



TRUSTEE RECRUITMENT PACK



October 2026

About ELGT

Edinburgh & Lothians Greenspace Trust (ELGT) has been working since 1991 to improve the quality of life for communities across Edinburgh and the Lothians. We deliver practical environmental and community projects that benefit people and nature, landscape and heritage, and help reconnect people with their natural environment. Over more than 30 years, we have successfully delivered £25 million of practical environmental projects. We bring together professional expertise in project development, management and fundraising with community development, consultation and engagement skills. This enables us to take a practical approach to projects of all sizes, from start to finish.

Our vision

Everyone in Edinburgh and the Lothians has access to quality greenspaces to help support their health and wellbeing.

Our mission

To deliver practical environmental projects for the benefit of people and nature.

Our aim

To engage with communities and partners to enable greenspaces to be more accessible, climate resilient and biodiverse. .

Our work

ELGT's strategy for 2024–2029 sets out our priorities for improving greenspaces across Edinburgh and the Lothians.

Working with partners and stakeholders across the region, we are focused on:

Greenspace

Delivering accessible, biodiverse and climate-resilient greenspaces through projects, partnerships and community engagement.

Climate and nature

Developing and delivering projects that address climate change and biodiversity loss, including supporting local biodiversity action plans, woodland creation and green corridor development.

Active travel

Delivering green active travel projects and encouraging greater use of the active travel network.

Health

Delivering accessible and inclusive health improvement programmes, with a focus on areas of disadvantage, including mental health, physical activity and community growing initiatives.

Our work recognises the important contribution that quality greenspaces can make to the climate and nature emergencies, as well as to health and wellbeing – particularly in urban areas.

The opportunity

We are looking for **up to five new Non-Executive Directors** to join the ELGT Board.

This is an opportunity to bring your experience, insight and perspective to an organisation delivering practical environmental and community projects across Edinburgh and the Lothians. As a Non-Executive Director, you will contribute to the Board's work in shaping ELGT's strategy, business plans and policies, while providing constructive scrutiny and oversight. You will work with fellow Board members, the Chief Executive and senior leadership team to help ensure ELGT continues to deliver its mission and works effectively with the communities and partners it serves.

What the role involves

The Board has ultimate responsibility for the governance and performance of ELGT.

Its role is to:

- shape ELGT's strategic direction and policies
- provide oversight of performance
- oversee risk management and appropriate controls
- provide constructive challenge and support to the senior leadership team
- help ensure ELGT remains focused on its mission and the interests of the communities and partners it works with.

All Non-Executive Directors serve in an individual capacity and are expected to exercise independent judgement and act in the best interests of ELGT.

As a registered Scottish charity, our Directors are also Trustees and have responsibilities associated with that role.

What you would bring

We are looking for people who can contribute experience, insight, constructive challenge and a different perspective to our Board.

All Non-Executive Directors should have an understanding of:

- the role of a Non-Executive Director and good governance
 - risk identification and management
 - performance management and monitoring
- ELGT's vision, mission and values, and a commitment to supporting these.

Previous Board experience is not essential. We will provide a full induction programme and support you to understand your responsibilities as a Director and Trustee.

We're particularly interested in people who can bring experience and insight in one or more of these areas:

1. Finance & Financial Sustainability

Financial management, accounting, audit, governance, risk and financial sustainability.

2. Strategic Fundraising & Income Generation

Fundraising strategy, securing investment and developing sustainable income

3. Biodiversity, Woodland & Nature

Biodiversity, woodland management, nature restoration and environmental policy

4. Organisational Change & People

Understanding how organisational strategy, change and workforce decisions affect people, organisational capability and long-term sustainability.

These are our current priority areas, but they aren't the only things we value. If you bring different experience, perspectives or skills and share our commitment to ELGT's vision, we'd love to hear from you

How you will contribute

We are looking for Board members who:

- listen carefully and ask thoughtful, constructive questions
- contribute to high quality discussion and collective decision-making
- value and respect the perspectives of others
- build effective relationships with fellow Board members and senior managers
- act with integrity and independent judgement are committed to ELGT's vision, mission and values.

You do not need to have experience in every aspect of ELGT's work. We are looking to build a Board with a range of experience, perspectives and expertise.

Time commitment

The role involves preparation for and attendance at:

- four Board meetings each year
- the Annual General Meeting
- additional supporting activity as required.

The total estimated commitment is around half a day per month on average.

Board meetings are currently held in person at 4.00pm at ELGT's offices in Swanston, Edinburgh.

The role is unpaid, although reasonable expenses will be reimbursed.

The appointment is for three years, with the potential to extend for a further three years.

Proposed commencement: Autumn 2026

Diversity and inclusion

We believe that diversity strengthens and enriches our organisation and our Board.

We want our Board to reflect the diversity of the communities and wider society we serve, and we particularly welcome applications from people whose perspectives and experiences are currently under-represented.

We welcome applications from candidates with a disability.

How to apply

If you are interested in joining the ELGT Board, please send:

- an up-to-date CV
- a covering letter explaining how your experience meets the requirements of the role and why you would like to join the ELGT Board.

Please send your application to: recruitment@elgt.org.uk

Key dates

Application deadline:

5.00pm, Friday 6 November 2026

Interviews:

Provisionally afternoon of Thursday 12 and Friday 13 November 2026

We would also be grateful if you could complete our online Equality & Diversity

Want to know more?

If you would like an informal conversation about ELGT or the role, please contact:

Keith Connal, Chair- Chair@elgt.org.uk

Charlie Cumming, Chief Executive- Charlie@elgt.org.uk

Board Meetings

The current Board meeting dates are :

16 December 2026

17 March 2027

16 June 2027

22 September 2027

15 December 2027

Meetings are held in person at 4.00pm at the Trust offices in Swanston