



Candidate pack for trustee



Welcome

Dear Candidate,

Thank you for your interest in joining the Board of Onvero.

This is an exciting and inspiring time to join us and play a vital role in shaping our future. Having successfully rebranded from the Employers Network for Equality and Inclusion (enei) to Onvero, we have entered 2026 with a refreshed identity, a clear vision, and real momentum – committed as ever to helping employers build truly inclusive cultures.

The wider context remains challenging. A complex political climate and economic uncertainty continues to prompt some organisations to scrutinise their inclusion commitments, and the gap between stated values and embedded practice remains stubbornly wide. Yet this is precisely where Onvero's work matters most. Our research shows that when organisations move beyond compliance and embed inclusion into their culture, the benefits are tangible: higher retention, better wellbeing and stronger performance. Demand for that kind of meaningful, practical support continues to grow.

We currently work with 350+ employer members, alongside a growing base of training and consultancy clients, to inspire, guide and support them throughout their inclusion journeys. Our benchmarking tool continues to go from strength to strength, and our vision remains unchanged: a world where workplaces are truly inclusive, where all employees have a sense of belonging, are fulfilled and productive.

We are at an important moment in our development as an organisation. We are evolving our service offering, growing our commercial reach, and ensuring that everything we do remains rooted in our mission and values. To do that well, we need Board members who can hold both things at once - the commercial ambition and the cause-driven purpose that makes Onvero distinctive.

We are therefore looking for candidates who bring senior leadership experience and the credibility that comes with it; people who have operated at C-suite level, understand what it takes to scale an organisation, and can help us design and develop services that are genuinely compelling to our employer partners. Non-executive experience is valuable, though we are very open to what sector you have gained this in. What matters most is the quality of your thinking, the weight of your experience, and your genuine commitment to the inclusive workplace agenda.

If that prospect appeals to you, we would very much welcome your application.

Best wishes,

The Board of Trustees

About us

Onvero helps organisations build truly inclusive cultures – where every employee has the safety, tools and resources to thrive. We align external messages with internal culture, equipping every part of the business to lead change with confidence. Because when inclusion is embedded, businesses perform better, trust runs deeper, and people stay longer.

We work with those leading from the top, the centre and the edges of their organisations. Whether they are a leader shaping direction, a manager navigating complexity, or an inclusion lead feeling alone – we move with them.

We help:

- Position inclusion as a business asset
- Support managers to create thriving, psychologically safe spaces for individuals and teams to thrive
- Arm HR and DEI leads with insight and evidence that drives boardroom decisions
- Fuel culture builders and champions with the community, evidence and momentum to push progress forward

Onvero brings inclusion into the core of how organisations lead, listen and grow. This is culture done with care and built to last.

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

We were founded in 2011 as the Employers Network for Equality and Inclusion (enei), and over the past few years have completely reinvigorated our vision, purpose and values – culminating in our rebrand as Onvero in 2025. Our new identity reflects not just a change of name, but a renewed commitment to the work that has always defined us: helping employers move beyond compliance and embed inclusion at the heart of their cultures.

We believe that workplace inclusion, culture and leadership are intrinsically linked; that everyone should be treated as a human being, and that this is essential for a thriving workforce. Embracing inclusion drives organisational success, sparks innovation, and is key to achieving market leadership. Yet our own research tells us that the gap between intention and impact remains significant. While nine in ten UK employers have strategies in place, only one in four leaders believe they are fully embedded – and employees are even more sceptical. Box-ticking and diversity-washing remain real risks, and organisations need practical, expert support to move beyond them.

That is precisely where Onvero comes in. As we move through 2026, our ambitious growth plans – expanding our membership, expanding our training and consultancy offer into culture and leadership, alongside inclusion, and building on the success of our benchmarking tool – are designed to meet organisations where they are and support them in delivering the wholesale culture change that makes a lasting difference.

About us

This is a pivotal moment for inclusion – in workplaces and in the world. We are more determined than ever to seize the opportunities 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 together, our staff, Board, and senior leaders bring together their diverse expertise and perspectives to grow Onvero and create further lasting impact.

Details of the members of our Board can be found on our website:

<https://www.onvero.org.uk/about-us/our-board/>

To find out more about our wider team, please visit: <https://www.onvero.org.uk/about-us/our-team/>



Role description

Trustees are responsible for:

- Overseeing and contributing to the setting and shaping of Onvero's strategic direction, financial management and governance.
- Ensuring that Onvero is well governed, that effective governance structures are in place and are regularly reviewed and followed.
- Ensuring that Onvero 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 Onvero.
- Championing Onvero's work by supporting its activities, fostering networks within wider communities and promoting what we do.
- Engaging in Onvero's work, acting as ambassadors for Onvero, 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 Onvero's Board sub-committees.
- Furthering the charitable objectives of the organisation.

Person specification

For this round of Trustee recruitment, we are seeking a commercially driven leader who brings a proven track record in delivering operational excellence and driving change and sustainable growth across all aspects of a business.

Part one: knowledge and experience

- Proven strategic thinkers with experience of operating at C-suite or equivalent senior leadership level.
- Experience of leading or operating within organisations undergoing significant change, commercial transformation or evolution of service offering.
- People who are able to offer their insight into, and experience of, workplace inclusion and inclusive leadership.
- A clear understanding of what Onvero is aiming to achieve, with the ability to balance commercial rigour and mission – recognising that in a cause-driven organisation, the two must always work together.

Role description

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.
- 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 Onvero and the ambitions of its growth strategy.



Role description

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 (central London) 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.

Trustees will also be expected to attend our flagship events, including the Inclusivity Excellence Awards and House of Lords reception. It is likely that you will be asked to represent Onvero at meetings and events 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 <https://starfishsearch.com/jobs/onvero-trustee/> 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 culture, inclusion and leadership 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.

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| Closing date: | Friday 3 rd July 2026 |
| Preliminary Interviews: | w/c 13 th and w/c 20 th July 2026 |
| Final Stage: | Final panel interviews to be held online 10 th , 12 th , 19 th and 20 th August 2026 |

