

Non-Executive Director

Welcome

Thank you very much for your interest in becoming a Non-Executive Director and Chair of our Finance Compliance and Risk Committee (FCRC) at 38 Degrees.

The need for 38 Degrees is greater than it has ever been. Party politics in the UK could be described as broken and there does not appear to be anyone speaking for our mission of uniting people across party lines, class, race, or regions of the UK with a positive and compelling story of what our country can look like rooted in shared values, lives and priorities.

We hope to find Non-Executive Directors willing to challenge not just where the country is heading but also our approach to making a positive impact. We work better as a Board if our members leverage their varied viewpoints and experiences as we attempt to grow our supporter base beyond 2 million people.

This is an opportunity to shape our future, working with a highly motivated and engaged team. If you share our commitment to “our values of fairness, respect for one another, and sustainability” and believe you have the experience and qualities we are searching for, we look forward to hearing from you.

Richard Lackmann
Chair



About us

38 Degrees is a community of almost a million people who – in a moment away from their busy days – take small actions on issues they care about, which all add up to something bigger, a movement for a better Britain for everyone who calls our country home.

We come from all walks of life; we're nurses, taxi drivers, parents, shopkeepers, pensioners and more. We're not a group of activists, most of our supporters aren't members of political organisations or political groups, they just get involved in small ways in politics through us. We have more than a thousand supporters in almost every seat in Britain and we have more supporters in the north than in London. Less than half our supporters voted Labour in 2024, our second biggest group of voters backed Reform, and we have supporters who voted for all of the parties. Very few of our supporters don't vote. We're from every part of the country and across the political spectrum. We're funded by our supporters - 95% of our income is from small donations and we have people who give regularly to fund our campaigns in every constituency across the UK.

Our community works for a Britain where we all get a fair chance in life and where the place we were born, or the area we live in, doesn't decide that chance. Where we protect our planet and hold those in power to account for doing the same, and where we are treated, and treat one another, with respect.

Our Purpose

Too often people like us are told we can't make a difference.

A handful of powerful, often wealthy, people and corporations have made it their mission to divide us so that they can force through laws and rules that suit their narrow interests and line their pockets, all while trashing our living standards and our environment in the process.

But whether we're older or younger, from a big city or a small town, whether we're Black, white, Asian or Brown, scraping to get by or a bit more comfortable – we know that when we come together, we can be powerful.

Our Approach

We are operating at a time of tremendous challenge, and opportunity. The country is struggling through a cost-of-living crisis, our NHS has been on its knees, our rivers are polluted, and a climate crisis rages. Our supporters are frustrated and angry. But they are also hopeful that a government that was elected on a promise can deliver progress. And for the first time since 38 Degrees was founded, we are getting a hearing in the corridors of power. We are balancing campaigning in opposition to government decisions our supporters don't like - like the cuts to Winter Fuel Allowance or disability benefits - while actively supporting the government where it does the right thing, like cracking down on water companies or boosting spending for the NHS.

We do this work funded by fivers and tenners from people who want to make a difference right across our country. And when enough of us chip in, we can run ambitious, cutting-edge campaigns which show how we – their voters and consumers – expect our politicians and businesses to change.

With some of the world's most powerful campaigning technology, a creative and dedicated staff team and a powerful movement to change lives, communities and our country, the millions of us who take small actions can each get on with our busy lives, while having an impact far greater than we could achieve alone.

Every time we win together, we move our country a step towards the fairer, more sustainable place we're fighting for, where we are treated, and treat each other, with respect.

Our Impact

These three campaigns are just a snapshot of the many impactful initiatives we run. They represent a small part of the wide-ranging work we do to drive change and make a difference every day.

Fighting to save winter fuel payments

Last August the Government said they would scrap winter fuel payments. 38 Degrees supporters immediately spoke out, and side by side with others fighting to stop this cut, we hand-delivered 500,000 signatures from across the sector to Downing Street and projected our message across Liverpool before the Labour Conference. And when we heard rumours that the Government was considering a u-turn together we leapt into action again – showing politicians just how popular a change in policy would be.

Well, it worked. The Prime Minister stood up in Parliament and echoed what so many of us have been calling for: that more pensioners should be getting help with winter fuel costs. It's a huge shift – and we'll keep fighting until that promise becomes a full U-turn.

The Prince Charles Cinema is saved!

When the Prince Charles Cinema faced closure earlier this year, the 38 Degrees community leapt into action. 125,000 of us backed this iconic cinema's petition in just 24 hours and made headlines everywhere. Since then, Westminster Council has listed the cinema as an asset of community value! Thanks to the actions of people across the country who care about protecting independent venues and culture – it now means if the cinema ever goes up for sale, the community gets first say.

Food Labels

What's more, over 17,000 of us spoke out against misleading food labels in supermarkets, and our voices created [a powerful report](#) delivered directly to Ministers.

You can find more of our campaign wins and news stories [here](#).

About the Role

38 Degrees' Board is responsible for supporting and holding to account the CEO and Senior Leadership Team. This includes ensuring appropriate governance of the organisation, overseeing overall strategy, managing strategic risk, monitoring financial performance and interrogating the big strategic choices and high-level decisions about the running of 38 Degrees.

Alongside the community of supporters and the staff team, the Board also acts as guardian of 38 Degrees' mission and values. Each Board member needs to embrace and uphold the supporter-driven approach. That means being able to put aside their personal political beliefs, constantly maintaining their understanding of our supporters and holding the SLT to account for their approach to supporter involvement.

38 Degrees has a passionate and committed Board. We are looking for new Board members to add further depth to the governance of this important organisation.

We have a vacancy for a Non-Executive Director for our Board who will Chair our Finance Risk and Compliance Committee (FCRC)

The FCRC's purpose is to review 38 Degrees' financial strategy, financial health, risk management and legal compliance, and make recommendations to the full Board.

We want to strengthen the overall mix of skills across the Board by bringing in additional finance and risk skills as one of our members is scheduled for retirement. The successful applicant will Chair our FCRC as well as working as a Board member.

Our Commitment to Anti-Oppression, Diversity and Inclusion

We are an inclusive, main stream organisation which brings together people from a variety of different political perspectives. We want this diversity of perspective to be reflected on our Board - as well as a passion for working in a way that advances our commitment to anti-oppression and anti-racism.

38 Degrees is deeply committed to inclusive working practices, so during the application process we commit to:

- Paying a contribution for childcare whilst you're at 38 Degrees' interviews.
- Paying for your travel costs to the office and back – and for overnight accommodation if you're travelling from a long distance for an interview although at present the majority of interviews are held online using zoom.
- Making any reasonable adjustments - for example ensuring we have BSL interpreters organised in advance if you'd like them.
- Providing this document in a Word document format readily available to download.
- Offering a guaranteed first stage interview for disabled candidates who meet the essential requirements for the role.

If there is anything else you're concerned about or think we could provide, please let us know.

Person specification

Skills

- A professional financial qualification, and significant senior financial leadership experience, and developing and delivering financial strategies
- A strategic understanding of how to increase financial stability
- Able to operate at a strategic level and take high-level decisions about the future of the organisation
- Able to evaluate and manage strategic risk
- Able to display a commitment to inclusion and diversity
- Excellent communication skills and an ability to persuade and influence to promote the interests of 38 Degrees
- Good listening skills and an openness to other views and feedback on your contribution
- Able to think differently, come up with new ideas and challenge existing thinking

Values & Ways of Working

- Commitment to 38 Degrees' mission, values, culture and supporter-driven ethos
- Commitment to DEI
- Commitment to bringing high standards of ethics and transparency to 38 Degrees' governance
- Willing and able to work as part of the governance team and in collaboration with the SLT
- Assist the SLT in building networks of organisations and individuals who can help further the organisation's mission
- Be accountable to 38 Degrees' supporters and stakeholders for the work and impact

Personal Qualities

- Strategic and ambitious
- An ability to differentiate between personal and professional views
- Calm, balanced and resilient
- High emotional intelligence with the ability to manage conflict
- Personable and approachable – high integrity, low ego

The following are desirable, but not essential for all new Board members:

- Political insight, for example from working in a policy, election, or political context
- Previous Board experience

Time Commitment

In order to deliver your role as a Board member, you will need to dedicate time for the following activities. We are looking for a minimum time commitment of 8–10 days a year:

- Quarterly Board meetings (in-person)
- Quarterly FCRC meetings (via Zoom)
- Board meeting preparation and follow-ups
- FCRC meeting preparation and follow-ups
- Supporting the CEO and Senior Leadership Team sub-committee with a specific focus on our finance lead
- Other relevant activities as required

Additional Information

Remuneration

This position is unremunerated, however, reasonable expenses will be covered such as transportation to Board meetings. Where needed 38 Degrees will provide training beyond our standard Board induction to Board members to build their skills.

Role as an Ambassador

Board members are expected to be good ambassadors for 38 Degrees. Their behaviour at all times should enhance and protect the reputation of 38 Degrees. Board members should take every opportunity to champion 38 Degrees and support its activities.

The members of the Board have been chosen for their wide range of experience in campaigns, the voluntary sector, politics and business. All Board members are required to be transparent with any other interests they are involved with in accordance with our policy for managing potential conflicts of interest.



How to apply

We hope you will consider making an application. If you have questions about the appointment and would find it helpful to have an informal conversation, please contact Rebecca O'Connor at rebecca.oconnor@starfishsearch.com and we will be happy to arrange a call. To make an application, please go to www.starfishsearch.com/jobs/38degrees-non-exe-dir and click on the apply now button, with the following prepared:

- Your CV (no more than three sides).
- A supporting statement (no more than two sides) that sets out why you think this role is the right move for you and how you meet the knowledge and experience criteria.

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: Tuesday 26th August 2025

Final panel interviews, in person: Thursday 18th September 2025

