

DEMOS

TRUSTEE CANDIDATE BRIEF

MARCH 2025

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 reconnecting and repairing the relationship between state and citizens - a purpose that has only found more urgency in recent years. We are at an exciting time for our organisation: a great team led by our fantastic CEO Polly Curtis, financial strength and innovative work on a more collaborative democracy, public service reform, a citizen economy and more trusted technology. We are looking to appoint a new trustee to steer and support our work in the coming years.

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 different backgrounds as a rich asset. We intend to 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 area of expertise we are seeking to address as part of this recruitment process is **experience of influencing major stakeholders and working in partnership with government.**

Our Board is capable and committed. You will be a confident and positive contributor 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

Demos is the UK's leading cross-party think tank producing research and policies that have been adopted by successive governments for over 30 years.

WHAT DRIVES US

Policy-making is now either too divisive and partisan, or too technocratic and not ambitious enough and so is failing to solve the big, difficult problems we see growing around us today. As a result of these failures, citizens are divided, the economy is leaving people behind and our democracy isn't trusted to provide the solutions.

We need a more collaborative democracy, that puts people at the heart of policy-making, to start to address these problems by improving policy-making, strengthening citizenry and increasing trust in the political system. By creating partnerships between politicians, industry, civil society and citizens, we can start to solve our problems.

WHAT WE DO

Demos builds bridges between politicians, policy-makers, experts from business, civil society and academia, and citizens to imagine the new ideas, create the policies and to tell the stories that will transform Britain.

We have three strategic methods to deliver our work: participation, policy-making and influencing.

We focus these activities across four pillars:

- 1. Public service reform**
- 2. A citizen economy**
- 3. More trusted technology**
- 4. A collaborative democracy**

Find out more

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

DEMOS TRUSTEES



DAME JULIE MELLOR DBE

Chair of Trustees

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TILLY MCAULIFFE

Trustee

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HALIMA BEGUM

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Trustee

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MOHAMMED AZIZ

Trustee

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CAMPBELL ROBB

Trustee

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ALEX DAWSON

Trustee

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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:

- Experience of influencing major stakeholders: politicians, business leaders, trade unions, civil society organisations, opinion formers and journalists.
- Experience of working in partnership with Government.

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;
- informally, you will be asked to share your network to assist with research, influencing or fundraising.

In total, this would entail a time commitment of up to one day per month.

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 expressing an interest in this role.

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

- Your CV (no more than three sides).
- A covering letter that sets out your motivation for the role and describes the specific experience you can bring to the appointment.
- The details of two referees you have worked with at Board level.

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.

The closing date for applications is **Tuesday 22nd April 2025**.

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