



enei employers
network
for equality
& inclusion



Chair



starfish

Welcome

Thank you for your interest in becoming our next Chair at enei.

The Employers Network for Equality and Inclusion (enei) is the leading employer network promoting equality and inclusion in the workplace. Our role is to promote practical improvements in equality and inclusion by employers across the whole spectrum. We do this by sharing ideas across our growing membership network, promoting best practice, providing training and consultancy, and seeking to influence government, business and Trade Unions to deliver practical change. Launched in 2011 we are the UK's leading employer network covering all aspects of equality and inclusion in the workplace. Our Vision is for organisations to prosper by valuing difference in the workplace. We are effectively a 'One Stop Shop' for employers working on Diversity and Inclusion (D&I). We have recently created a new category of global membership which is growing fast.

We're an independent network of leading employers, which recognises the business value of attracting and retaining talented employees. Through regular reports, studies and research we aim to constantly highlight and increase knowledge and understanding about the issue of discrimination at work, and the business benefits of a diverse workplace. enei is the first ever employer-led initiative to promote the benefits of a diverse and inclusive workforce and to pledge to make discrimination in the workplace a thing of the past. It was borne out of EFA which was founded in 1996 by 18 of the UK's top employers and, in 2008, it took on Religion & Belief. Today, enei has around 355 Member organisations, collectively employing more than 3.1 million people in the UK (more than 18% of the UK workforce in medium and large organisations).

The next exciting step in our development is to become truly the Go To organisation in our field, and to access and utilise the global D&I network. As our Chair you will lead the enei Board while working closely with the CEO on the effective stewardship and strategic management of the organisation. Externally, you will leverage your considerable personal standing and influence to inspire the engagement of leading chairs and CEOs in enei's agenda.

A recognised track record in the Equalities, Diversity and Inclusion field is absolutely essential for this role, ideally gained within a global business setting. An exceptional relationship-builder and diplomat, you will bring a coaching style to the appointment along with outstanding communication and interpersonal skills. Your own experience, expertise and profile in D&I will speak for itself, but you will also contribute through your network of contacts. A confident and positive leader and ambassador, you will have the strategic acumen and emotional intelligence to promote us and help steer enei through the next era.

You can find out more about our organisation by visiting <https://www.enei.org.uk/>

If you believe you offer the skills and qualities we are seeking for this appointment, we very much look forward to hearing from you.

Role Profile

The enei Board consists of a Chair, minimum of three (but up to 10) people elected by the Members at an Annual General Meeting; persons co-opted from enei Membership (see memorandum & articles for provisions). The Chief Executive and a nominated Director of the secretariat attend Board meetings. Elections for the Chair take place at the Annual General Meeting every three years with the Chair serving, normally, for a maximum of six consecutive years. Members of the Board stand for election at the Annual General Meeting every year, and while Board members are eligible for re-election, they are normally expected to serve between 3-6 years.

Main duties and responsibilities of the Chair role

As a Chair of the enei Board of trustees, the post holder:

- Oversees the governance, strategic direction and financial performance of the charity.
- Chairs enei Board meetings, getting the best out of the contribution of Board Trustees.
- Acts as ambassador for enei to ensure that its positive reputation is maintained and enhanced including attending major enei events. Represents enei and act as a media and spokesperson as required.
- Is accountable for delivering the organisation's charitable aims and purpose, working with the Board of Trustees and senior management.
- Conducts annual evaluations of the performance of the Board and following up the results of these.
- Supports, coaches and acts as line manager for the Chief Executive to ensure enei's Strategy is turned into clear management objectives.
- Oversees succession planning for Board Trustees and Chief Executive, and with the CEO for senior members of the executive team.

Person Specification

- A demonstrable track record in and commitment to equality, diversity and inclusion with a strong external profile and presence. The job holder will have a broad understanding of economic, political and social trends which impact on the diversity agenda in organisations.
- Strong leadership skills at executive/senior level and a proven ability to set a clear strategy.
- A commercially minded person with knowledge of governance and culture in organisations, ideally including not-for-profit organisations.
- Excellent stakeholder management, influencing and communication skills, ideally working with organisations on a global scale.
- Understanding of financial and corporate governance issues at Board level.
- Good understanding of the purpose of enei, its opportunities and challenges.
- Excellent chairing skills and an ability to demonstrate:
 - integrity, probity and fairness
 - the ability to influence others without dominating
 - well-developed coaching skills, and
 - sound independent judgement.

Please see Forms CC3a and CC3 for a full description of the legal responsibilities of a Charity Trustee (www.charitycommission.gov.uk)

Terms of Appointment

Remuneration

The post is offered on a voluntary basis. enei's policy is not to reimburse expenses (unless agreed in advance).

Time commitment

Up to 10 days per year. The enei Board meets three times a year in Central London. Meetings are normally held at 3.00pm and last up to two and a half hours. The Chair is also expected to attend the AGM usually held in October. In addition, The Chair will be invited to attend three high profile enei events a year in Central London lasting from a few hours to the whole day for the Annual Conference.

Term of appointment

Ability to commit a minimum of three years on the Board.

Location

Meetings are normally held at enei's offices at Great Dover Street, London or hosted by an enei Trustee.

How to Apply

We hope you will consider making an application. If you have questions about the appointment and would find it helpful to have an informal conversation, please contact our advising consultant Juliet.Taylor@starfishsearch.com and we will be happy to arrange a call.

To make an application, please go to <https://starfishsearch.com/jobs/chair-of-enei/> and click on the apply now button, with the following prepared:

- your CV (no more than three sides)
- a supporting statement that sets out why you are interested in this appointment and the experiences and qualities you believe you can bring in order to be successful in post.

Please also tell us about any dates when you are not available for interview.

Closing date	Monday 20th July
Screening discussions	First half of August
Agreement of the final shortlist	Second half of August / early September
Due diligence	August 2020
Final panel interviews	Monday 7th September (1000-1500)
Ratification / announcement of the appointment	8th October 2020

The Selection Panel will be Jonathan Rees; Claudine Adeyemi; Sarah Churchman, and Barry Mordsley.

