

Director Recruitment Pack

Join us in our mission to fight for fish, fishing, and the environment—we're looking to appoint three new non-executive directors to our board who will help us deliver our "Fishing for Good" strategy and encourage everyone to experience fishing.

Fishing is one of the country's largest participation sports and the benefits of angling have never been more widely recognised—the Angling Trust is the national governing body for the sport of angling in England as well as a leading environmental NGO, representing anglers and creating opportunities for all to experience fishing in a healthy aquatic world.

Angling Trust

April 2024



Access for everyone

Angling is one of the most popular sports in the UK with around 3 million people going fishing each year—providing opportunities to develop self-esteem, leadership, and teamwork as well as promoting a sense of achievement, wellbeing, and fun. Angling has such a powerful and positive influence on the lives of adults and children alike, it's now prescribed by the NHS as a therapy.

The Angling Trust is determined to help develop an inclusive angling community, enabling fishing for all in a safe and enjoyable environment. We want to see the entire organisation, from the board and the executive to the volunteers and our members, both individual and club, to reflect the incredible mix of people that make our country so diverse—and we want to build bridges with all communities.

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—we work across saltwater and freshwater alongside other leading partner NGOs in advocating greater environmental protection, lobbying for positive change, and influencing political and NGO stakeholders in developing policy.



Making polluters pay

We are united in a collaborative relationship with Fish Legal (previously known as the Anglers' Conservation Association, founded in 1948) which 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.

Fishing for Good

Our lobbying activities ensured the sport of angling was one of the first to resume after the initial Covid-19 lockdown—and remained accessible during subsequent lockdowns.

Many new participants were attracted to the world of angling during the pandemic and our ambitious new five-year strategy, Fishing for Good, is focused on ensuring the benefits of angling are accessible to everyone in our society—from enabling participation to promoting a safe and sustainable environment for fish and fishing.

Our values

Passion—we place anglers and angling at the heart of everything we do

Respect—we respect each other and work to ensure angling is inclusive and open to all

Listen—we listen to our colleagues, members, stakeholders, and the wider angling community

Collaborate—we collaborate, learn, and grow together

Accountable—we are accountable, transparent, and strive to deliver the best for angling and the environment



Our objectives

- Fight for fish, fishing, and the environment
- Protect the legal right to fish
- Establish role models and pathways to participation through coaches, volunteers, and community leaders
- Create new, accessible opportunities for people to enjoy fishing within their communities
- Promote the proven benefits of angling to mental health and wellbeing
- Increase diversity, reach, and promotion of angling
- Support efforts to combat illegal or damaging fishing activities
- Deliver gold standard competitions
- Develop pathways to international success across all disciplines
- Ensure good governance as well as welfare and safety

Our board

The Angling Trust board is the decision-making body of the organisation with responsibility for our strategic direction as well as operational and financial oversight.

There are twelve board members in total—the chair and most of the directors are independent and co-opted onto the board, with up to four directors nominated by the subscribing membership of the Angling Trust (“nominated directors”) and the Chief Executive as an ex-officio member of the board.

Our board of non-executive directors collaborate as a group and with the Chief Executive to guide the strategic direction of the Angling Trust as well as to oversee and support the work of the executive in delivering the annually agreed business plan—and our directors are collectively responsible for the actions of the organisation.

Our Board member roles are unremunerated, although reasonable legitimate expenses may be claimed, and the time commitment is approximately 10 days per year—four formal meetings (usually midweek in London) and one annual general meeting, as well as any virtual meetings with sub-committees as required.



Becoming a director

- 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
- Join a network across sports NGBs, environmental NGOs, and government departments
- Engage directly with a diverse cross section of society
- Help to lead one of the most active volunteering communities in the UK

Your responsibilities as a director

As a director, you will be responsible to the chair of the Angling Trust and your key objective will be to promote the work of the Angling Trust.

- Ensure the organisation complies with its governing documents, company law, and any other relevant legislation or requirements
- Actively contribute to the board's role in giving firm strategic direction to the organisation, establishing overall policy, defining goals, setting targets, and evaluating performance against agreed targets
- Ensure the organisation pursues its objects as defined in its governing document
- Oversee the effective and efficient administration of the organisation
- Safeguard the good name and values of the organisation
- Declare any conflict of interest whilst performing the duties of a board member
- Help establish effective communication between the Angling Trust and its members or potential members
- Maintain availability for meetings where required with Angling Trust stakeholders and partners on agreed issues
- Support the Angling Trust national and regional staff on communicating policy to members, prospects, and stakeholders
- Stay informed about the activities of the organisation and wider issues which affect its work
- Positively promote the work of the Angling Trust amongst the angling community
- Prepare for and attend planned meetings and read any distributed papers

Are you our next director?

We are looking for people who can help us deliver our objectives, grow and build on our successes, increase our membership and influence, widen participation, and celebrate the ever-growing diversity within our organisation and sport.

You will be keenly interested in issues affecting angling and the aquatic environment, ready to bring your knowledge and skills to your role as a director of our experienced board.

There are currently three vacancies and we would love to welcome those who can add to the mix of our Board members by bringing new thinking styles, backgrounds, personalities, and perspectives to our table—and we believe we could make even better decisions if we had a more inclusive mix of people from under-represented communities on our Board in order to more closely represent the wonderfully diverse world of angling today.

What you bring to the role

- Impressive communication and social intelligence
- Enthusiasm for developing angling and protecting the marine and freshwater environment in line with the agreed strategy
- Collaborative approach to working as part of a team and agreeing a consensus position
- Capability to perform the duties of a director in a company limited by guarantee
- An appreciation for the importance of a positive public perception of angling to develop the sport
- Excellent independent judgement
- Willingness to join in discussion and the courage to check and challenge
- Prepared to give approximately 10 days per annum as a director working on behalf of the Angling Trust without remuneration, other than reasonable legitimate expenses incurred



How you might stand out

There are areas of expertise we'd like to see more of in our board mix, so we're very interested in hearing from applicants with one or more of these skillsets.

- fundraising
- policy / advocacy / marine
- digital marketing / PR / communications
- domestic competitions / elite performance / sports participation



Ready to join us?

Please email our Governance Manager, Karen Watkinson, at people@anglingtrust.net to apply directly or arrange an informal chat about the role—and do let us know if you require any additional support to enable your application.

To apply, please submit your CV along with a covering letter to tell us a bit more about how you will add to the mix of our board and strengthen our effectiveness with your skillset, perspective, background, or thinking style.

The closing date for applications will be [31 May 2024](#).

Applications will be reviewed by our Nominations Committee on 11 June 2024 and any suitable candidates will be given further details of our interview process.

We take your privacy seriously and will only use your personal information to administer your application for this role—when you apply, we will process your details for this vacancy only and we will never pass your details onto a third party. We may contact you by email or telephone about the progress of your application. This processing is conducted lawfully based on legitimate interests.