



enei employers
network
for equality
& inclusion



Trustees



Starfish

Introduction from the Chair and Chief Executive

Dear Candidate,

Thank you for your interest in becoming a trustee of enei.

This is an exciting and inspiring time to join enei and play a vital role in shaping our future, as we embark on a phase of ambitious growth. In the past 12 months, the organisation has welcomed a new Chair and Chief Executive, along with the appointment of two new Directors to the executive leadership team. This past year has also shed a harsh light on so many social inequalities and social injustices, which has brought equality, diversity and inclusion to the fore. There is not only more interest in our work, but an increased demand for creative and innovative solutions; with our new strategy, we will be transforming our services to build upon our position as the UK market leader in workplace equality, diversity and inclusion.

We currently work with 400+ employer members, and a rapidly growing base of training and consultancy clients, to inspire, guide and support them throughout their inclusion journeys.

Our vision is a world where workplaces are truly inclusive, where all employees have a sense of belonging, are fulfilled and productive. We are now seeking four new trustees to join our Board, who share in our vision and want to be part of making it a reality. In particular, we are seeking people who bring specific skills and expertise in four key areas: a finance professional, who will be able to act as our Treasurer; a marketing professional, with experience across all aspects of marketing, PR and communications; a business development professional, with experience across all aspects of business development and account management and a service development and delivery professional, with experience in either membership organisations, professional services or consultancy.

Whatever your background, we are looking for people who want to be actively engaged in supporting our work and our growth. This is a pivotal time for enei and our trustees will be strategic leaders, established in their fields, with the ability to provide insight and challenge, and act as ambassadors for the organisation. We want to be global leaders in our field, working in the boardrooms of great employers, supporting and advising them on creating truly inclusive cultures. To do this requires skill, knowledge and networks and our Board will be key in enabling us to achieve our aims.

We cannot emphasise enough what a fantastic time this is to be joining us and how excited we are about the future. If this inspires you, and you can see how you could help us drive our strategy forward, we'd love to hear from you.
Best wishes

Darra Singh, Chair and Sandi Wassmer, Chief Executive



About us

The Employers Network for Equality and Inclusion (enei) is the UK's leading employer network covering all aspects of equality, diversity, inclusion and belonging in the workplace. We are a not-for-profit organisation, offering membership and training and consultancy services, supporting employers along their inclusion journeys. We provide the information, advice, training and guidance employers' need to build and maintain inclusive cultures.

enei has come a long way since its inception in 2011, when it was established in response to the inscription of the Equality Act 2010 into law, and to support employers to comply with the Act. Roll forward 10 years and workplace equality, diversity and inclusion is gaining momentum and maturity, evolving beyond the protected characteristics included in the Equality Act and into social mobility and social inclusion.

As we develop our new three-year rolling strategy and business plan, we are focused on ensuring that we deliver services that continue to inspire and exceed customer expectations long into the future; this strategy will transform our business, enhancing our service offering to support organisations in every step on the way along their inclusion journeys—from organisations just starting out through to organisations leading their sectors, who wish to deliver sustainable culture change.

This is a pivotal time in our human history for equality, diversity and inclusion, and our ambitious growth plans will harness all of the opportunities and possibilities that lie ahead.

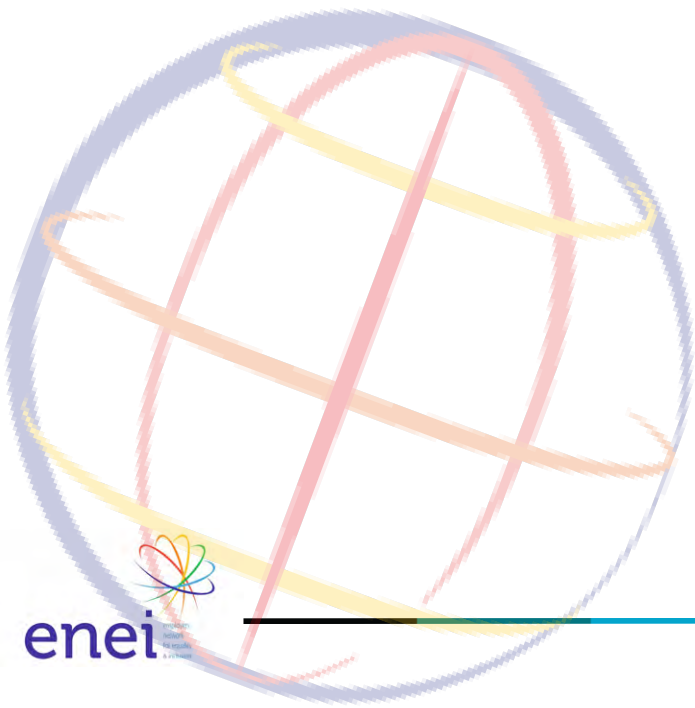
Our high-calibre Board is comprised of talented and committed leaders, who have and will continue to support the organisation to achieve even greater success.

You can find out more information by visiting our website - <https://www.enei.org.uk>

Role Description

Trustees are responsible for:

- Overseeing and contributing to the setting and shaping of enei's strategic direction, financial management and governance.
- Ensuring that enei is well governed, that effective governance structures are in place and are regularly reviewed and followed.
- Ensuring that enei works within its charitable objectives and is compliant with charity and company law within the jurisdictions within which it is registered and operates.
- Ensuring financial sustainability and robust financial management of enei.
- Championing enei's work by supporting its activities, fostering networks within wider communities and promoting what we do.
- Engaging in enei's work, acting as ambassadors for enei, broadening its reach and impact, and offering additional resource as and when available.
- Supporting, questioning, and holding to account the Executive.
- Sitting on one of enei's Board sub-committees.
- Furthering the charitable objectives of the organisation.



Person Specification

A background in one or more of the following is essential for these appointments:

- Financial expertise. A Qualified finance professional, who will also be able to act as our Treasurer.
- Marketing, PR and communications expertise. A marketing, PR and communications professional, with experience across all aspects of marketing, PR and communications, preferably from a B2B background.
- Business development expertise. Experienced across all aspects of business development and account management, preferably from a B2B background.
- Service development and delivery expertise. Experience across service design, development, delivery and continuous improvement, preferably gained in a membership organisation, professional services or consultancy.

In addition, we are seeking the following:

Part One: Knowledge and experience

- Proven strategic thinkers with experience of operating at a senior leadership level.
- People who are able to offer their insight into, and experience of, equality diversity and inclusion in the workplace
- An essential understanding of what enei is aiming to achieve, and its main priorities.
- Successful experience of operating within a board in a charitable, public sector or commercial organisation is desirable although not strictly essential.

Part Two: Skills and personal attributes

- Sound, independent judgement and the confidence to participate in debate about key strategic issues and know when to challenge constructively.
- Effective communication skills and someone who builds rapport and demonstrates self-awareness.
- Visionary and strategic in approach – you will be a 'big picture' thinker.
- That you can offer a contemporary view and are connected with and understand how to engage with a wide range of stakeholders, from leading employers to policymakers and political influencers.
- You will be able to work effectively as a member of a team.
- Committed to the aims of the organisation and its strategic priorities and willing to devote the necessary time and effort to the role.
- The ability to work supportively with other Trustees, advisers and executive colleagues to high ethical and professional standards and in line with their legal responsibilities.
- A commitment to transformational change, learning, improvement and performance.
- A commitment to the aims and strategic objectives of enei and the ambitions of its growth strategy.

Terms and conditions of appointment & How to apply

These are unremunerated roles although reasonable expenses incurred through performance of duties will be reimbursed.

Board meetings are held four times a year, along with one away day. We are currently running a hybrid model, although we expect meetings to be held in London from 2022. In addition to the Board meetings and away day - as we further develop our governance structure - there may be sub committees, with authority delegated to them by the Board, meeting at other intervals, and staff may seek to consult with you on your particular expertise. It is likely that you will be asked to represent enei at meetings with potential new partners, clients or other external stakeholders.

Each term of appointment is three years and trustees may be appointed up to a maximum of nine years in total.

We hope you will consider expressing an interest in this role. If you have questions about the appointment process and would find it helpful to have an informal conversation, please contact Juliet Brown or Rebecca O'Connor on 0203 971 0832.

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

- Your CV in Word format on no more than three sides of A4.
- A covering letter in Word format on a single side of A4, which answers the following:
 - Tell us what has motivated you to apply for this role, and why equality, diversity and inclusion are important to you;
 - Drawing on your professional experience, tell us what you will bring to the role and how you will help us achieve our ambitious growth plans; and
 - Describe what you feel the challenges are in workplace equality, diversity and inclusion in the coming year.

We are fully committed to widening the diversity of the Board and actively welcome applications from all underrepresented groups.

Please also ensure you have completed and submitted the equal opportunities monitoring form that appears on this site as you submit your application. The information you provide will be treated as confidential and used for statistical purposes only. The form will not be treated as part of your application.

Closing date:	19th November 2021
Preliminary interviews with Starfish:	w/c 29th November and 6th December 2021
Formal interviews with enei:	During December and January, availability permitting