



Findhorn, Nairn & Lossie Rivers Trust Trustee recruitment pack

About FNLRT

The Findhorn, Nairn and Lossie Rivers Trust (FNLRT) is a company limited by guarantee with charitable status and a place-based nature restoration organisation, uniquely positioned to play a key role in improving local resilience in the face of the nature and climate emergencies.

We work at a catchment-scale, and in partnership with landowners and land managers, our local communities and businesses, blending sources of funding and delivering action to protect and restore our rivers, their watersheds, and the wildlife which inhabits them.

The aims of the FNLRT are:

- To restore resilient habitats and biodiversity in our rivers and their watersheds
- To foster pro-nature behaviour changes amongst the people who live and work in our catchment areas
- To ensure the River Findhorn, Nairn and Lossie watersheds serve as climate and biodiversity strongholds for generations to come

FNLRT's offices are based at Logie Steading near Forres, a short walk from the wooded gorge and beautiful middle reaches of the River Findhorn.

FNLRT has been undergoing a significant period of growth and evolution since publishing its [2021-26 Management Plan](#), which is currently in its final year. Building on our reputation as a trusted local conservation organisation and the success of the '[SISI](#)' [invasive non-native species control project](#), in 2022 FNLRT launched the [Findhorn Watershed Initiative](#) – a multi-generational vision and landscape-scale partnership to restore a mosaic of nature rich habitats, grow a local culture of nature connection and enable a thriving nature-based economy for the people and places of the Findhorn watershed.

During 2026-27 some key things we are working on include:

- Launch of the Trust's new trading subsidiary
- Development of our next 5-year Management Plan
- Expansion of the catchment-scale approach undertaken on the Findhorn to instigate Nairn and Lossie Watershed Initiatives and restoration schemes



- Initiating a process of more collaborative working with our peer catchment organisations around the Moray Firth at bioregional scale

The organisation is currently staffed by a team of 8 core team members, with additional seasonal staff during the peak fieldwork season, and supported by a blend of public, philanthropic and private funding.

To gain a better idea of our recent work, please get in touch to request a copy of our forthcoming (and soon to be published) 2025-26 Annual Report.

Overview of the role of Trustee

Board members are non-executive directors of the company and trustees of the charity who share responsibility for guiding and governing the organisation. Governance is about making sure an organisation has a clear strategy, is well-run, meets legal requirements, manages risk, and stays focused on its mission. The Executive Director and staff handle day-to-day operations and develop and implement the organisation's strategy.

As a Trustee you will act in the interests of the charity and comply with the Charities and Trustees Investment (Scotland) Act 2005. You will:

- Help shape and have oversight of our strategic direction, policies, and aims
- Make sure we meet legal and regulatory requirements (including OSCR and company law) and provide charity oversight through efficient, effective, accountable governance
- Ensure our resources are used effectively and in line with our purpose, and that risk is effectively managed
- Safeguard our reputation, values, and financial stability
- Work effectively with relevant members of staff, particularly the Executive Director and Office Manager, mentoring, guiding and holding to account as appropriate, ensuring that FNLRT is well led
- Act as an ambassador as appropriate for the organisation and our work, supporting the building and maintaining of networks
- Bring your own experience and perspective to help the Board make sound decisions, whether that's by asking questions, offering advice, or sharing insights in areas you know well

What we're looking for



FNLRT's Board is currently made up of 6 Trustees, most of whom are long standing. This recruitment process for new Trustees is part of a wider governance review process that FNLRT have been undertaking over the past year and seeks to improve the skills and diversity encompassed within the makeup of our Board.

We are specifically looking for two new Trustees who can complement our current Board composition by contributing their expertise in the following areas:

- **Finance expertise** – We are looking for an individual with broad experience in a senior strategic finance role, ideally this would be in charity finance and include a working understanding of operating a charity trading subsidiary. However, this is not essential, experience and expertise in general accounting and finance practice would also be considered. Experience in the management and/or oversight of large projects involving blending funding from a wide range of private, philanthropic, and public sources will be an advantage. Experience of natural capital finance will also be of value.
- **Ecological expertise** – with an emphasis on integrated catchment management, including native woodland restoration, peatland restoration and/or the freshwater environment. Experience of natural capital finance will also be of value.

As an organisation deeply rooted in place, it is also important to us that our Trustees have either a meaningful existing relationship with the Findhorn, Nairn, and/or Lossie rivers and their wider catchment areas or have a strong desire to build one.

Time commitment and Term

FNLRT holds 4x Board meetings per year which Trustees are expected to attend, 3x of which are around 2 hours in duration, and 1x is part of a full day Trustee workshop. Trustees are required to devote sufficient time to read through Board papers in advance of these meetings. The confirmed meeting dates for 2026 are:

- Monday 22nd June – Full day in-person meeting including site visit
- Monday 24th August – Board meeting – 17.30-19.30
- Monday 23rd November – Board meeting & AGM – 17.30-21.00

Board meetings are generally held in person at Logie Steading, though we do aim to provide the option to dial in remotely. Formal meeting dates are set at least 12 months in advance.



There may be other events in addition to the core schedule of meetings that it could be supportive for you to attend relevant to your specific areas of expertise.

Terms of office are three years, with the opportunity to serve three terms.

Remuneration

This is a voluntary role without remuneration. Reasonable expenses can be reimbursed, including travel, accommodation, childcare and caring costs.

We are committed to removing barriers to participation and will work with Trustees to provide access support and reasonable adjustments as required.

How to apply

If you would like to be considered, please email your CV and a supporting statement to Elle Adams, Executive Director at elle@fnlrt.org.uk. Please explain your knowledge and experience in relation to the role and how your skills could support the organisation achieve its aims.

For more information, or an informal, confidential discussion about the role, please use the same email address and we can arrange to contact you.

Timetable

- Applications close: 5pm Tuesday 12th May 2026
- Shortlisting and candidates informed: Wednesday 13th May
- First round interviews with Elle Adams and Mark Laing, FNLRT Chairman Thursday 21st May
- Appointment as Trustee and first participation as part of the Board: Full day in-person meeting including site visit on Monday 22nd June

For more information about the Findhorn, Nairn & Lossie Rivers Trust please visit:

<https://fnlrt.org.uk>

The Findhorn, Nairn & Lossie Rivers Trust is committed to equality, diversity and inclusion. We welcome applications from all sections of the community and make



recruitment decisions by matching our organisation's needs with the skills, experience and potential of candidates.

We are committed to ensuring that no applicant is disadvantaged on the basis of age, disability, gender, gender reassignment, sexual orientation, pregnancy or maternity, race, religion or belief, or marriage or civil partnership.

If you require any reasonable adjustments to support you through the application or interview process, please let us know.