

## Trustee – Legal Representative

As a registered charity, our governance and overall leadership rests with our Board of Trustees, who work alongside the Chief Executive and team of Directors. While membership of the Board is voluntary, and without remuneration (reasonable expenses are paid) it is a highly rewarding experience where Trustees contribute actively and take significant responsibility for the governance and strategic direction of our organisation. Those already in this role find it extremely fulfilling and are a vital part of the Marwell family. With exciting times ahead, we are looking to complement our existing Board of Trustees with a suitably experienced and highly qualified Legal professional.

In addition to the generic responsibilities and skills required of Board members, Marwell requires someone who can demonstrate extensive experience of different areas of the law within a Charity and Commercial environment. Ideally, this opportunity would suit a qualified solicitor with at least 15 years post-qualification experience.

This role, like many Board appointments, is non-executive but critical in our overall governance, leadership and understanding of best practice.

We need you to be able to devote time for four Board meetings a year, and attend and support appropriate sub-committee meetings, which are held during the day.

For further information about this opportunity, please view the full role profile below.

If you believe you meet the requirements of this role, and would like to apply, we would love to hear from you. Please email your CV and accompanying letter outlining why you believe you would be suitable for this role to the Marwell HR Department, by emailing to [HRAdmin@marwell.org.uk](mailto:HRAdmin@marwell.org.uk) by 27 April 2025.

First stage interviews: W/C 5 May 2025

Second Stage Interviews: Tuesday 20 May 2025 (PM only)

## Trustee – Legal Representative

### Profile

**Role title:** Trustee  
**Location:** Marwell Wildlife  
**Reports to:** Chair of the Board of Trustees

### Background

Marwell Wildlife is an internationally respected charity committed to the conservation of wildlife and other natural resources. We work both overseas and here, in the UK, as part of a wide portfolio of conservation, science, education and tourism activities. Whether it is restoring desert ecosystems in Tunisia, translocating and managing previously extinct-in-the-wild species like the scimitar horned oryx, mapping fragmented landscapes in Kenya, or breeding sand lizards to release in the UK, we are action orientated.

In Hampshire we are best known for running Marwell Zoo, a much loved 140-acre zoo, where we welcome around half a million guests each year, including over 40,000 school children in formalised sessions. Recently we have pioneered advances in animal welfare, developing cloud-based software to help monitor the health of our animals. We have used animal waste to produce our own energy and as a result, along with other sustainability initiatives, we were awarded the Queen's Award for Enterprise: Sustainable Development in 2022. It is this linkage between animals, people and our environment that holds the key to our future and Marwell's relevance and success and is illustrated in the accompanying Conservation Strategy.

All of us are now painfully aware of some of the realities of climate change and biodiversity loss, as it is now reported almost daily in the media and witnessed in our own experiences. More recently the pandemic has reminded us of the severity and risk of zoonotic disease. While these crises are rooted in the disconnect between people and nature, progressive zoos like Marwell seek to bridge that divide, and to help celebrate and restore the natural world for the benefit of society. We actively promote the value of nature and the solutions it offers for life and wellbeing, by telling our story, sharing the results of our work, and using our zoo as a place of great enjoyment and learning.

## The Trustee Role

As a registered charity, our governance and overall leadership rests with our Board of Trustees, who work alongside the Chief Executive and Director team.

Whilst membership of the Board is voluntary, it is a highly rewarding experience and Trustees contribute actively, taking significant responsibility for the governance and strategic direction of our organisation. Trustees are encouraged to contribute fully to the vibrant life of Marwell, with those already in this role finding it extremely fulfilling and are a vital part of the Marwell family.

With the imminent retirement of the current legal representative on the Board of Trustees we are looking for a suitably experienced and qualified replacement.

In addition to the generic responsibilities and skills required of all our Board members, Marwell requires someone for this role who can demonstrate extensive HR expertise and wisdom, gained from a career in a commercial or senior not-for-profit environment, operating at Board level.

This role, like many Board appointments, is non-executive but critical in our overall governance, leadership and understanding of best practice.

## Main Duties

### Role Specific

- To provide an informed view to the Board of Trustees, CEO and management team on any legal matters affecting Marwell.
- To review and provide an informed view on any critical contracts.
- To provide an informed view on new legal developments and legislation.
- To assist in ensuring Marwell is aware of and compliant with all applicable legislation.
- To assist in ensuring good governance.

NB Marwell instructs external solicitors to advise it and liability for such advice remains with those solicitors - accordingly the Trustee's duty in the above contexts is to provide an informed view to the Board of Trustees, CEO and a management team on legal matters rather than be the primary legal adviser.

### General

- Participate in supporting and regularly reviewing the strategic aims and operational progress of the organisation.
- Ensure, alongside fellow Trustees, that the policies and practices of the organisation are in keeping with its overall aims and objectives.
- Ensure, alongside fellow Trustees, that the organisation functions within the legal and financial requirements of a charitable organisation and strives to achieve best practice.
- Consider the organisation as a whole and its beneficiaries, whether as a member of the Board or any of its sub-committees.
- Reflect the organisation's vision and principles, strategy and major policies at all times.



- Adhere to the Code of Conduct at all times, particularly when exercising the functions of the Trustee, or any of its sub-committees or groups.
- Attend Board meetings and sub-committee meetings where appropriate.
- Be an active member of the Trustee body in exercising its responsibilities and functions.
- Maintain good relations with senior managerial employees.
- Take part in training sessions provided for the benefit of Trustees.
- Fulfil such other duties and assignments as may be required from time to time by the Trustee body.

## Commitment

The Board of Trustees meets 4 times per year at Marwell Zoo in Hampshire and Board meetings usually take place in the morning.

In addition to these regular Board meetings, the candidate would need to have sufficient time to:

- attend and support appropriate sub-committee meetings.
- attend an induction and occasional training at Marwell.
- study papers ahead of meetings.
- periodically meet with the Chief Executive and Director team members, as appropriate.

## Candidate

In addition to the generic responsibilities and skills required of Board members, the ideal candidate will:

### Skills and Experience

- Qualified solicitor with preferably at least 15 years post-qualification experience.
- Experienced legal generalist with experience of different areas of the law.
- Both Charity and Commercial experience would be desirable.
- Experience as a law firm managing partner, or solicitor managing a team within a practise area would be desirable.

### Attributes

- A positive role model, able to provide support and advice to the professional team.
- A strong interest in, and commitment to, the vision and values of Marwell Wildlife, as well as its future development
- The ability to act, where appropriate, as an advocate and ambassador for Marwell Wildlife with governments, senior policy makers, donors, sponsors, supporters and customers.
- A kind, intuitive leader of people who values and respects the contribution and differences of our workforce



**Marwell  
Wildlife**

### **Further Information**

For further information or assistance regarding this role, please contact Gill Jarvis, PA to the Chief Executive, on 01962 777913, or by email at [gillj@marwell.org.uk](mailto:gillj@marwell.org.uk)

Further information about Marwell Wildlife and its work, can be found on our website: [www.marwell.org.uk](http://www.marwell.org.uk)