



CANDIDATE PACK FOR TRUSTEES



INTRODUCTION FROM THE CHAIRS

Dear Candidate,

Thank you for your interest in becoming a trustee of The Employers Network for Equality and Inclusion (enei).

This is an exciting and inspiring time to join enei and play a vital role in shaping our future; 2025 will see enei embark on a rebrand, launch new training services and carve out our own unique niche in the DEI and organisational culture marketplace. This past year has been a tricky one from a commercial standpoint, as economic uncertainty and political instability have left many organisations looking to cut costs. However, enei has seen a continued interest in our work, with income and membership numbers remaining steady, alongside increased demand for creative and innovative solutions. As we continue to turn DEI on its head, putting inclusive cultures at the heart of inclusive organisations, we are looking for two new trustees to help us build upon our position as the UK market leader in workplace diversity, equality and inclusion.

We currently work with 400+ employer members, and a 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 two 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 two key areas: a commercial business development professional, with a proven track record in supporting long term sustainable commercial growth; and a leader with experience implementing and embedding cultural transformation and change.

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

Claudine Adeyemi-Adams and Will Smith
Co-Chairs



ABOUT US

enei is the UK's leading employer network covering all aspects of diversity, equality, inclusion, and belonging in the workplace. We are a not-for-profit organisation offering membership, 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.

We are an atypical not-for-profit, operating without reliance on donations or grants. Our model is built on providing commercial services and growing our membership, allowing us to deliver impactful results directly to those who have supported our work. To view our most recent annual report please [click here](#).

enei has existed since 2011 and, over the past four years, has completely reinvigorated our vision, purpose and values. We've achieved a great deal since our founding, but we still believe fundamental change is required to meet organisations' diversity, equality, and inclusion (DEI) needs. We see DEI not as a strand of compliance and HR, but as a fundamental part of organisational culture.

We believe that everyone should be treated like a human, as this is essential for a thriving workforce. Embracing diversity drives organisational success and sparks innovation, which is key to achieving market leadership. DEI is constantly evolving, with the right approaches continuously changing in both life and work, making it a vital component of organisational transformation. As we move into 2025 and beyond, enei will be rebranding under a new name to reflect this evolving landscape and ensure that we deliver services that continue to inspire and exceed customer expectations long into the future.

This is a pivotal time in our human history for diversity, equality, 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, alongside our senior leadership and staff teams, work to support the organisation in achieving even greater success. By working closely, our staff, Board, and senior leaders can bring together their diverse expertise and perspectives to grow enei, and create further lasting impact.

Details of the members of our Board can be found on our website: <https://www.enei.org.uk/about-us/our-board/>
And to find out more about our wider team, please visit: <https://www.enei.org.uk/about-us/our-team/>



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:

- Commercial growth and business development, with a particular focus on how to support organisations undergoing a strategic shift in focus.
- Organisational development, transformation and change with a particular focus on leading cultural change.

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, diversity, equality 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

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

Board meetings are held four times a year, with two held in person and two online, along with one away day. 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.

HOW TO APPLY

To make an application, please go to <http://starfishsearch.com/jobs/enei-trustees/> 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 no more than two sides of A4, which answers the following:

- Tell us what has motivated you to apply for this role, and why diversity, equality 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 diversity, equality 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.

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

Closing date:	Friday 13th December 2024
Preliminary interviews with Starfish:	w/c Monday 6th January 2025
Formal interviews with enei:	w/c Monday 27th January 2025