

Board Chair Application Pack



Introduction from current Chair

Thank you for your interest in the role of Board Chair of 38 Degrees. You find the organisation at a pivotal moment in its journey as it embarks on a new stage of development and growth with a new Chief Executive, new board members and a hunger strong as ever to galvanise people from every corner of the UK into action to create a fairer society for everyone.

I will be stepping down from the Board in Q1 2020 to focus on my own growing business, but I will do everything I can to support the new Chair in taking on the role. I look forward to a thorough handover of duties with my successor.



SRABANI SEN OBE
CHAIR

It has been a privilege to lead an organisation doing such vital work. Despite 2019 being a challenging year for everyone at 38 Degrees, I feel enormously optimistic about the role 38 Degrees can play over the coming years in building a large, self-sustaining movement of British citizens, who hold a shared vision of a better society and believe in their collective capacity to make change happen.

The Board today has a broad range of highly relevant skills and experiences and concurrent to the Chair role we are also working on building the Board further.

38 Degrees is an amazing organisation and a privilege to lead as Chair. I hope you are inspired to apply.



About 38 Degrees

38 Degrees is one of the UK's biggest campaigning communities, involving over 2 million people who campaign to make the UK a better place. We are united by a set of shared values: **to defend fairness, protect rights, promote peace, preserve the planet and deepen democracy.** In the space of a week, millions of members could be campaigning on anything from protecting our NHS and stopping cuts to Universal Credit, to saving local libraries and pushing for laws that welcome more refugees.

An unusual but core characteristic of 38 Degrees is the extent to which we are member driven in our decision-making. We think this is a wonderful and powerful principle. It has been key to our success as an inclusive, mainstream organisation which brings millions of people together. Many of our most famous victories wouldn't have happened without our member-driven approach.

We have a turnover of £5.5 million and 45 staff members based in London and Edinburgh. The organisation is led on a day to day basis by the Chief Executive ("CE"), in close collaboration with the Senior Leadership Team ("SLT"). The CE and SLT are responsible for day-to-day decisions about member involvement and consultation, campaign selection and strategy, staffing and budgeting. The Board is responsible for setting the organisational strategy with the CE and SLT as well as monitoring our performance against agreed operational plans and budgets. We are a not-for-profit company limited by guarantee.

38 Degrees is fiercely independent. We don't take donations from political parties, or big donors. We run on hundreds of thousands of small donations from the public. This independence means we never have to hold ourselves back from taking on those with power and can truly listen to our members.

38 Degrees' culture is honest, kind, supportive, courageous and respectful. We move fast and frequently adapt plans in response to rapidly changing events.

2019 Campaign Highlights

Election 2019

38 Degrees' members set out to challenge hateful and violent speech in politics in this election – and the real-life impact it has in turning people away from politics. The team launched a massive effort to get thousands of people who have been pushed out of politics to make their voices heard by voting in this election. Focusing on marginalised communities, we built an easy-to-use app to help people register and get their friends and family on board, crowdfunded cash for grassroots groups and built an engaging online quiz to help bust myths that can turn these groups off voting. Hundreds of thousands of people used our online tools during the campaign and at least 15,000 more people registered to vote through our site. At the same time, 38 Degrees campaigned to show politicians that the public wants a better kind of politics, asking all party leaders to sign a deal to sack any MP or candidate who uses violent language. The campaign secured responses and commitments from all major parties.

No to No Deal Brexit

38 Degrees kicked off a significant campaign against a no-deal Brexit in 2019. 38 Degrees' members have a diverse range of views on Brexit, but are united in their opposition to the real life cost of a no-deal exit: medicine shortages, the impact of a trade deal with America on our NHS, the loss of manufacturing jobs, the livelihoods of British farmers and our food standards.

We wanted to use people power to urge MPs to reject no-deal during crunch votes in early Autumn. We highlighted the cost of no-deal in a huge social advertising push – reaching more than a million people in our 30 target seats, splashing the front pages of local newspapers, taking adverts in national papers and enabling more than 268,000 people to contact their MP directly with their concerns. In total, more than 360,000 individual members of the public took part in the campaign which raised more than half a million pounds. The Benn Bill (to legislate for an extension of A50) passed, with 20+ Conservative rebels. 13 of the 30 MPs we focused on during this campaign, voted against the government.

Campaigns By You

Every week hundreds of members of the public start petitions on our website to make the UK a better and fairer place. Just recently Geraint and his 200,000 supporters won their campaign to persuade British beer manufacturers to stop using plastic rings to hold cans together; Bry and 11,000 people across the county managed to persuade Essex County Council to reverse their decision to close up to 44 libraries; and Grahame was supported by 100,000 of us to persuade the home office to allow his wife to stay in the country. From stopping hospital closures, to changing the law to protect renters, to tackling the climate crisis, we support thousands of petitions every year to create meaningful change in the UK.





About the Board

38 Degrees' Board is responsible for supporting and holding to account the Chief Executive 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 membership 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 member-driven approach. That means being able to put aside their personal political beliefs, constantly maintaining their understanding of our membership and holding the Senior Leadership Team to account for their approach to member involvement.

38 Degrees has a passionate and committed Board that has steered the organisation through good times as well as some tough ones. We are looking for a new Chair to add further depth to the governance of this important organisation.

Role of the Chair

Overall Purpose

38 Degrees has big ambitions for the next few years. Our new Chair will play a key role in ensuring we meet our ambitions and serve our members well. They will provide leadership and direction to the Board, ensuring they fulfil their responsibilities for governance, strategy and as guardians of our mission and values.

Key Responsibilities

Provide leadership and direction to the board

- Chair meetings to agreed agenda, ensuring outcomes are reached and decisions are taken.
- Work with the CE to identify agenda items, decisions and outcomes for/of board meetings.
- Ensure effective communication between non-executive and executive teams, by acting as a channel of communication.
- Lead improvement and maintenance of the Board ways of working.
- Where appropriate, support individual board members' personal development.

Provide support and challenge to the Chief Executive

- Conduct annual performance review, collating feedback from staff, Board and partners and setting development objectives.
- Regular support and challenge – a sounding board and a source of feedback, advice and suggestions for CE, and where appropriate the SLT.
- Support the CE's personal development.
- Willing to respond at short notice if something significant comes up that we want to react to.
- Significant involvement in succession planning and appointment, when required.
- Play a lead role in any HR issues which arise with the CE.



Person Specification

Experience

- Previous experience as a Chair or having the experience and skills to prove you are 'Chair Ready'.
- A track record of making change happen, whether through business, government, communications, or campaigning.

Skills

- Excellent communication skills and an ability to persuade and influence to promote the interests of 38 Degrees.
- Good listening skills and openness to others' views and feedback on own contribution.
- Able to operate at a strategic level, bringing insight and interrogation to the development of organisational strategy.
- Taking high-level decisions about the future of the organisation.

Values & Ways of Working

- Commitment to 38 Degrees' mission, values, culture and member-driven ethos.
- Commitment to 38 Degrees' strategic framework.
- Display a commitment to inclusion and diversity.
- Commitment to bringing high standards of ethics and transparency to 38 Degrees' governance.
- Able to think differently, come up with new ideas and challenge existing thinking.
- Willing and able to work as part of the governance team and in collaboration with the CE and SLT.
- Assist the CE and SLT in building networks of organisations and individuals who can help further the organisation's mission.
- Be accountable to 38 Degrees' members and stakeholders for the work and impact.
- Politically independent and open-minded about different perspectives, political parties and political traditions. Free of any contractual connections or obligations to any particular political party. Able to bring impartiality and objectivity to organisational decision-making.



Ambassador

- Occasionally act as a representative of 38 Degrees to members, allies, stakeholders and, if required, the media.

Our Commitment to Diversity & Inclusion

We are an inclusive, mainstream organisation which brings together millions of UK citizens from a variety of different political perspectives. We want this diversity of perspective to be reflected on our Board.

We welcome applications from anyone regardless of their age, disability, ethnicity, heritage, gender, socio-economic background and political beliefs.

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

- Paying for childcare whilst you're at 38 Degrees' interviews.
- Paying for your travel costs to the office and back for interviews.
- 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 minimum requirements for the role.
- If there is anything else you're concerned about or think we could provide, please let us know.

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

Additional Information

Time Commitment

In order to deliver your role as a Chair, you will need to dedicate time for the following activities, which may amount to circa 4 days/month:

- Quarterly board meetings.
- Board meeting preparation and follow-ups.
- Supporting the Chief Executive.
- Other relevant activities as required.

Please note this time commitment will reduce after an initial period of circa 8 months

Remuneration

This role is unremunerated but reasonable expenses will be covered.



If you have any questions

If you want to have an informal conversation about the role before making an application please contact Elizabeth Oni-Iyiola on 0207 267 8369, 07701 297 648 or Elizabeth.O@inclusiveboards.co.uk.

How to Apply

The recruitment process is being undertaken by Inclusive Boards on behalf of 38 Degrees. 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 covering letter (maximum two sides) highlighting your suitability for the role and how you meet the person specification. Please note that the covering letter is an important part of your application and will be assessed as part of your full application.
- Please provide details of two professional referees together with a brief statement of their relationship to you and over what period of time they have known you.
- Referees will not be contacted without your prior consent.
- **Diversity monitoring form** – your data will be stored separately from your application and will at no time be connected to you or your application.

**Please send your CV and cover letter to: Sam Carey,
Sam.c@inclusiveboards.co.uk**

