



enei employers
network
for equality
& inclusion



Chief
Executive



Starfish

Welcome

Dear Candidate

The Employers Network for Equality and Inclusion (enei) is the UK's leading employer network covering all aspects of equality and inclusion in the workplace. We are a not for profit organisation providing advice and guidance to employers and helping them to connect and share best practice on promoting diversity in their organisations.

We are now searching for an outstanding, self-driven and inspiring leader to lead the next phase in our development. It is an exciting and varied role with the opportunity to manage a small, ambitious organisation focused on growing our impact and reach in the UK and globally.

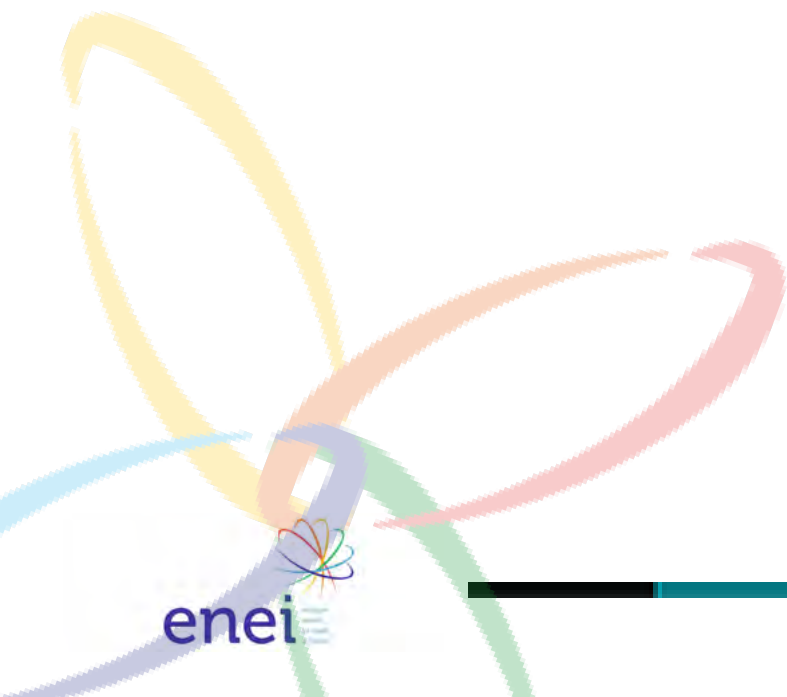
This is a pivotal time for us - both in terms of what we do and how we do it. Since our launch in 2011, we have more than tripled our membership and turnover, launched a global network and worked hard to support our members in securing truly inclusive cultures in their organisations. Recent global events, including the Black Lives Matter movement and dealing with the Covid 19 pandemic have highlighted some of the fundamental issues about inequality across society we have been tackling for years, and provide a real opportunity to make a step change in how employers work, and to ensure all users of our members' services get a fair deal. We are also in the process of appointing a new Chair to lead our Board of Trustees. With a new Chair, a new CEO and the current mood, now is a terrific opportunity for us to accelerate real change.

You will be an experienced leader, ambitious for our growth and impact, with a strong track record in driving sustainable change. You will bring a deep commitment to E,D&I, able to inspire engagement with the agenda, and you will be a natural collaborator and alliance-builder with exceptional skills in influencing and engaging complex and diverse stakeholders. A leader of people, strategic and pragmatic, you will bring experience of building and developing high performing teams and equipping them with the resources they need to be able to deliver.

At such a critical time for us and the inclusion agenda more widely our new CEO will champion positive change and will be a passionate advocate for inclusive working environments. We welcome applications from all sections of society and are happy to consider requests for flexible working.

If you are looking for a role to build a strong platform for positive change at scale, and you bring the leadership experience we are looking for, we'd love to hear from you.

Jonathan Rees
Trustee



About us

The Employers Network for Equality and Inclusion (enei) is the leading employer network promoting equality and inclusion in the workplace. We are a not for profit organisation providing advice and guidance to employers and helping them to connect and share best practice on promoting diversity in their organisations. 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.

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 constantly to highlight and increase knowledge and understanding about the issue of discrimination at work, and the business benefits of a diverse workplace and customer base. 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). Our income is predominantly comprised of membership fees (approx. 60%) and training and consultancy services (approx. 40%) totalling c£1.37m in 2019.

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.

Our vision

Our vision is for organisations and people to prosper by valuing difference in the workplace. Our mission is to be the leading employers' equality and inclusion network by working in partnership with our members to set the recognised standard for best practice.

We will do this by:

- Providing quality advice, benchmarking, training, events and services.
- Supporting employers to develop pragmatic and innovative solutions.
- Offering access to legal advice throughout the employment cycle.
- Delivering research led training and consultancy services.
- Publishing cutting-edge research and running engaging campaigns.
- Facilitating thought leadership to engage, lobby and influence key opinion formers.

About us

Our Values

Our work is underpinned by a set of core values:

- We are member focused.
- We are committed to quality, innovation and best practice.
- We celebrate and share success stories.
- We promote collaborative working.
- We are passionate about dignity and respect.
- We deliver value for money.

We do this by:

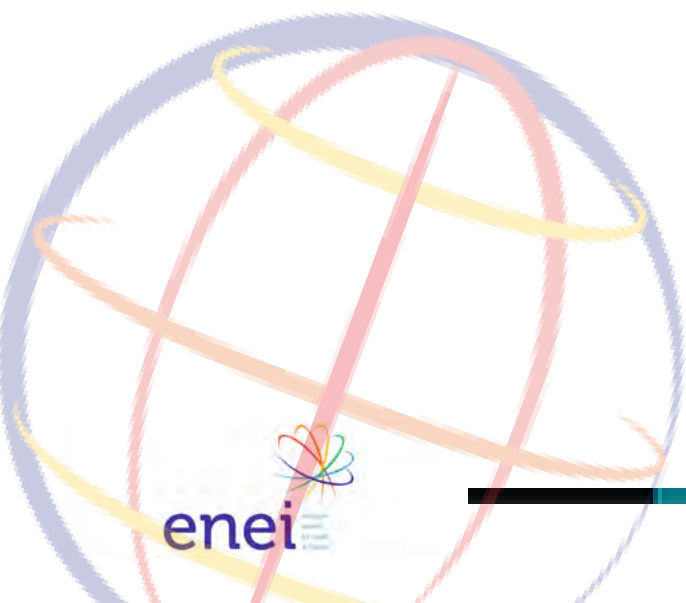
- Advising UK government on equality and inclusion related policy issues.
- Representing the views of employers.
- Supporting our members in creating inclusive workplaces.
- Challenging the status quo by presenting real alternatives.
- Highlighting the pros and cons of new employment laws.
- Developing campaigns against discrimination.

Governance

We are governed by a Board of 10 Trustees each of whom brings a deep commitment to and significant experience of championing a more inclusive society. We are currently seeking a new Chair and the process for this appointment will be dovetailed into this recruitment, with the incoming Chair joining the selection phase of the process for the Chief Executive.

Our current Board comprises:

- Harry Gaskell, (enei Chair), UK & I Advisory Managing Partner, Ernst & Young
- Claudine Adeyemi, Associate, Mishcon de Reya LLP
- Sarah Churchman, D&I Leader, PWC
- Jonathan Crookall, People Director, Halfords
- Heather Jackson, Chief Executive, Inspirational Journey
- Janine McDowell, CEO Justice UK & Ireland, Sodexo
- Barry Mordsley, Employment Law Partner, Harbottle & Lewis LLP
- Daniel Mortimer, Chief Executive, NHS Employers
- Trevor Phillips, Independent Chair and Director
- Jonathan Rees, Independent Chair and Director



Role Description

Role: Chief Executive Officer

Accountable to: Chair of Board of Trustees

Role Purpose:

The Chief Executive Officer is responsible for the strategic leadership and management of enei, building the network and the capacity of the organisation. The postholder will focus on driving social change and enhancing workplace culture based on principles of fairness and equality, leading both enei's UK and global agenda.

They will ensure robust strategic development, driving the operational plan, setting the budget and managing risk, ensuring enei is a financially sustainable organisation, relevant to the needs of our members. They will be the senior external representative for the charity, overseeing engagement with Members, clients and partners and engaging in collaborative relationships with government, stakeholders and the media.

Core responsibilities:

- To position enei as the networking organisation of choice for all employers looking to lead in the complex field of equality, diversity and inclusion.
- To position enei as an influential voice and nationally recognised source of evidence and insight on all issues relating to equality, diversity and inclusion.
- To strategically determine key campaigns and engage in collaborative relationships with government, stakeholders and the media to progress them.
- To represent the organisation as required in a wide range of public engagements, ensuring that the organisation is respected by opinion formers including the media, politicians, donors, civil servants, commercial partners. To actively seek opportunities to engage with the media, including social media, to increase enei's profile.
- To develop, pursue and embed strategic aims, including developing a robust financial strategy and operational plan. To hold accountability for delivery.
- To act as change agent and deliver organisational change as required to make sure the organisation is healthy, effective and efficient. To involve enei staff in developing an organisation that is equipped with the skills to deliver, and is empowered, and held to account for delivery of its aims.
- To deliver income targets agreed with the Board with a mix of membership fees and commercial income. Review return on investment with regard to enei's products and services and oversee the successful development and implementation of all commercial activity to provide for long-term financial sustainability.
- To establish a results-oriented culture which encourages quality in all that we do.
- To ensure that the organisation has effective governance systems and processes in place to meet member requirements and enable the Board to fulfil its formal responsibilities.
- To lead, manage and motivate the organisation's staff, associates and volunteers (including direct reports).



Person Specification

Part One Knowledge and Experience

- Clear knowledge and understanding of equality, diversity and inclusion in the workplace, its challenges and possible/potential future development.
- Demonstrable experience of strategic leadership – setting a strategy and turning broad aims and direction into practical plans for delivery.
- Experience of successfully leading or managing a healthy organisation or large division or department, including staff engagement, stewardship of resources, skills development, and the policies, systems and processes needed for sustainable delivery.
- Experience of successful commercial and financial management including sustaining and growing income generation.
- Experience of successfully maintaining and raising the vision, reputation and profile of a business and being its spokesperson.
- Evidence of developing and maintaining strategic partnerships with a diverse range of stakeholders and a track record of success in persuading, influencing and galvanising change.
- Change management and leadership will be essential. The successful candidate will bring recent experience of creating performance and results-oriented cultures.
- Experience of working with Boards and bringing knowledge and understanding of legal, regulatory, social and ethical responsibilities and corporate governance.
- Experience of building an influential membership/service delivery organisation that is universally credible and well regarded would be an asset.
- Experience of working with global companies, exposure to global D&I and an understanding of the international landscape when it comes to equality would be desirable.

Part Two Skills and abilities

- Exceptional interpersonal skills with the ability to quickly establish personal credibility.
- Natural ability to provide inspirational and inclusive leadership to develop high-performing teams.
- Able to work collaboratively and influence effectively across departments and externally to achieve organisational goals.
- Commercially astute with entrepreneurial flair and excellent planning, financial management and budgeting skills.

Part Three Personal attributes and behaviours

- Committed to eradicating inequality and passionate about creating a truly inclusive and diverse workforce in the UK and globally.
- Open minded and a flexible approach to working with colleagues.
- A positive and enthusiastic role model.

Terms of appointment

Role:	This is a permanent role which can be undertaken either full time or as a job share. There is the possibility for flexible working, home working and UK travel.
Salary:	£90,000 - £110,000.
Benefits:	Possibility of flexible working, 25 days' paid holiday plus 8 days' paid customary holidays, contributory pension scheme.
Location:	Central London.

We value diversity in our workplace and welcome applications from everyone. If you declare you have a disability and meet the essential criteria for the role, you will be guaranteed an interview. We support and provide adjustments for people with disabilities - if you have a disability and need help with the application process please contact us – details below.

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 Juliet.Taylor@starfishsearch.com or Juliet.Brown@starfishsearch.com and we will be happy to arrange a call.

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

- Your CV (no more than three sides).
- A supporting statement, of no more than two sides, that sets out why you think this role is the right move for you and how you meet the Knowledge and Experience criteria.

Search closes	21st September 2020
First stage interviews with Starfish Search	w/c 28th September 2020
Agree the final shortlist	8th or 9th October 2020
Final interviews including opportunity for informal meetings	15th or 16th October 2020

