1948). Fish Legal was set up to protect all inland and coastal waters in the United Kingdom from pollutions and other damage.

Fish Legal solicitors represent the organisation's member clubs, fisheries and riparian owners in seeking compensation from offenders who cause pollution or other damage to rivers and still waters. Fish Legal also obtains injunctions to prevent activities which threaten to damage the aquatic environment – if broken, offenders can find themselves in contempt of court and can even be jailed.

The broad policy, managerial and financial concerns of Fish Legal are managed by the Fish Legal Committee.

Where are we going?

Our objectives for the next five years

With your support we will:

- Grow membership and fundraising income
- Increase participation in angling in England and Wales offering opportunities for all within society to benefit from fishing in a safe and welcoming environment
- Establish ourselves as the leading lobbying organisation in the representation of fish, fishing and the aquatic environment
- Deliver an exciting new programme of competitive events across angling disciplines
- Create world-class international teams ensuring the Team England brand is an aspiration for competitive anglers of all disciplines
- Protect and restore freshwater and marine fish stocks and their environments



Who are we looking for?

We are seeking a new Chair as George Stephenson will step down in 2022, following a successful nine-year tenure in post. We are looking for an individual who can continue to build and grow on our successes, increasing our membership and influence, widening participation and increasing diversity within our organisation and sport.

The Chair of the Angling Trust is also a member of the Fish Legal Committee. All members of the Fish Legal Committee must be willing and eligible to act as a Director of the A.C.A. Trustee Company Limited.

You will ideally be keenly interested in issues affecting angling and the water environment. As the Chair you will be leading an experienced Board and setting a clear tone from the top. You will have the ability to forge strong partnerships and be able to show a clear commitment to increasing diversity and inclusion within angling. We would welcome individuals committed to offering opportunities for all within society.

Opportunities and Benefits

You will have the opportunity to:

- Drive change in one of the biggest participation sports in the country
- Ensure the health and wellbeing benefits of angling are accessible to all
- Make a positive difference to the environment
- Benefit from training and personal development
- Build a network across sports NGBs, environmental NGOs and Government departments
- Lead a highly skilled board from diverse sectors and backgrounds
- Engage directly with a diverse cross section of society
- Lead one of the most active volunteering communities in the UK



The Angling Trust Board

The Angling Trust Board is the decision-making body of the organisation with responsibility for strategic direction and financial management. The Board is comprised of up to 12 members. Up to four Directors are nominated by the subscribing membership of the Angling Trust – “Nominated Directors”. Up to seven members are Independent and co-opted onto the Board, including the Chair. The Chief Executive is an ex-officio member of the Board.

The Angling Trust Board meets formally four times a year and there are a number of sub-committees which meet at varying intervals. The Chair of the Angling Trust Board is also a member of the Fish Legal Committee and director of the A.C.A Trustee Company Limited, both of which meet formally four times a year on the same day.

There are usually two joint meetings of the Angling Trust Board and Fish Legal Committee each year.

The Recruitment Process

All application enquiries should be directed to:

karen.watkinson@anglingtrust.net and marked 'Chair Vacancy'.

Applications are invited via an applicant information form, which is downloadable from the website or available on request via email.

If you would like an informal discussion with the current Chair prior to applying for the role, please contact karen.watkinson@anglingtrust.net to make the arrangements.

We are committed to equality, diversity and inclusion and if you require any additional support to enable your application, please let us know.

Shortlisted candidates will be invited to an initial interview with the Nomination Committee, and potentially a second interview with the wider Board.

The successful candidate will shadow the outgoing Chair at the May 2022 Board meeting and following a handover period will be appointed to an initial three-year term, commencing August 2022, with an option of two further three-year terms. A full induction pack will be provided.



Role Description

Title: Chair

Remuneration: Legitimate and reasonable out of pocket expenses only

Location: Home based (meetings held primarily in London)

Time commitment: Approx. 3 days per month, including approx. 15 meetings per year:

- 4 x Angling Trust Board meetings
- 4 x Fish Legal Committee meetings
- 1 x Annual General Meeting
- Sub-committees as required

Role Purpose

Responsible, as part of the Board, for the overall governance and strategic direction of the Angling Trust.

Developing the organisation's objectives and goals in accordance with legal and regulatory guidelines.

Provide leadership of the Board and work with the Chief Executive in guiding the strategic direction of the Angling Trust and in overseeing and supporting the work of the Senior Management Team delivering the annually-agreed business plan.

Safeguard and promote the good name and values of the organisation, promoting our work and acting as a spokesperson.

It is expected that in order to achieve success the Chair will:

- Oversee the continuous review and development of a long- term strategy for the organisation within the vision, mission and values established by the Board
- Set 'the tone at the top' and be a personal role model for the behaviours of the organisation
- Take a leading role in promoting and increasing diversity and inclusion within the sport of angling
- Ensure the Board has and maintains the optimum blend of skills, diversity and experience
- Oversee the development of policy proposals for Board discussion and decision
- Provide ongoing review of the performance of Directors and the Chief Executive
- Oversee the protection and enhancement of the reputation of the organisation
- Oversee the fulfilment by the executive of the organisation's constitutional, regulatory and legal obligations
- Represent the organisation appropriately and effectively

Skills and personal attributes

The appointed person should have the following qualities:

Experience

Knowledge of not-for-profit sector good governance practice

Personal Qualities

- Consensus-building
- Responsiveness
- Realism
- Honesty
- Enthusiasm
- Independent judgement



Specific Abilities

- Leadership, strategic vision and approach
- Excellent communication and people skills
- Able to build networks and make connections
- Able to support a Chief Executive and their management team
- Fundraising and stakeholder management
- Commitment to the organisation's mission and to develop the organisation and Board in line with the agreed strategic direction
- Understand the importance of a positive public perception of angling to develop the sport
- Act as champion and uphold the Trust's values with regards to diversity and inclusion
- Personal integrity and a commitment to the organisation and its objectives

