

Progress  **Together**

Chief Executive



 **Starfish**

Welcome

Dear Applicant,

Thank you for your interest in joining Progress Together as our first Chief Executive.

Progress Together marks an important milestone in addressing the issue of socio-economic diversity at a senior level. It is imperative that we ensure that our financial services sector is globally competitive, and we will only achieve that if we take advantage of the diversity of talent that we are fortunate enough to have in the UK. The evidence tells us that opaque processes currently exist around promotion, work allocation and senior level sponsorship, meaning career progression is all too often led by attributes such as visibility, familial and education connections, shared cultural or social experience, perceived gravitas and confidence.



Progress Together's purpose is to have a UK financial services sector where everyone working in it, from all socio-economic backgrounds, can achieve their full potential. This will lead to better productivity, innovation and decision-making, ultimately leading to better outcomes for consumers. The measure of success will be greater levels of socio-economic diversity at senior levels, across our membership.

We are now seeking an inaugural CEO to lead our work with the founding partners to shape the organisation, developing and consolidating its industry presence. You will have a deep understanding of the issues around social mobility and the broader equity and belonging agenda, and help us think creatively about Progress Together's future influence and impact. Leading the organisation through its first phase of growth and development, you will hold responsibility for our advocacy, our financial sustainability, our performance and our organisational culture as a compact team.

As a leader, you will be contemporary, visionary and strategic, and able to turn concepts into reality to create a programme of pioneering work. Bringing a high degree of credibility with stakeholders across the financial services and beyond, you will bring the ability to leverage, persuade, influence and stand out from the crowd. With presence and imagination, you will build new alliances and partnerships, rooted in a strong evidence base. Above all, you will share our desire to achieve greater levels of socio-economic diversity across the financial services and ensure we are a disruptive force for good.

This is an exciting time to join Progress Together. If you believe you have the experience, skills and attributes required, we would be very pleased to hear from you.

Vincent Keaveny
The Rt Hon The Lord Mayor of the City of London &
Chair of Progress Together

About the Organisation

Progress Together was launched in 2022, as part of a Government Commissioned taskforce led by the City of London Corporation and delivered by Connectr and a group of committed organisations.

Progress Together aims to level the playing field – to create a financial services sector in the United Kingdom in which everyone working in it, from all socio-economic backgrounds, is both enabled and has the opportunity to achieve their full potential. A diverse workforce brings different perspectives that will inevitably lead to better decision-making, new approaches and higher productivity. By making the most of all talent within the firm, organisations will maximise their global competitiveness.

Progress Together is led by evidence including the Bridge Group's report 'Who Gets Ahead and How'. The report shows that across the economy, 52% of UK CEOs come from professional backgrounds – as defined by parental occupation at age 14 (recommended by the Social Mobility Commission). In financial services, this figure rises to 89%, putting the industry significantly out of touch with the communities it serves. This is compared to 37% of the UK's working population.

Focusing specifically on progression and retention, Progress Together supports UK financial services employers to share best practice with peers and clients, benchmark against each other in a safe environment, and boost collective efforts.

In order to achieve this aim, Progress Together:

- Focuses on senior level socio-economic diversity – with progression, retention and inclusion at the core.
- Drives engagement from Boards and senior management by encouraging them to take ownership of and action on socio-economic diversity, promoting the culture and strategy needed to advance socio-economic diversity, with particular focus on their most senior leadership positions.
- Works with UK financial services employers, wherever they may be on their socio-economic diversity journey, to help them understand the barriers when it comes to progression and then remove these barriers through practical actions and guidance.
- Adopts an evidence-based approach, collecting and sharing anonymous data on an agreed basis, to help drive improvement and measure progress with the organisation and across the sector.
- Actively advocates for socio-economic diversity at senior levels through sharing best practice, identifying emerging issues/trends and seeking necessary changes in policy & practice.

Find out more:

To read more about Progress Together please visit: <https://www.progresstogether.co.uk/>



Role Profile

Role title Chief Executive

Reports to Chair of the Board of Trustees

Role purpose The Chief Executive works with the Board on strategy development and governance, and has day to day responsibility for resourcing, operational performance and delivery, including the effective management of critical partnerships and stakeholder relationships. Working in close conjunction with the Board, the CEO represents the organisation and its work externally to a broad spectrum of interested parties.

The main responsibilities of the CEO role at Progress Together are to:

- Provide visible and effective senior leadership, direction and oversight to Progress Together and its staff to develop the organisation's vision, strategic objectives and implementation of clearly prioritised plans.
- Generate, explore and implement new opportunities for Progress Together as it starts up, harnessing innovation, delivering impact and aligning with its mission and overarching objectives. This includes engaging with new partners within financial services and other interested parties where there is a common agenda or shared interest.
- Develop and enhance the position, reputation and voice of Progress Together: as an ambassador, promote and represent the agenda and develop high value alliances and networks with a range of relevant stakeholders.
- Manage the organisation to ensure that its resources are used as effectively and efficiently as possible and create a high-performing professional environment with a strong organisational culture at its heart.
- Be responsible for the overall financial health and sustainability of the organisation, through the development and continuation of diverse income streams including a range of partnership opportunities.
- Build an effective partnership with the Board, leveraging their experience and expertise in order to achieve development, growth and longer-term sustainability for Progress Together.



Person Specification

Please respond directly to the criteria listed under Knowledge and Experience in your supporting statement. Criteria listed under Parts Two and Three will be further assessed at interview for selected candidates.

Part One

Knowledge and Experience

- A credible leader currently at CEO, Director or equivalent level within another public-facing organisation.
- Clear knowledge of social mobility and social mobility movements in the UK, as well as good broader knowledge of the equity, diversity and belonging landscape.
- Demonstrable experience of strategic leadership – setting a strategy and turning broad aims and direction into practical plans for delivery.
- Evidence of developing and maintaining strategic partnerships with a diverse range of senior, private sector stakeholders and a track record of success in persuading, influencing and galvanising change.
- Experience of successfully maintaining and raising the vision, reputation and profile of an organisation and being its spokesperson.
- Demonstrable knowledge and understanding of the financial services industry, along with an understanding of the wider cultural environment and specific industry tensions relevant to Progress Together's work.
- Experience of successful financial management including sustaining and growing income generation.
- Broad experience or understanding of a modern start-up organisation, with the entrepreneurialism and dynamism that aligns to that.

Part Two

Skills and Abilities

- Strong self-starter with the ability to anticipate issues and complexities.
- Entrepreneurial and contemporary mindset to secure buy in from stakeholders quickly.
- Highly effective at building credibility rapidly and galvanising networks, developing productive relationships with the sector, potential donors, and at representing organisations or causes effectively in the media.
- Able to lead and enthuse a compact team demonstrating a high level, strategic approach coupled with the ability to be involved in the detail and delivery.
- Highly rounded communication, negotiation, interpersonal, persuading and influencing skills with the ability to secure trust and confidence quickly around common goals.
- Strong on translating concepts into accessible and practical ways of working.
- Effective planning, financial management and budgeting skills.
- Able to work effectively with the Board in support of its overarching governance responsibilities.

Part Three

Leadership Style and Personal Attributes

- Visionary with the imagination to paint a bright future and turn Progress Together's mission into reality.
- Comfortable rolling their sleeves up and moving from the strategic to the detailed.
- Resilient; contemporary, calm and decisive under pressure.
- Modern approach to leadership with a positive, inclusive style.
- Committed to socio-economic diversity, and passionate about creating a truly inclusive and diverse workforce in the UK's financial services industry.

Terms of Appointment

Salary

This role attracts up to £120,000. Starting salary is dependent on experience.

Contract

This is a permanent full-time appointment.

Location

Hybrid working from home and from Progress Together's office space in London currently, and in Bristol from January 2023. (London space for meetings only once Bristol offices open)

The successful candidate must be able to demonstrate effective leadership impact, which will include their presence and visibility within the organisation.

Other benefits

Details of the benefits package provided on request.

How to Apply

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

- your CV (no more than three sides)
- a short supporting statement (maximum two sides) that sets out why you are interested in joining Progress Together as its next Chief Executive
- We would be grateful if you would also tell us your current salary details and any dates when you are not available to attend interview.

We would be grateful if you would also complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and will not be seen by the selection panel and is not treated as part of your application.

Closing date

Friday 14 October 2022

First stage discussions

w/c 24th October and w/c 7th November 2022

Agreement of the final shortlist

late w/c 7th November 2022

Informal conversations with stakeholders

Prior to final interview

Final interviews

17th/18th November (first round)
24th/25th November (second round)

