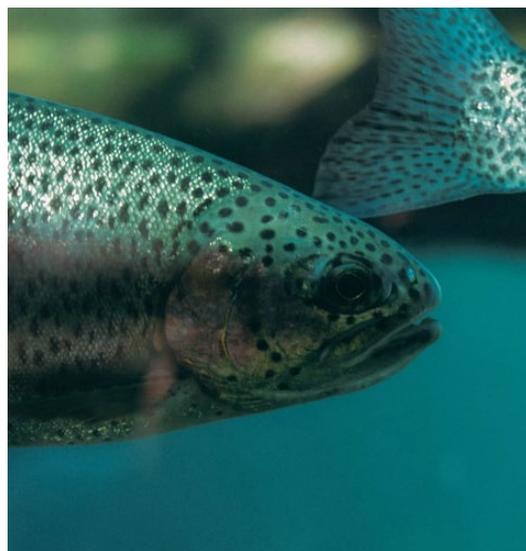


**FISH
LEGAL**

**Non-Executive Director
Recruitment Pack**

Fish Legal

Non-Executive Director Recruitment Pack



Introduction

Fish Legal is a membership organisation that uses the law to protect the water environment and our members' fishery interests. For 70 years we have taken action on behalf of anglers of all disciplines to make the polluter pay

Rivers, lakes and coastal waters in the British Isles are among the richest and most cherished habitats, supporting diverse species of fish, mammals, insects and plants. They are also some of the most vulnerable. Our rivers and other water bodies have historically suffered from pollution, over-abstraction and a whole host of other impacts which can prove devastating to fragile water ecosystems and destroy a fishery virtually overnight. But you can help us to protect your fishing and the water environment.

Fish Legal (initially the Anglers Co-operative Association and later the Anglers' Conservation Association) was set up by enlightened fishermen over 70 years ago. They were not prepared to see their fishing destroyed with impunity by polluters. Their vision was that through creating a co-operative association they would have an organisation with the expertise and financial strength capable of supporting members to take legal action against those who damage our rivers or waterways.

Fish Legal has successfully fought everyone from rogue farmers to multinational corporations on behalf of its members while in many cases the government and statutory bodies have done little or nothing. Over the six decades of our existence we have built up not only a large fighting fund that allows us to take on the biggest polluters but also a unique expertise and an enviable reputation.

We have a long track record of winning pollution cases against companies large and small and allowing compensation to be paid where it is most needed - to the angling clubs and fishery owners affected, so that they can restore their waters. We have only been able to do this thanks to the loyal support of our members.

If you love our rivers and coasts and want to play a positive role in keeping them clean then please join our organisation.

Please visit our website: www.fishlegal.net for more information.

Message from the Chair



Fish Legal is a unique cooperative association of fishing clubs and fishery owners, using the law to make polluters pay and to protect the water environment.

Our mission has evolved over the years. Although we still face some of the industrial pollution incidents that prompted our founders 70 years ago, increasingly our legal team's workload relates to agricultural pollution, abstraction, hydro-electric power developments, anaerobic digesters and the like. Water habitats face acute threats, but the legal framework that will govern us outside the European Union is uncertain, and the Environment Agency and comparable government bodies have seen their budgets squeezed. That makes Fish Legal's role in protecting the water environment more important than ever.

To fulfil that role we need to expand our membership, strengthen our financial resources and enhance our impact on environmental policy. If you think you might have the skills and enthusiasm to help us in our mission, we would be delighted to hear from you.

George Graham

A former financial journalist, banker and one-time author of the Financial Times fishing column, George is trustee of a large pension fund. Alongside Fish Legal he is a director of the Angling Trust.

More About Fish Legal – Using the law to protect fisheries and angling

Fish Legal (previously known as the Anglers' Conservation Association, founded in 1948) was set up to protect all inland and coastal waters in the United Kingdom from pollution and other damage.

Funds donated from a wide range of interested anglers, clubs and federations, and raised by Fish Legal itself, are effectively pooled so that no one person has to foot the costs of bringing defendants to court. Fish Legal's team of solicitors - both English and Scots-qualified - also offers free advice to its member clubs, fisheries and riparian owners covering a wide range of angling and related law.

Fish Legal's solicitors represent the organisation's member clubs, fisheries and riparian owners in seeking compensation from offenders who cause pollution or other damage to rivers and still waters. Fish Legal also obtains injunctions to prevent activities which threaten to damage the aquatic environment - if broken, offenders can find themselves in contempt of court and can even be jailed.

Fish Legal uses the whole range of the law - common, statutory, European and international to protect fisheries and angling. Fish Legal can often seek and win compensation for its members for any damage caused. When it does, all of the money goes back to the members concerned to carry out habitat work or re-stock the waters.

Fish Legal Committee

The broad policy, managerial and financial concerns of Fish Legal are managed by the Fish Legal Committee.

The Committee is made up of no fewer than five, and no more than 12 Committee members.

At all times a number of Committee members are also Directors of the Angling Trust, but they can comprise no more than one third of Committee members.

The Chair of the Fish Legal Committee is also a Director of the Angling Trust and similarly the Chair of the Angling Trust Board is a Fish Legal Committee member.

The Committee meets formally four times a year and there are a number of sub-committees which meet at varying intervals.

A.C.A Trustee Company Limited

All members of the Fish Legal Committee must also be willing and eligible to act as Director of A.C.A Trustee Company Limited.

Meetings of the A.C.A Company Limited are held on the same day as the Fish Legal Committee.

Relationship with the Angling Trust

Fish Legal is united in a collaborative relationship with the Angling Trust, the national representative body for angling in England and Wales and the governing body in England. For more information see:

www.anglingtrust.net

Who are we looking for

We are seeking to appoint one or two Non-Executive Directors to the Fish Legal Committee.

We wish to maintain and grow the balance of skills on the Committee and a skills audit has concluded that experience in one or more of the following areas would benefit the Committee as a whole:

- Legal Practice Management
- Angling Club or Fishery Management
- Fundraising
- Marine and freshwater environmental policy

You are likely to have experience at Board or Senior Executive level in commercial or voluntary sector organisations.

Knowledge of angling is not essential, but a keen interest in issues affecting the water environment and angling are highly desirable.

Opportunities and Benefits

You will have the opportunity to:

- Protect water quality, fish stocks and the rights of over 2000 member angling clubs and fisheries throughout the UK
- Join a highly skilled Committee from diverse sectors and backgrounds
- Develop your leadership and Directorship skills and knowledge



The recruitment process

Application is by submission of a covering letter and full CV.

Please send via email to: karen.Watkinson@anglingtrust.net marked "Personal".

The deadline for applications is 21 June 2020.

Candidates who progress from the application stage will be invited to meet with the Nomination Committee (6 July 2020).

A full induction pack will be provided to the successful candidates.

Role Description

Title: Fish Legal Committee Member

Remuneration: Legitimate and reasonable out of pocket expenses only

Location: Home based (meetings held primarily in London)

Responsible to: Chair of Fish Legal

Time commitment: Minimum 10 days per year

Role Specific Expectations:

Fish Legal Committee members have fiduciary responsibility on behalf of Fish Legal's members. All committee members are automatically appointed as directors of the ACA Trustee Company Limited, which is responsible for overseeing and managing the investment portfolio which comprises Fish Legal's "fighting fund".

General responsibilities

- To promote the success of Fish Legal for the benefit of its members;
- To exercise independent judgment;
- To be diligent, careful and well informed about Fish Legal's affairs;
- To avoid conflicts of interests;
- To oversee Fish Legal's financial management and administration;
- To ensure the proper governance of the organisation;
- Reviewing performance against annual plans, targets and performance;
- Ensuring that the Executive have taken appropriate steps to protect Fish Legal from undue risk;
- Ensuring fulfilment by the executive of Fish Legal's constitutional, regulatory and legal obligations;
- Ensuring the management systems and structures of the association so that it can carry out its work effectively, accountably and safely;
- Ensuring protection and enhancement of the reputation of Fish Legal;
- Seeking opportunities to expand and promote awareness of Fish Legal's work, achievements and potential.

Essential experience

- Experience of working at Board level, or if this would be your first non-executive role, of influencing the direction of your organisation at a senior executive level;
- Experience of working in partnership with other organisations, both within and across sectors.

Desirable experience

Ideally candidates will demonstrate at least two of the following:

- Experience in strategic management of a small or medium sized organisation;
- Knowledge of and enthusiasm for environmental issues affecting marine and freshwater fisheries;
- Knowledge of and enthusiasm for angling, including the way it is organised and run;
- Knowledge of voluntary and community sector governance practice;
- Working knowledge of UK law and legal practice management (ideally litigation and environmental law);
- Understanding and experience of fundraising;
- Experience and basic understanding of finance;
- Experience and understanding of investment management;
- A person who can exercise influence in the field of environmental water management.

Person specification

Essential Skills

- Excellent communication skills, including the ability to communicate the Committee's policies to others, but also to listen to the concerns of its staff and membership and reflect them back accurately to the Committee;
- Ability to get on well with a wide range of people, to build networks and make connections.

Personal qualities

- Energy and determination;
- Passion for protecting fish and the marine and freshwater environment generally;
- Personal integrity and credibility.