

Non-Executive Director Application Pack





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Welcome from the Chair

Thank you very much for your interest in becoming a Non-Executive Director 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 of 38Degrees



What is 38 Degrees?

38 Degrees is one of the UK's biggest campaigning organisations, with a community of over 2 million supporters. We share a desire for a fairer, more respectful and more sustainable society and work together to decide which issues we campaign on and the actions we will take to help us achieve that. Over the past year we have refined our strategic direction to reflect the type of country our supporters want to see.

Anyone can be a 38 Degrees supporter - it's free and you can join just by signing a petition or taking another action. We're united by a set of shared values; to defend fairness, protect rights, promote peace, preserve the planet and deepen democracy.

An unusual but core characteristic of 38 Degrees is the extent to which we are supporter 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 this approach.

We have an annual turnover of around £5.0 million and 39 staff members and are recruiting to support our updated strategic direction. We have an office

based in London and as a result of our new hybrid working approach we have staff based nationwide across the UK. The organisation is led on a day-to-day basis by the Chief Executive Officer ("CEO"), in close collaboration with the Senior Leadership Team ("SLT"). The CEO and SLT are responsible for day-to-day decisions about supporter involvement and consultation, campaign selection and strategy, staffing and budgeting.

The Board is responsible for setting the organisational strategy with the CEO 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, and we mainly 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. We move fast and frequently adapt plans in response to rapidly changing events.

38 Degrees is the angle at which an avalanche happens. Join 38 Degrees and be part of the avalanche for change.



Recent Campaign Highlights

38Degrees ran a wide variety of campaigns in 2022, and examples of our work can be read in our [2022 Year In Review](#).



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

We want to strengthen the overall mix of skills across the Board, to add to the deep experience and knowledge of the existing Board members. To support our aims, strengthen our campaign reach within Black, Asian and ethnic minority communities, and as part of our efforts to put supporter and future supporter lives front and centre we are looking for a Board member with lived experience from Black, Asian or ethnic minority communities in the UK.

Our Commitment to Anti-Oppression, Diversity and 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 - as well as a commitment to work towards anti-oppression.

We welcome applications from anyone regardless of their age, experience, disability, ethnicity, heritage, sexual orientation, gender, gender-identity, location, socio-economic background and political preferences.

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 – 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 minimum requirements for the role.

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



Person Specification

All board members should bring the following essential skills and values to the role.

Skills

- 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 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 accordingly, you will need to dedicate time for the following activities. We are looking for a minimum time commitment of 5 – 6 days a year:

- Quarterly Board meetings
- Board meeting preparation and follow-ups
- Supporting the Chief Executive and Senior Leadership Team
- Sub-committee and working group meetings (you may wish to join one of 38 Degrees' committees subject to discussions with the Chair)
- 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.

Closing Date:

7 April 2023: Midnight GMT

Timeline

Interviews are planned the week commencing 17th April 2023 - if this timing does not suit you please inform us in your cover letter.

If you have any questions

If you want to have an informal conversation about the role before making an application, please contact Richard Lackmann on ralackmann@yahoo.co.uk

How to Apply

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

- A CV setting out your career history, with responsibilities and achievements as relevant
- A covering letter (maximum two sides) in response to the questions below:
 - » Why are you interested in joining the Board of 38 Degrees?
 - » How can you add value and/or a new perspective to the Board?
 - » What do you think is 38 Degrees' biggest challenge in achieving its goal of using campaigning to make the country a fairer, more respectful and sustainable place?
- 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
- [Equal Opportunities Monitoring Form](#) - please download and complete the form and send it to us with your application - your application will be stored separately from your form

Please send your application to recruitment@38degrees.org.uk