

## Trustees Knowledge, Skills and Experience

Essential	Desirable
<b>Activity Planning</b>	
1. Experience and ability to develop strategies for <ul style="list-style-type: none"> <li>- interpretation</li> <li>- learning</li> <li>- volunteers</li> </ul> 2. Familiar with activities that could enhance the Park 3. Experience of working with consultants	1. Contacts with sites with similar characteristics 2. Good knowledge of Clare's park 3. Worked on successful largescale HLF projects
<b>Business</b>	
1. Practical experience of running a sizeable business 2. Extensive experience of commercial negotiations	1. Worked in the voluntary/charitable sector 2. Managed relationships with tenants and hirers
<b>Education</b>	
1. Appropriate educational qualifications 2. Practical teaching experience 3. Ability to translate Park features into educational opportunities	1. Good links with local schools 2. Good links with local organisations with educational outreach
<b>Finance &amp; Legal</b>	
1. Suitable accountancy qualification 2. Familiar with preparing budgets and financial reports 3. Understands audit, legal and compliance needs	1. Worked in a sizeable charitable organisation 2. Good IT knowledge
<b>Green Spaces</b>	
1. Good contacts with external environmental organisations 2. Practical experience of park management	1. Working knowledge of Clare Castle Country Park 2. 'Hands-on' approach 3. Wide range of relevant contacts
<b>Health &amp; Safety</b>	
1. Recently attended an appropriate IOSH training course 2. Experience of H&S in a variety of environments 3. Willingness to keep up-to-date with H&S requirements.	1. Ability to turn requirements into practical processes 2. Willingness to obtain full IOSH accreditation
<b>History &amp; Heritage</b>	
1. Good understanding of heritage assets in the Park 2. Contacts with external research and heritage organisations 3. Ability to manage conflicting heritage demands	1. Good understanding of historical issues 2. Interest in local history and archaeology 3. Links with local heritage sites
<b>Historic Buildings &amp; Monuments</b>	
1. Appropriate planning and listed building qualifications. 2. Practical experience of heritage projects	1. Wide range of relevant contacts 2. Understands Clare and the local area

### **STANDARDS (applicable to all trustees)**

1. Demonstrate their commitment to the Vision and Strategies of the Trust and Park
2. Act solely in the interests of the Trust and Park. i.e. must not represent the interests of any other body
3. Project a positive image of the Trust and Park to the outside world.
4. Support all decisions that are made by the Trust even if they are not the decisions the individual Trustee would have made. ('Cabinet responsibility')
5. Raise any problems they have with colleagues both specifically and directly with them at the earliest opportunity.
6. Avoid aggressive and emotive approaches in both verbal and written communications.
7. Support and encourage colleagues
8. Adopt a positive, 'solution solving', approach to problems.