

# DEMOS



Trustee



Starfish



# Welcome

Dear Applicant

Thank you very much for your interest in joining our Board at Demos.

Demos is a cross-party think tank founded in 1993 with the aim of bringing people into the public policy process and to develop solutions in a range of areas, from education and skills to technology, tax and housing. We are a champion of people, ideas, and democracy. We bridge divides. We listen and we understand. We are practical about the problems we face, but we are endlessly optimistic and ambitious about our capacity, together, to overcome them.

We are at an exciting time for our organisation, with great plans for the future. We are looking to appoint several trustees to steer and oversee our work in the coming years. We are determined to find a talented and diverse group of trustees from across the country.



We are a small, highly committed Board with an open, collaborative style of working in the interests of the mission of Demos. We value the different skills and perspectives that each Board member brings and see our diversity of backgrounds as a rich asset. We are planning to expand and diversify our board further and are particularly interested in individuals with experience and connections in areas where we may not previously have been strong.

The key areas of experience we would like to see on the board include:

- Significant experience of fundraising from foundations (large and small) and working with family offices;
- Real depth and experience in policymaking;
- Experience of influencing major stakeholders: politicians, business leaders, trade unions, civil society organisations, opinion formers and journalists.

Our Board is exceptionally capable and committed. You will be a confident, positive contributor, team player and ambassador for Demos with strategic acumen, great communication and listening skills, and high capacity for self-reflection.

If you feel inspired by our mission and want to be part of our journey, we would love to hear from you.

**Dame Julie Mellor**  
**Chair of the Board of Trustees**

# About Demos

At a crossroads in Britain's history, we need ideas for renewal, reconnection and the restoration of hope. Challenges – from populism and racism, to social inequality and climate change – remain unsolved, and a technological revolution dawns amidst a global pandemic. Meanwhile, the centre of politics has been intellectually paralysed.

Demos will change that. We can counter the impossible promises of the political extremes, and challenge despair, by bringing to life an aspirational narrative about the future of Britain that is rooted in the hopes and ambitions of people from across our country.

Three things make Demos unique:

1. *We listen to people from all walks of life.* We use rigorous research methods, including machine learning and big data, to understand social trends as well as people's lives and experiences. We get people together to discuss problems and develop solutions, whether that's in focus groups, citizens juries, or online communities.
2. *We're authentically cross-party.* We're passionate about ideas and innovation and we believe working across party lines is the way to get things done. And we know you don't have to be in government to make change: so we'll also work with social and community leaders, businesses and campaigners to renew Britain.
3. *We innovate and look forward.* We believe in the power of change to improve lives and we live by that philosophy. We experiment with new ways of doing research and propose bold policy solutions. We're looking ahead to the challenges and opportunities of the next decade. We don't see problems, we see the opportunity to come up with new solutions.

It's an exciting time for Demos as a cross-party think tank and there is a lot to do. Our latest ground-breaking project Renew Normal – People's Commission on Life After COVID-19, exemplifies our pacy, adventurous yet rigorous approach to analysing societal issues while simultaneously building willing coalitions to lead change and drive governmental and other responses to urgent problems.

Over the last three years, Demos' CEO Polly McKenzie, working with a supportive board, has given Demos a fresh and exciting direction, transformed our finances and developed new research tools for public engagement and deliberation.

## Find out more

To find out more about Demos, please visit <https://demos.co.uk/>

# The Demos Board of Trustees



**Dame Julie Mellor, Chair of Trustees**, was appointed Chair of Demos in September 2018. She is also Chair of the Young Foundation – putting people at the heart of social change – and the Federation of Industry Sector Skills and Standards. She is a Trustee of Involve, the public participation charity. Following a career in business with Shell, TSB and British Gas, she became Chair of the Equal Opportunities Commission from 1999-2005 and then a partner at PwC. From 2012-2017 Julie was Chair of the Parliamentary and Health Service Ombudsman. She has served as a non-executive board member at a number of organisations including: Nesta, the national innovation body; the Department for Business, Innovation and Skills and the Commission for Racial Equality.



**Tilly McAuliffe, Trustee**, is the founder of the Think Media Group, which comprises a customer publishing agency Think Publishing, a book publishing company Think Books and the travel media brand, Wanderlust. 20 years old this year, the group has enjoyed consistent independent growth and employs over 100 people in London and Glasgow.

Tilly is the recipient of the Individual Achievement Award from the Professional Publishers Association and Think itself is a three time recipient of the PPA Independent Publishing Company of the Year. Tilly is also co-owner and non-executive director of Welbeck Publishing Group (formerly Carlton Books). Outside of work, Tilly is the Chair of the Liberal Democrat Business & Entrepreneurs Network and sits on the Development Board of the National Youth Theatre. Tilly has two children and two dogs and lives in North West London.



**Dr Mohammed Aziz, Trustee**, has worked as a teacher, policy officer and lawyer. He was the founding CEO/Director of the Forum Against Islamophobia & Racism (2000-3), the British Muslim Research Centre (2003-5) and the Aziz Foundation (2015-18). He served as a Commissioner at the Commission for Racial Equality (2003-7) and the Equal Opportunities Commission (2005-7); and on the Commission for Equality & Human Rights Taskforce and Steering Group (2003-6) and the TUC's Commission on Vulnerable Employment (2006-8).

He was elected Chair of the European Network Against Racism (ENAR) for 2007-10 and Vice-Chair of the Equality and Diversity Forum for 2010-14. During this period, he was also a Director of FaithWise Ltd and a Consultant Senior Advisor to the UK Government on Race, Faith & Integration (2004-11). Dr Aziz was a Visiting Fellow at Cambridge University (2010-12), Director of the Centre for Policy and Public Education at the Woolf Institute, Cambridge (2012-15), an Associate Member of St Edmund's College, Cambridge (2013-15); and sat on two national Honours Committees at the request of the Cabinet Office (2005-11). Between 2013-16, he set up and led the Commission on Religion and Belief in British Public Life.



**James Wise, Trustee**, is a partner at Balderton Capital, the largest early stage venture capital firm in Europe, where he invests in new technologies focussed on productivity & healthcare. He sits on the board of 8 companies, spanning sectors from genomics and cybersecurity to sustainable clothing marketplaces.

Prior to joining Balderton, James helped to launch and run one of the UK's first social venture funds, the Social Business Trust and in 2011 he served as a Specialist Adviser to Parliament on Social Enterprise and Charity. James studied at Oxford University and Manchester Grammar School. In 2019 he was mentioned as amongst the top 100 most influential people in European technology by Business Insider.



**Dr Alessandra Buonfino, Trustee**, is an independent consultant working with governments and private investors. She is an associate at Expectation State, a consultancy working with emerging states and trustee of Water Unite, a not for profit working in water and sanitation in developing countries.

She was previously Head of International Development at Mishcon de Reya LLP, a civil servant for six years working in the Cabinet Office and the Department for International Trade and Head of Government affairs at Tesco. She started her career as an academic in international affairs and spent a number of years working in think tanks including as Head of Research at Demos in 2007.



**Matt Nixon, Trustee**, is a partner at Stork & May, an advisory and coaching firm working with board level leaders in private and public sectors. His previous career includes working as a management consultant and HR leader for firms including Shell and Barclays, as well as running his own business. He now focuses on helping leaders and boards create healthy organisations and avoid hubris and damaging crises.

He has been a trustee of Demos since 2015, chairs the board Remuneration and Nomination committee and sits on the Finance and Risk committee. He is also a school governor and formerly was the Treasurer of Lead International and is involved with development at several other charities.



**Simone Finn, Baroness Finn**, is the managing director and co-founder of FMA, a consultancy set up to provide advice to overseas governments on efficiency, implementation and public sector reform. She is also a member of the board of the UK Cabinet Office and a Commissioner for the Commission for Smart Government. Simone served as the UK Government's industrial relations adviser on reforms to public sector pensions and the Civil Service compensation scheme. She was also an adviser to Francis Maude, the Minister for the Cabinet Office, during the Coalition Government and helped to implement his efficiency and civil service reform agenda. Simone is also on the board of Transparency International and was the visiting parliamentary fellow at St Anthony's College, Oxford, in 2017/18. She previously trained and worked as an accountant at PwC and as a regulator with the Financial Services Authority.



**Ian Corfield, Trustee**, is currently Chief Commercial Officer New Day, one of the largest issuers of credit cards in the UK. Prior to this Ian was at the Commonwealth Bank of Australia, where he was CEO and a Board Director of its majority owned Aussie Home Loans subsidiary for 6 years, having previously been CEO of the Retail and then Business Bank at Bankwest.

# Role Profile

## Role Description

Trustees are collectively responsible for:

- upholding and adhering to the highest standards of governance
- ensuring we meet our fiduciary and wider legal responsibilities
- providing leadership, contributing to our strategic direction and how we can most effectively deliver
- scrutinising performance and holding the executive team to account for delivery against strategic objectives, and
- being an ambassador for Demos and supporting the executive team in fundraising.

# Person Specification

## Experience

We are looking for people with a background in at least one of:

- significant experience of fundraising from foundations (large and small) and working with family offices
- real depth and experience in policymaking, and
- experience of influencing major stakeholders: politicians, business leaders, trade unions, civil society organisations, opinion formers and journalists.

## All applicants will need to show us

- A sound and well-developed appreciation of governance; knowledge of statutory and charity regulations and guidelines would be useful but it is not essential.
- Strong and well developed networks, bringing contacts and relationships to Demos that assist our research or influencing activity, potential partners for projects, or donors and supporters to fund our work.
- Experience of setting strategic direction and supporting delivery, using analytical skills and wise judgement.
- A team player who can work collaboratively with the rest of the Board, challenging constructively when necessary.
- A desire to increase your knowledge and understanding of, and commitment to, the mission and values of the organisation.
- Ability to represent Demos and its work effectively as a trustee and supporter of the charity.
- Sound financial skills would be useful.

# Terms of Appointment

## **Time commitment**

Our trustees have an important role to play in the future development and continued success of Demos. We ask for:

- attendance at the board of Trustees meetings: four to six a year, on average lasting around three hours
- attendance at an annual away day to focus on board effectiveness and future strategy
- in addition you may be asked to be member of a board committee, which generally meets up to four times a year, and
- informally you will be asked to share your network to assist with research, influencing or fundraising.

## **Remuneration**

All trustee roles are voluntary and reasonable expenses incurred in fulfilling your duties will be reimbursed.

## **Conflict of interest**

Trustees should avoid any conflict between their personal interests and those of the charity and must declare any known interests where there may be conflicts. If you wish to discuss any potential conflict of interest before applying, please contact us.

## **Appointment length**

The term appointment will be three years, potentially renewable for a further three years.

# 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](mailto:juliet.taylor@starfishsearch.com)

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

- Your CV or equivalent biographical information
- A covering letter that sets out your motivation for applying for this appointment, and why you think your skills and experience make you suitable
- Details of two people you have worked with at Board level previously who we could talk to at shortlist stage (with your permission).

**Closing date is Monday 8th March 2021**

The selection process is to be confirmed and will take place over the Spring and early Summer period.



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