



Guernsey Nature Commission LBG

Director with HR Responsibility on the Board of the Nature Commission Role Description

The role of the Director with HR Responsibility on the Board of the Nature Commission

The Director with HR responsibility plays an important role in ensuring the Nature Commission has effective employment and organisational practices that support the delivery of its aims. As a member of the Board of Directors, the Director with HR responsibility provides strategic HR expertise, advice and constructive challenge, supporting the Board in fulfilling its responsibilities as an employer and ensuring appropriate oversight of the Nature Commission's workforce, culture and people-related risks. The Director with HR responsibility works closely with the CEO, the Chair, and the rest of the Board as needed, providing advice on matters including organisational structure, workforce planning, recruitment, staff development, performance, remuneration, employee wellbeing and employment policies. The role supports the Board in ensuring that appropriate HR governance and employment practices are in place, while recognising that day-to-day management of staff remains the responsibility of the CEO. The Director with HR responsibility also contributes to the wider responsibilities of the Board, including strategic planning, organisational governance, risk management and decision-making, and acts in the best interests of the Nature Commission. Where appropriate, the Director with HR responsibility may represent the Nature Commission externally and support the organisation in maintaining positive relationships with relevant stakeholders.

The Director with HR responsibility is a voluntary, fixed-term Board position for a period of three years, although the postholder is welcome to apply to continue in the role following this period. The Director with HR responsibility is accountable to the Nature Commission Board collectively.

Summary of skills and qualities needed

We are looking for an individual with strong HR experience, who has a passion for the conservation and enhancement of Guernsey's natural environment. They should have a strong understanding of employment law, HR governance, organisational development and good employment practice, as well as excellent communication, interpersonal and advisory skills, with the ability to handle sensitive and confidential matters appropriately. The ideal person may also bring a good understanding of charity governance and nonprofit organisations, a professional HR qualification or equivalent experience, as well as experience of supporting remuneration, senior recruitment, succession planning and/or CEO performance management.

Time Commitment

Approximately 1-2 days per month, including quarterly Board meetings, other Board sessions, preparation time, and occasional representation at events. The ideal candidate will be willing to be flexible depending on the needs of the Nature Commission.

Closing date: Sunday 29th November 2026