

Trustee to the Board – Chair of Finance and Audit Committee

Closing date: Thursday 15 October 2026 at 10am

Interview date: November 2026 (details to be confirmed)

Join the Board of the National Biodiversity Network Trust

Do you have the skills, experience, and passion to help a UK-wide environmental charity tackle the nature emergency using the power of data?

Can you leverage your financial skills to ensure the charity maintains a strong financial foundation?

Would you be excited to join the board of trustees as we prepare for a full [strategy refresh](#)?

The National Biodiversity Network Trust (NBN Trust) is looking to recruit an individual to join our board of trustees. This individual will also fill the role of Chair of the boards Finance and Audit Committee, playing a key role in **leading strategic, non-executive oversight of robust financial management for the charity and ensuring that the board are able to meet their collective fiduciary duties**. Candidates should have strong financial acumen and the ability to provide strategic and governance-level financial oversight.

About the NBN Trust: National Biodiversity Network Trust

Over the past 26 years, the NBN Trust has fundamentally changed how biodiversity evidence is shared and used in the UK. What began as a pioneering, but relatively small data resource - fewer than 15 million species records - has grown into a world leading national infrastructure. More than 385 million records are now openly available through the [NBN Atlas](#), our data portal, which is one of the world's largest publicly accessible sources of biodiversity data, and is relied upon by conservationists, researchers, and educators across the UK and beyond.

This scale matters because better data leads to better decisions and crucially, this data is not just collected - it is used. With billions of records downloaded and shared globally, NBN Atlas data informs real-world decisions, from local conservation action to national policy and international research. As a trusted national platform, it also connects local recording to global initiatives such as GBIF: Global Biodiversity Information Facility, ensuring UK biodiversity data contributes to tackling worldwide environmental challenges. In short, the NBN Trust has turned biodiversity data into a critical national asset, powering evidence-based action to protect and restore nature.

The numbers tell a powerful story of an unprecedented expansion of ecological knowledge. But it is the collective effort behind this that has created a truly collaborative movement for open data. Much of the data we share is created by the UK's remarkable community of volunteer wildlife recorders. We make sure that all their hard work has the greatest possible impact for nature as we work together through the National Biodiversity Network (NBN) - the UK's largest partnership for nature.

Becoming a Trustee

We're passionate about making nature conservation accessible to everyone, and we encourage applications from people from all backgrounds, including those that are under-represented in the environmental field.

As a Trustee, you'll play a key role in supporting the NBN Trust's mission by offering strategic guidance, oversight and specialist insight. Trustees share collective responsibility for ensuring the charity is well-governed, financially sustainable and operating in line with its charitable objectives.

Trustees are also responsible for meeting the legal duties set out by the Charity Commission, which include:

- Ensuring the charity is carrying out its purposes for the public benefit
- Complying with the charity's governing document and the law
- Acting in the charity's best interests
- Managing the charity's resources responsibly
- Acting with reasonable care and skill
- Ensuring the charity is accountable

Trustees provide strategic direction, oversee performance and risk, and support the Chief Executive and staff team in achieving impact. While the role is non-executive, Trustees are expected to ask constructive questions, offer informed challenge, and act as ambassadors for the NBN Trust and its values.

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Key Information

- Time Commitment: Approximately 12 - 14 days per year, including attendance at four Board meetings, Committee meetings, our annual conference and team workday as well as time for reading papers.
- As well as attending meetings of the board, Trustees are expected to sit on one of our committees. This post will sit on the Finance and Audit Committee serving as Chair of the committee.
- Board meetings are usually held in person at an accessible venue in London. Occasionally, board meetings are held online using MS Teams. Board meetings take place quarterly, four times a year, between 11am-3pm.
- Quarterly committee meetings are usually held online.
- Additionally, the Chair of Finance and Audit Committee will attend planning meetings with key staff in advance of each Finance and Audit Committee meeting.
- Trustees are appointed for a three-year term, with the option to renew for one further term.

- Applicants must currently reside in the UK.
- All Trustee roles are voluntary, with reasonable expenses such as travel reimbursed by the Trust.

How to Apply

Please upload your CV and covering letter addressing the criteria for the role. Please also complete the [skills survey](#) as part of your application.

Please provide contact details for two referees (who will not be contacted without your consent).

Please make sure you read the Recruitment FAQs on our website before submitting your application.

For any questions not covered there, please contact Pete Tomlin at p.tomlin@nbn.org.uk.

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Interviews: November 2026 TBC

Successful candidates will be invited to attend the Finance & Audit Committee Thursday 21 January 2027 as an observer, and the Board meeting on Thursday 11 February 2027 as an observer and will be formally appointed at that meeting.

Person Specification

We are seeking to recruit a trustee with strong financial acumen and the ability to provide strategic and governance-level oversight of the charity's finances. Candidates should demonstrate their suitability in line with the following criteria:

Skill / Competency	Assessment Criteria	Assessment Stage A = Application, I = Interview, P = Presentation
Strategic & Analytical Experience in Finance, Accountancy or Audit	• Demonstrates a sound and strategic understanding of financial management accounting and reporting, particularly in the charity sector.	A/I
	• Oversight of internal controls, risk management, and financial governance within a charity or corporate context.	A/I

	• Professional qualification or substantial experience in finance, VAT/tax, accountancy, audit or a related discipline. • Ability to assess financial information, challenge assumptions, and contribute to high-level decision-making that ensures organisational sustainability and strategic delivery.	A A/I
Providing concise and accurate financial reporting	• Demonstrates track record of providing high level financial reporting (ideally at a board level) ensuring visibility and understanding of key information and risk is understood by colleagues. • Ability to communicate complex financial information to non-finance experts.	A P
Governance and Compliance Awareness	• Understanding of trustees' responsibilities under charity law. • Understanding of charity governance.	A I
Collaborative, Empathetic and Constructive Approach	• Ability to work effectively as part of a Board and committee, offering informed challenge in a supportive manner. • Willingness to engage in open discussion and reach consensus in the best interests of the charity. • Understands the dynamics of non-executive – executive collaboration and communication.	A A I A
Commitment to the NBN Trust's Mission and Values	• Enthusiasm for using data to protect and restore biodiversity. • Demonstrable commitment to equity, diversity and inclusion (EDI) and to increasing diversity within the executive and non-executive.	I A

Additional Information

[NBN Trust Strategy](#)

[2025/26 Annual Impact Report](#)

[NBN Trust 2026/27 Business Plan](#)

[NBN Atlas Strategy 2025/30](#)

Future Dates

Please be aware of the following dates, which the successful candidate will be asked to attend:

NBN Conference & AGM Thursday 19 November 2026

Finance & Audit Committee Thursday 21 January 2027

Board of Trustees Meeting Thursday 11 February 2027

Finance & Audit Committee Thursday 22 April 2027

Board of Trustees Meeting Thursday 13 May 2027