

## INSIGHTS TO HELP INDIVIDUALS WHO ARE LOOKING FOR NON-EXECUTIVE ROLES

1. In the current market, it is **less likely that a lack of non-executive experience alone will hold you back**. Consider other ways in which you have been personally influential or inspired change. Your capacity to think strategically about complicated issues, bridge gaps, connect with emerging audiences or help an organisation address its blind spots may be as relevant to the Board's overall aim. In many ways, 2024 is a year for 'grit in the oyster': organisations are asking for active and constructive challenge power.
2. The broadening out of boards in their perspective means that more organisations are willing to explore a broader cross-section of backgrounds and experiences when selecting their trustees. **Begin a covering letter with a paragraph exclusively about the organisation you are interested in** to show you understand its unique situation, can anticipate the level and nature of discussion you'll be involved in, and have sized up the opportunities and risks ahead for the team.
3. **A role with no pay is not the same as a role with no value**. Boards occupy an exposed position in early 2024 and it is not possible to carry out chair or trustee roles properly without a serious interest in what the organisation is trying to achieve, in task or mission. In 2024, candidates need to be comfortable with collective and individual accountability before they commit. The debate about trustee pay is, in some senses, being slowly re-opened; yet significant change across the sector is looking unlikely in present circumstances.
4. **More and more people have been tuning in to their sense of social purpose as we grapple with the big issues of our lifetime**. Does the growing community of people now expressing an interest in charity board roles from all sectors reflect an increase in awareness of the value of social responsibility? Applicants are also considering board work earlier in their working lives, because of the reduced requirement for all trustees to have held conventional leadership positions. If you are motivated by positive change, modern charity board work can be combined successfully with full time work in most sectors. Candidate fields are bigger for trustee roles; however, there are more genuinely accessible opportunities available at the moment.
5. Understand what conflict of interest and perception issues really mean. In an age of heightened speculation and rapid digital clockspeed, board work is exciting, yet understanding 'optics' is critical. **Strong applicants for charity trustee roles in 2024 readily take accountability; they operate with a high level of self-awareness, optimism and common sense.**

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