



Board Directors : Role and person description

Role type: Voluntary with expenses reimbursed.

Location: Can be based anywhere, with the expectation of attending in person at a minimum of two London board meetings per year (expenses reimbursed)

Start date: You will need to be available to attend a board meeting on Thursday 25th July, from 2pm to 6pm, in London, as a trial session, to see how the NEON board operates. After this, if appointed, there will be induction sessions with the board and staff which may be online.

Time commitment: Estimated at half a day per month plus four board meetings per year.

Application deadline: 08:00 Tuesday 7th May.

Following up and interviews: We may request a follow up conversation after your application has been submitted. We are expecting two rounds of interviews : **week of 20th May and week of 10th June.**

About NEON and the role

The New Economy Organisers Network (NEON) is a not-for-profit company with around 25 staff. NEON works with our network of over 1600 UK organisers and activists from different trade unions, grassroots groups, non-governmental organisations (NGOs), faith-based campaigns, civil society groups and movements from across the country. We run powerful trainings and provide support to folks to help win social, economic and environmental justice.

We are looking for two new members of our board of company directors to support NEON's governance, with skills covering a range of areas which might include strategy, financial oversight, risk management, organisational development, fundraising, organising, communications and influencing. We will also be recruiting two new Co-Chairs (see separate role description). We currently have a Chair and three other board members, including a treasurer.

This is an exciting time for NEON as we are developing our new organisational strategy. The NEON board will support the development and implementation of the new strategy with the Co-Executive Directors. Our board members should be excited and motivated by NEON's vision and approach, as well as offering the time, experience and energy to help NEON thrive.

Key Responsibilities are to:

- Attend four regular board meetings a year (usually four half day meetings)
- Support and help develop organisational strategy, including participation in strategy meetings additional to regular board meetings
- Contribute to the development of, and monitor the implementation of, policies in areas such as HR, finance and risk management
- Oversee the implementation of NEON's anti-oppression strategy throughout our programmes and ways of working
- Ensure compliance with governing documents and the law
- Ensure accountability to funders, network members and wider movement
- Maintain proper fiscal oversight, signing off and scrutinising reports against budgets
- Oversee the management of risks to NEON's funding, reputation and delivery
- Help with fundraising where appropriate (e.g. attend events or make introductions)
- Provide support on specific issues to the organisation's senior staff, when required
- Exemplify NEON's values and culture through ways of working and interacting
- Maintain effective board performance (including appointing new board members)
- Promote the organisation to target stakeholders, acting as ambassadors

Key skills, experience and attributes we are looking for

Essential

- Committed to NEON's vision, purpose, culture and its way of working. Able to communicate this enthusiasm to others
- Willingness and ability to devote the necessary time to carry out the responsibilities of a board member, including ability to be available flexibly to respond to issues as they arise
- Able to work as part of a diverse team of board members with different identities and personal, professional and political backgrounds
- A proactive approach to identifying current or potential future issues which the board needs to address
- A good understanding and acceptance of (or ability to quickly learn) the legal duties, liabilities and responsibilities of trustees and clarity on the difference between governance functions and management functions
- Share NEON's strong commitment to anti-oppression and be motivated to help us embed it into all of the work that we do
- Strong strategic awareness of social movements / social change and experience of high level strategy development
- An excellent communicator with strong collaboration and interpersonal skills, able to both empower and challenge supportively
- Good, independent judgement and the ability to think creatively about NEON's strategy, assets and external environment

Desirable

- Direct experience of at least one of the following areas: campaigning; organising; strategic communications; fundraising; influencing strategy; working or campaigning against oppression and with communities affected by discrimination; organisational management, such as HR, finances and risk.
- Bring a strong network of contacts from any part of social movements or policy-making, who will be interested in NEON's vision and goals

Required values and behaviours

- Personal commitment to NEON's mission to build an economy and politics based on social and environmental justice
- Commitment to eradicating oppression and building connections with marginalised groups
- Ability to reflect and learn, including sharing failures and uncertainties.
- Openly taking feedback from the team and members of the community on your behaviours and work
- Commitment to learning how to align your actions with the values of NEON: solidarity; generosity and respect
- Growing levels of self-awareness, including an understanding of how your background has shaped the opportunities afforded to you and how you relate to people from different backgrounds
- Willingness to develop emotional intelligence, including a growing ability to empathise with and appreciate others, creating opportunities for those you work with to grow and develop
- Ability to work across all levels, demonstrating a team-player and 'can do' attitude.

How to apply

Please complete [this application form](#) and submit it to jobs@neweconomyorganisers.org
The data you provide as part of your application will be treated as per this [data notice](#)

For an informal conversation about the role, please contact jobs@neweconomyorganisers.org asap as we have opportunities to discuss the role, requirements and organisation further, subject to availability. Conversations are available between **16th April and 30th April**.

We strongly encourage people from under-represented communities to apply. If you would like to speak to someone to get more background on the role before applying, please contact jobs@neweconomyorganisers.org

We are committed to providing equal opportunities for everyone regardless of their background. We acknowledge that people from certain backgrounds are under-represented in progressive movements and we're committed to doing what we can to correct this. We are particularly keen to receive applications from Black, Asian and minority ethnic people; people with disabilities; people who identify as being LGBTQIA; people who have a mental health condition; and people who identify as working class or have done so in the past.