

# Trustee recruitment

## New Philanthropy Capital



Improve

Innovate

Influence

# Welcome

In this, our 20<sup>th</sup> year, we are looking for 1-2 individuals passionate about maximising the social impact of philanthropists and the charity sector to join our board. Thank you for taking the time to read this information pack. We hope you are inspired to apply.



# About us: our mission and values

As a charity think tank and consultancy, our mission is to change lives by helping charities, foundations, philanthropists, impact investors, social enterprises, corporates, and the public sector to maximise social impact in the lives of the people they serve. Visit our [website](#) to learn more about our work. We bring the following values to our work:

## We value honesty and integrity, even when it's hard

We aim to be a critical friend to the sector, spurring it on when it's doing well and using our independence to challenge when we know it can do better. We want our clients and the whole sector to succeed in their missions, so we're not afraid to question those we work with in a constructive and empathetic way.

We encourage our staff to question and challenge because we believe it's through honest discussion and debate, and being willing to challenge the status quo, that we can learn and improve, stimulate bold thinking and effectively support the needs of the sector.

## We care about evidence

We believe decisions should be based on meaningful evidence. The quality, generation and integrity of evidence matters, and proportionality is crucial. We don't take shortcuts to chase headlines but work hard to uncover and analyse the details that matter. We develop credible and practical solutions which are grounded in an understanding of the strengths and limitations of the evidence.

## We innovate and learn

If we are to stay ahead of social challenges, we must think for the future and embrace uncertainty, innovation and learning. We create, develop, and test new ideas and learn from what works and what doesn't. This requires us to be humble, agile, and open to failure.

We don't believe in change for change's sake, but if we are to be serious about creating positive social change then we all need to get out of our comfort zones to learn and evolve.

# About us: our mission and values

## **We're committed to inclusion, equity, and diversity, in all its forms**

We value all voices and perspectives. Our sector exists to serve all people in society, yet too often our structures and work can reinforce existing inequities and power imbalances. We want to see greater diversity, more inclusive practices and healthier power dynamics in the charity sector, and we strive to include and amplify different voices in our work.

We recognise our own power and share this in pursuit of our mission. We seek to improve NPC as a diverse, inclusive and equitable place to work, and ensure our publications and events are accessible to all.

## **We work with others**

Charities and funders need to break out of their silos – ourselves included! Improving coordination, collaboration and shared understanding is vital to improving our collective impact. We put collaboration at the heart of our work by recognising the expertise of others, and through being a bridge between charities and funders.

Collaboration must be for a purpose, not just for its own sake. We recognise that we aren't always the experts, and we can't do things alone, so we strive to listen to and share with others.

**In everything we do we strive to be clear, committed, passionate, bold, open, and imaginative. Our enthusiasm is deeply rooted in our passion for improving the lives of the people charities serve.**

*“NPC is a thought leader yet at the same time focused on the practical side of the work, providing solid, hands-on guidance and support.”*

**Survey respondent**



# Our objectives

**Innovate:** Develop innovative approaches and new resources, focusing especially on how digital and data can enable the sector to maximise impact.

**Influence:** Use our data, voice, and convening power to put the sector and social inequalities higher in the minds of policy makers, with deep dives into specific areas.

**Improve:** Support the sector to rethink and rebuild post covid-19, including what to keep, what to improve, and what lessons have been learnt, as well as urging and embedding more evidence-led impactful practice throughout the sector.



*“I think it's a massive positive to have an organisation supporting both charities and philanthropists to have the greatest impact.”*

**Survey respondent**



## About the role

Our [Board of Trustees](#) is critical to our future, shaping our ambitions and strategy. We have an experienced and committed board contributing a range of perspectives and expertise. We believe that bringing in people with different perspectives, different outlooks and different experiences will result in new ideas, robust debate, better decisions and, ultimately, better impact.

**We are particularly interested in applicants with experience of working outside of London, current or recent experience of running a charity and/or running a consulting team.**

*“NPC stretched us, challenged us, kept us on track and made us realise what we are capable of.”*

Shonaig Macpherson, Chair, The Robertson Trust



# Commitment

Trustees will contribute in different ways and may have varying amounts of time that they are able to contribute. We expect Trustees to commit 6-12 days per year to the task, but how these days are used will depend on how each Trustee can best contribute. Each trustee serves a term of 4 years at the end of which they are eligible for re-election.

We believe an effective Board takes opportunities to learn, develop and increase its diversity. To this end, we expect trustees to complete an induction upon appointment, participate in Board training and development sessions, maintain an in the environment in which NPC operates and keep abreast of developments in governance practice.



## How our trustees support us

- Actively participating in the work of the Board, providing a strong strategic direction and ensuring our work is consistent with our mission, objectives and values.
- Providing advice, expertise and support to the Board, the management team and staff.
- Using their networks and representing us at events to raise our profile and influence stakeholders in support of our mission.
- Supporting fundraising efforts, for strategic funding and/or specific projects.
- Attending four Board meetings a year and participating in other meetings as needed.
- Participating fully in reviews of the Board's working practices to ensure the Board operates effectively and has the expertise needed.

*"You are one of the few sources of informed and independent thinking. Your resources are practical and robust. I wish more in the sector knew of you, used your learning and changed their practice."*

**Survey respondent**



## Skills required

The overarching purpose of our board is to ensure that NPC achieves its mission. To do this the board:

- Sets our strategy, focused on delivering our mission and maximising our impact.
- Recruits and supports and Chief Executive and team to deliver the strategy.
- Ensures we learn from our experience and evidence and adapt our strategy and activities accordingly.
- Strives for best governance practice, comply with all legal and regulatory requirements and with our governing documents.

We are looking for individuals who are:

- Committed to our vision and mission.
- Excellent communicators, able to represent us externally and enthuse others.
- Analytical, with good independent judgment and willing to speak their mind.
- Clear, creative and strategic with experience of successfully translating strategy into operations.
- Willing to work as part of a team to ensure effective governance and management, understanding and accepting the role of a trustee, including legal duties.

# Application process

If you are interested in becoming a Trustee, please send your CV plus a short cover letter (no more than 2 pages) to [ian.joseph@trustees-unlimited.co.uk](mailto:ian.joseph@trustees-unlimited.co.uk). In your cover letter please tell us about yourself, why you would like to join our board and how your experience can help us to maximise social impact. The deadline for applications is **12 noon on Monday 4 April**. We will invite shortlisted candidates to meet representatives from our board and senior management team, either online or in person, in late April / early May (depending on availability).

If you have any questions please feel free to email [ian.joseph@trustees-unlimited.co.uk](mailto:ian.joseph@trustees-unlimited.co.uk) or [sarah.broad@thinknpc.org](mailto:sarah.broad@thinknpc.org)

