



Trustee Recruitment Pack



Welsh Mountain Zoo, Old Highway, Colwyn Bay, LL28 5UY
The Welsh Mountain Zoo - The National Zoological Society of Wales is a registered
conservation and education charity (no.514108)

Dear potential Trustee,



An Introduction from the CEO Chris Mitchell

The Welsh Mountain Zoo - National Zoological Society of Wales (NZSW) is a much-loved visitor attraction located in the coastal town of Colwyn Bay.

The Zoo, a registered charity, is rightly acknowledged for its work supporting wildlife conservation both at home and farther afield; in Wales, notably for efforts to save the red squirrel.

The Zoo team is passionate about the welfare of the animals under its care as well as the conservation of the 60 plus species that live at the Zoo.

Conservation education is a central pillar to the mission of the Zoo, which is recognised as a trusted voice amid a global biodiversity crisis.

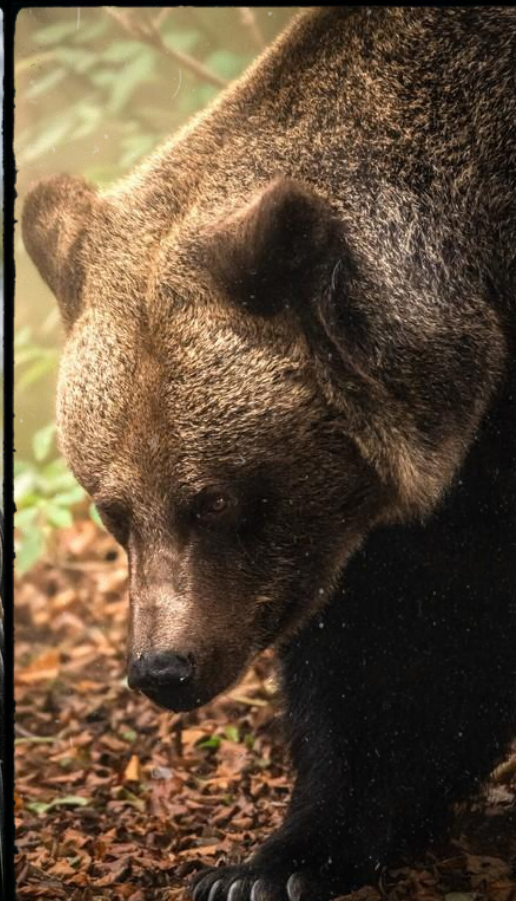
As a Trustee, you would have an opportunity to make a tangible contribution to the success of a leading visitor attraction and conservation charity in North Wales.

Though not a paid role, it can be very rewarding to make a positive difference to the Zoo, particularly one with aspirations to develop its global conservation impact as well as evolve as a visitor attraction. The charity is seeking to appoint up to three new Trustees who can bring fresh expertise, strategic insight and professional experience to help shape the next chapter of the organisation's development.

The Board is looking to welcome new members to its team over the course of the next few months. The Board has a strong commitment to equality, inclusivity and diversity, and is keen to welcome people from all backgrounds and cultures with a strong passion for conservation to support the Welsh Mountain Zoo and its charitable commitments.

Chris Mitchell
CEO of the Welsh Mountain Zoo





Welcome to the Welsh Mountain Zoo

Initially set up as a small family run business by the Jackson family in 1963, the Welsh Mountain Zoo is the oldest and most established Zoo in Wales with over 60 species in its care. Since its inception the Zoo has grown and developed and now welcomes over 150,000 guests a year.

Set in one of the most picturesque and unique landscapes of any UK Zoo, the site occupies approximately 37 acres of lush green landscape. Within the Zoo lies Flagstaff Gardens, the gorgeous Victorian Arts and Crafts style gardens designed by landscape gardener Thomas Hayton Mawson in the early 1900's. To the North of the Zoo's grounds are expansive views out over the Colwyn Bay coastline and Irish Sea; whilst to the West the breathtaking sight of the Carneddau mountains and Eryri unfolds before the Humboldt Penguin and Snow Leopard Habitats.

We are passionate about our Zoo and the animals that live here with us. Conservation remains at the heart of our ethos, and the future survival of animals and their habitats continues to drive us ever forward.

The Welsh Mountain Zoo is a member of the British and Irish Association of Zoos & Aquariums (BIAZA) which represents zoos and aquariums achieving the highest standards of animal care. The Zoo is also a member of the World Association of Zoos and Aquariums (WAZA) & European Association of Zoos & Aquariums (EAZA).





Trustee Opportunities

The National Zoological Society of Wales – Welsh Mountain Zoo is seeking to appoint up to three new Trustees to join its Board over the coming months. These appointments will strengthen the Board's skills, experience and diversity, bringing fresh perspectives to support the organisation's continued development and long-term strategic ambitions.

We are specifically looking to recruit:

- **Two Trustees** with extensive experience in **finance, investment and business strategy**, ideally with experience of securing or managing government and/or commercial funding. Candidates with strong professional networks and previous charity experience would be particularly valuable.
- **One Trustee** with extensive experience in **biodiversity conservation** across a range of taxa, with an understanding of both local and global conservation frameworks. This Trustee will help provide strategic oversight of the Zoo's conservation work and support our mission to protect biodiversity and inspire others through conservation.

The successful candidates will bring energy, insight and a genuine commitment to the mission of the National Zoological Society of Wales – Welsh Mountain Zoo. Trustees act as ambassadors for the charity, providing strategic leadership, supporting effective governance and helping shape the organisation's long-term sustainability and conservation impact.

We welcome applications from individuals with relevant professional expertise, including those seeking their first Board appointment, and are committed to building a diverse and inclusive Board.

A full induction programme and ongoing support will be provided to all successful appointees.





Being A Trustee

Responsibilities of the Role

All Trustees are responsible for ensuring that the Welsh Mountain Zoo acts in the interest of the charity and animal conservation programmes it serves to protect. In line with its charitable objectives, Trustees must ensure that the charity's performance is evaluated in line with its charitable objectives. In addition to formal Board meetings, Trustees should be willing to engage in other ways, for example by joining a working group or committee for a specified period, or providing advice to the senior leadership team on a more ad-hoc basis. This is an unpaid, voluntary role but all reasonable expenses will be covered.

More information and guidance can be found on Charity Commission's site, [The essential trustee CC3](#)

Responsibilities of the Role

- To actively contribute to the Board of Trustee's role in providing strategic direction, agreeing objectives and targets, and setting/agreeing overall policy.
- To protect and safeguard organisational reputation ensuring its values and core principles are upheld
- To ensure the charity's legal and statutory obligations are met in accordance with both charity and company law
- To attend Board and committee meetings, scrutinise proposals and decisions and participate in discussions while advising the senior management team
- Work with the Chair to appoint and support the CEO as required
- To be collectively responsible for the actions of the organisation and other Trustees
- Ensure the charity effectively applies its resources for its charitable purposes whilst remaining financially stable
- Represent the organisation at events and functions as appropriate
- Develop a good understanding of the charity's work and services provided, including beneficiary needs
- Ensure compliance with Health and Safety and equal opportunities policies
- To declare any clear or potential conflicts of interest
- Keep up to date with charity commission guidance
- Board meetings are held quarterly and are primarily held in-person at the Zoo.

Trustees are appointed for an initial term of 3 years and may be eligible for reappointment in accordance with the Society's governing documents.



Being A Trustee

Person Specification & How to Apply

Person Specification

- A commitment to the organisation and its objectives
- An understanding of the legal duties, responsibilities and obligations of being a Charity Trustee and Company Director
- Can demonstrate an understanding of organisational governance and strategic leadership
- Willingness and availability to dedicate enough time to participate fully in the role of Trustee
- Ability to work effectively as a team member
- Able to act as a 'critical friend' to senior managers providing advice, guidance and critique are required
- Not disqualified or ineligible to be a Charity Trustee or Company Director.
- Trustees must satisfy the eligibility requirements of the Charity Commission and Companies House and may be subject to appropriate due diligence checks prior to appointment. In addition, Trustees are also Company Directors, consequently the following duties apply: Act within their powers
- Promote the success of the company
- Exercise independent judgement
- Exercise reasonable care, skill and diligence
- Avoid conflicts of interest
- Not accept benefits from third parties
- Declare interests in transactions or arrangements

How to Apply

To apply, please complete our online application form using the link below:

🔗 Apply here: <https://forms.office.com/e/RH2c1Z8FNL>

As part of your application, you'll be asked to outline your experience, motivation and the skills you would bring to the Board.

Applications will be shortlisted by the CEO, Chair and Vice Chair, with shortlisted candidates invited to interview. Successful applicants will then be proposed for appointment at a Board meeting. A full induction will be provided. Successful Trustees will receive a full induction, ongoing support and access to trustee training.

If you would like an informal discussion about the role before applying, please contact

hr@welshmountainzoo.org

Photo Credits



- Shaun Wilson - Tiger (Front Cover)
- Megan Lee Humberstone - (Page 3, Tiger, Sea Eagle, Eurasian Brown Bear)
- Melanie Sharp - (Page 4, Sea Lion and Penguin)
- Shaun Wilson - (Page 5, Chimpanzee)
- Matt Rimmer - (Page 6, Galah and Parrots)