

Charity Trustee Recruitment Pack



June 2026



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Message from the Co-Chairs

Dear Candidate

Thank you for taking an interest in joining our organisation. The Green Action Trust is a long established, award-winning environmental charity which has been around in a number of forms since the 1980s.

Our mission is to to enable and deliver an environment which adapts to our future climate; enhances and restores nature and biodiversity; fosters healthy lifestyles and wellbeing; and supports a sustainable economy. We will achieve this by influencing our partners, and by working collaboratively to deliver projects and services that build equitable, resilient communities and a greener country.

We have a considerable responsibility for the delivery of the Central Scotland Green Network, one of Europe's largest greenspace infrastructure projects, however we are also actively engaged in urban regeneration and environmental initiatives, particularly working in partnership with local authorities.

We welcome any candidates but are also interested in priority skills, in particular, we are keen to meet candidates that may be working, or have worked, within the areas of:

- Information Technology/digital transformation; or
- Charity Finance/Financial Governance; or
- Marketing and Communications.

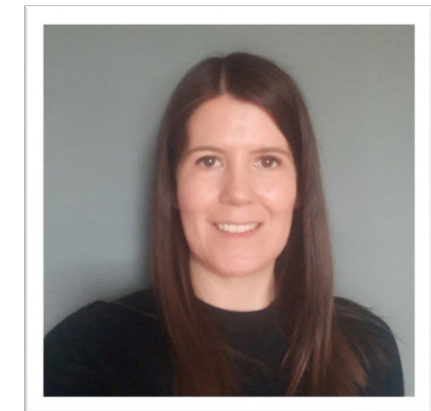
If you feel you can assist the Board to take forward its exciting programme, we look forward to hearing from you. We are committed to building a diverse Board, so we welcome applications from all sectors of society, regardless of ethnicity, age, gender, disability or religious persuasion.

We look forward to meeting you.

Angus and Heather



Angus Bodie, Co-Chair of the Board of Charity Trustees



Heather Claridge, Co-Chair of the Board of Charity Trustees

Introducing the Trust

The Green Action Trust is one of Scotland's leading environmental regeneration organisations, working extensively for the Scottish Government and its key agencies, along with many of Scotland's local authorities.

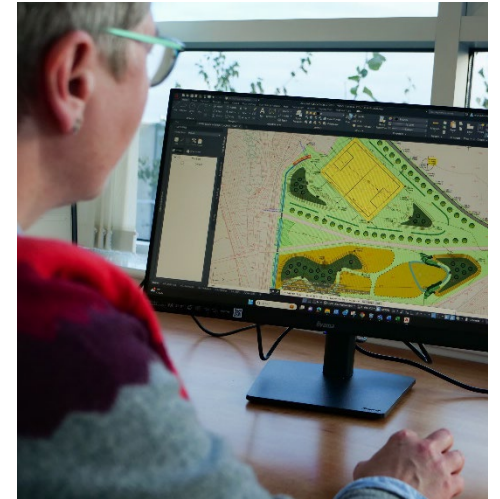
Specifically, we have responsibility for delivery of the Central Scotland Green Network (CSGN), a National Development within NPF4, and one of the largest green infrastructure projects in Europe.

In recent years, the Trust has broadened its focus and is now active across the whole of Scotland. This opportunity is largely due to reducing capacity in the public sector and an increased demand for the skills and services that the Trust has to offer.

Two of the Trust's key capabilities are an ability to provide complete end-to-end project solutions, from inception to delivery, and a capability to source and raise funding to enable projects to get off the ground.

We have an enviable position as a member of the Scottish Government's Environment and Economy Leaders Group, which means we are well positioned to access the structural funds of Scottish Government, and those from foundations, that underpin many environmental programmes and initiatives.

We operate from our office base in Steps, North Lanarkshire. We also have a satellite office in Fife, which supports our work on the Leven Programme.



Our Work

Our work streams are tied to supporting action on climate change, biodiversity loss and environmental quality, all linked to national policy. We support and deliver environmental regeneration projects, from large-scale partnership programmes, to local community initiatives. Our expertise allows us to enable real landscape change, which benefits the natural environment and people's quality of life.

We deliver environmental solutions that include greenspace enhancement; woodland creation and management; transforming vacant and derelict land; green active travel; sustainable water management; and improving habitat and biodiversity. We manage projects from inception to delivery, including the following key stages:



**Pre-Project
Consultation
& Advice**



**Site Survey
& Feasibility**



**Stakeholder
Engagement**



**Concept
Design**



**Project & Contract
Management**



**Monitoring &
Evaluation**

Strategic Partners include:

Scottish Government, local authorities, SEPA, Scottish Forestry, Forestry and Land Scotland, Scottish Canals, Scottish Land Commission, Crown Estate, NatureScot, Sustrans, Scottish Water, Scotland's Towns Partners, BIDs Scotland and Scottish Enterprise.

The Opportunity

We are an ambitious organisation with a great opportunity to assist Scotland with its climate change challenges. We have successfully completed an important process of change which includes refreshing our strategic purpose and are now adding new members to our Board, broadening the skill set so that we can provide the Trust with the leadership that it needs.

As a member of our Board of charity Trustees, your focus will be to assist us strategically by applying your specific skills and experience to ensure we meet all our commitments. It would be helpful if you hold previous Board experience although this is not essential. We respect that your time will be limited so we want to be clear about our expectations. If you can commit 1-2 days per month, this will meet our needs.



We have a very capable senior management team who will provide you with all the support you will need to ensure that your time is spent providing us with your expert guidance and knowledge. We do not expect you to get involved in the operational detail of managing the Trust, but we will want your assistance to help shape our policy and strategic plans.

If you have an interest in the environment and want to apply your professional skills to a valuable purpose, the Green Action Trust could be the place for you.

Key Priorities

- Provide leadership and set the overall direction of the Trust
- Direct the Trust's strategy and structure
- Monitor, and be responsible for, the performance of the Trust
- Ensure that the Trust complies with relevant legal and regulatory requirements
- Act as guardian and custodian of the Trust's assets
- Ensure that the governance of the Trust is effective



Why Join?

- This is a great opportunity to help shape our charity as a leading force for good
- Working on a charity Board can be fun; we want this to be a positive experience for you
- 96% of people who sit on charity Boards say they develop new skills
- And 84% of people say that it has helped their professional and personal development
- We want to make sure our focus is positive and not overly bureaucratic, so we will concentrate on our future and spend less time scrutinising the past
- We will provide you with an induction programme, so you don't need to know everything straight away
- The climate emergency is upon us, and you can provide the leadership to make real change happen



How to Apply



The Office of the Scottish Charity Regulator (OSCR) advises all charities that they should embark on a robust process of recruitment and assessment for the appointment of charity Trustees. We want to make applying to join us as simple as possible, while following OSCR's guidance.

For an informal discussion with our CEO/Co-Chairs, and to receive details of our Governance Framework, please contact:

Rebecca Robertson, Executive Administration Manager
rebecca.robertson@greenactiontrust.org

If you would like to apply, please forward the following documentation to recruitment@greenactiontrust.org:

- a) A covering letter setting out your experience and reasons for being interested in the role
- b) An up-to-date CV
- c) Detail of two referees

Our Details



- a: First Floor Right, 2 Buchanan Gate Business Park, Cumbernauld Road, Stepps, North Lanarkshire G33 6FB
- w: greenactiontrust.org
- in www.linkedin.com/company/green-action-trust/