

Information for applicants:

We are looking for up to three new trustee directors to help guide the work of the Elan Valley Trust. The new directors will join the Trust at an important time, as we seek to address the challenges of nature loss and a changing climate across this key water catchment, and much-loved place for physical recreation.

The Elan Valley Trust

The Elan Valley Estate and neighbouring Cwmdauddwr Common are in the heart of the Cambrian Mountains and cover around one per cent of Wales. The Estate forms the water catchment for the Elan and Claerwen Valley Reservoirs that supply Birmingham, and parts of the West Midlands and Wales with water. The landscape is one of remote upland plateau intersected by steep-sided, wooded valleys. Much of the area is designated for its nature conservation value.

The Elan Valley Trust was established in 1989 by Dŵr Cymru Welsh Water (DCWW) to:

- preserve, maintain and enhance the Elan Valley, its wildlife and landscape, for the benefit of the public;
- facilitate and encourage access to and study of the Elan Valley;
- provide facilities for physical recreation in the Elan Valley;
- facilitate and encourage the use of the Elan Valley for charitable purposes.

In pursuing these objectives, the Trust manages the Estate according to nature conservation and landscape principles, and balances these with the use of the Estate for access, recreation, education, and other charitable purposes.

In practice, this means that the Trust:

- manages and farms 2,800 hectares of land in-hand including some of the key sites for nature conservation such as the National Nature Reserve at Claerwen;
- is landlord to some 28 agricultural tenants across 17,000 hectares;
- is freehold owner of Cwmdauddwr Common;
- monitors the state of nature on the Estate and takes action to promote nature conservation;
- delivers a range of projects delivering outcomes for nature conservation, public engagement, and volunteering;
- maintains recreational facilities and infrastructure such as bridges, roads and paths in good repair;
- manages a number of residential properties, holiday lets, a bunkhouse, two bothies and a tea room/bed & breakfast (currently leased to a third-party operator);
- delivers peatland restoration works across the estate;

- works with DCWW to promote the Elan Valley International Dark Sky Park.

Governance

The Trust has a Sole Corporate Trustee: Elan Valley Ltd. This company, limited by guarantee, is responsible for delivering the charitable objects of the Trust. Individuals then sit as Directors of the company to assist and oversee the actions of the Trustee.

Role description for Directors of Elan Valley Ltd.

Directors take responsibility for ensuring that the Trust acts in accordance with the Trust Deed and charity law. The role is strategic by its nature and the following list highlights some of the key responsibilities for Directors:

- Set and maintain the Trust's vision, mission and values in line with our governing documents.
- Develop the Trust's long-term strategy and monitor progress towards strategic outcomes.
- Establish and monitor organisational policies and procedures.
- Ensure compliance with the Trust's governing documents and charitable objectives.
- Ensure accountability and compliance with the law.
- Maintain proper financial oversight.
- Select, manage and support the Estate Manager to lead the operational work of the Trust.
- Work as part of a team to promote effective Board performance.
- Promote the Trust through being an effective Director and ambassador.

Term of office: 5 years, with the possibility of a further 5 years by agreement.

Time requirement: Board meetings are held quarterly and typically last most of the day. Sub-committee meetings and occasional ad hoc additional meetings are held as required. On one day per year we hold a 'Director's Tour' which is a chance to have a more in depth look at areas of interest either on or beyond the Estate. Facilities for joining meetings via videocall are available.

Re-imbursement: The position is voluntary, however expenses incurred can be reimbursed.

What skills and experience are required to be a director of the Elan Valley Trust?

Since our work is wide-ranging, new directors typically have an in-depth understanding of certain aspects and an enthusiasm to develop an understanding of other areas to enable informed, balanced and strategic decision-making.

Our new directors will have an in depth understanding of at least one of:

- Nature conservation
- Recreation and access
- High nature value upland farming
- Our local community
- Rural estate management
- Built and cultural heritage
- Finance and audit
- Governance of charities
- Climate mitigation and resilience
- Grant funding and projects

Our new directors will also have:

- A strong commitment to the Trust's mission; an understanding of our goals and ambitions; and values that align with these
- Excellent communication and listening skills
- Fair, reasoned and balanced decision-making skills
- The confidence to challenge and support constructively
- Time to commit to the role (including preparation and commitment to meetings)
- A commitment to work collaboratively with other directors and the senior staff as part of the strategic leadership team

How to apply

Please send a CV with a covering letter briefly outlining your skills, experience and suitability for the role to recruitment@elanvalley.org.uk by 30th September 2025.

Please note that the Charity Commission automatic disqualification declaration will be required so please review this prior to submitting your application it can be found here: <https://tinyurl.com/y23eurdj>

Shortlisted applicants will be invited to an open day to see the work we do. Shortlisted applicants will then be selected by interview. General information about the Trust and the Elan Valley is available at <http://www.elanvalley.org.uk/> and the link to our current strategic plan is <https://tinyurl.com/y5tjnrc>