



Red Badger

Non-Executive Director Candidate Pack

September 2019

About Red Badger

Who We Are

Red Badger is a digital product innovation and delivery consultancy with a track record of designing and delivering high-quality digital products in complex enterprise environments.

It was founded and developed in 2010 by Cain, Stu and Dave who had shared an ambition to create an unorthodox business that turned the traditional model on its head.



Over the years Red Badger has grown to become a household name in digital transformation with a team of diligent experts who work to solve complex problems and deliver real impact.

Today, Red Badger delivers high-quality digital products to complex businesses. They work to transform practices and people along the way.

Its approach to embedding innovation and insights into product development ensures the right products are built, scaled and business results are realised quickly.

About Red Badger

Our Principles

This is what we believe – and what the founders say after a couple of pints:

01 People people. Our work is built on the respect we have for each other and our clients. We're also very focused on the needs of our clients' customers.

02 Find a way. As individuals we need to be proactive, to earn and build the trust of our clients.

03 Always learning. We're curious. It's how we learn and grow as individuals, continuously testing and improving what we do, and how we do it.

04 Honest. We're relied upon to tell things as they are. We do so in an approachable and down-to-earth manner.

05 Strong opinions, weakly held.

Clear points-of-view help give our work direction and purpose – but we're humble about these. We don't let ego get in the way.

Our Beliefs

Everyone thinks technology is about design, build, delivery, optimisation, KPIs. But that's not the case. Technology is about change. Not the zeros and ones. But the people, the culture and the impact it has on the world.

At Red Badger we believe you cannot build successful technology without simultaneously empowering your people to embrace it. This requires change at every level.

Our commitment to solving the right thing in the right way, our focus on outcomes, not outputs and our continuous learning ethos, means we will transform your organisation – delivering value fast.

[Click Here For More Information](#)

Non-Executive Director

The Role

As a Non-Executive Director you will have recent and relevant experience in a C-level consultancy environment and be able to demonstrate the ability to operate highly-effectively at this level. The successful candidate will need to have intimate knowledge of Red Badger's strategy, the day-to-day running of the business and their P&L. In the short term they will need to get up-to-speed with the business. In the mid to long term, they will be required to help Red badger grow by providing sound advice and opening up new business opportunities through their network.

Location: 4th Floor, 2 Old Street Yard, London, EC1Y 8AF

Remuneration: £1000 day rate for this role, plus % from the profit of new business introductions

Time Commitment: 2 days a month + board meeting attendance which takes places every 6 weeks

Experience

- Considerable senior-level experience including knowledge of Red Badger's business sectors and the ability to provide strategic guidance on how to commercialise Red Badger's vision into tangible outcomes;
- Experience of the planning process for large, complex programmes and best practice for the associated risk management required;
- Excellent customer insight, acquired from working in customer facing businesses;
- Leadership, people and team management skills including strong coaching and development experience;
- Excellent communication and presentation skills;
- An ability to exercise independent judgement and to constructively challenge and encourage;
- Strong ability to engage and manage stakeholders;
- The ability to drive innovation and implement change.

Responsibilities

Sustainable Growth

- Be an ambassador for Red Badger, encourage and enable connections and relationships with clients, partners and the wider industry;
- Ensure that the values of Red Badger are reflected throughout the organisation;
- Ensure ongoing performance against set outcomes;
- Act with integrity and in accordance with Red Badger's values;

Strategy

- Ensure that Red Badger has a clear vision, mission and strategic plan that have been agreed by the Board and that there is a common understanding of these by the Board and Executive Team;
- Ensure that the business, operational and other plans support the vision and mission and strategic priorities;
- Ensure that the Executive Team's annual and longer term objectives and targets support the achievement of this vision, mission and strategic objectives;
- Ensure there are effective mechanisms to review and respond to the external environment in which Red Badger operates as well as identify and listen to the views of current and future stakeholders and to reflect these in the ongoing development of strategic plans and priorities as appropriate;

Governance

- Agree the method for measuring objectively the progress of Red Badger in relation to its vision, mission, and strategic objectives and to receive regular updates on performance;
- Hold the Executive Team to account for the performance of Red Badger and receive regular reports on progress towards strategic priorities;
- Ensure the Executive Team has appropriate objectives set and there is an annual appraisal and remuneration review;
- Be aware of and ensure that Red Badger complies with all legal, regulatory and statutory requirements;
- Ensure Red Badger have appropriate systems and policies in place and actively monitored.

How to Apply

The recruitment process is being undertaken by Inclusive Boards on behalf of Red Badger.

If you wish to apply for this position, please supply the following:

- A detailed **CV** setting out your career history, with responsibilities and achievements;
- A **cover letter** highlighting your suitability and how you meet the skills and experience for the role as well as the person specification;
- Details of **two trusted individuals who have worked with you**. They will be contacted as part of the selection process to assess your cultural fit for the role.

Please send your **CV** and **cover letter** to **andrei.r@inclusiveboards.co.uk** by **20th October**. If your application is of interest we will be in touch with more information.

We welcome applications from individuals of all backgrounds, but we particularly encourage applications from women and black, Asian and minority ethnic candidates.

Interviews will take place at the end of October through to end of November.

Selection will be on the basis of a full application and with an interview thereafter.

