

Closing date: Sunday 18th September

economy

Recruitment Pack: Trustees (voluntary role)



Thank you for your interest in becoming an *Economy* trustee!

We are looking for new trustees who are: passionate about addressing economic injustice, capable of working with detailed information and exercising good judgement, and willing to both speak their mind and listen to others.

Key details of role

- **Type of role:** Voluntary (unpaid), with expenses reimbursed.
- **Location:** Any location with internet access, useful if able to attend some in-person meetings in London, but most meetings will be held online.
- **Time Commitment:** 0.5 to 1 day per month
- **Application deadline:** 11.59pm, Sunday 18th September
- **Interview dates and location:** Between 26th-30th September, via video call

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About *Economy*

Economy does long-term work to build power with people experiencing economic injustice through collectively understanding, reimagining and changing the economy. Our vision is for a world with economies that meet the needs and priorities of people currently experiencing economic injustice.

To achieve this, we work to support changemakers embedded in communities experiencing economic injustice to imagine, understand, analyse and plan the economic change they want to see, and to take action to empower themselves and their communities, build alternatives and influence dominant institutions.

We also work with campaigning organisations, economic institutions and the media to better enable changemakers to access and influence them.

Our new five-year strategy, which will be publicly launched in early 2023, sets out how we plan to do this work. Our trustees will be a crucial part of overseeing this work and ensuring that we are carrying out our mission in the best possible way.

You can find out more about our current work and team by visiting weare.ecnmy.org.

Who we are looking for - our commitment to diversity, inclusion and anti-oppression

We aim to make diversity, inclusion and anti-oppression a central part of how we do our work, within our organisation and in our programmes, and this applies to how we do our recruitment and our trustee board. You can read our diversity, inclusion and anti-oppression policy, and our linked recruitment policy, [here](#).

Economics is underpinned by a way of thinking dominated by white men who have studied and worked in a small number of institutions. We are looking for people that bring a different perspective. To this end, when candidates are of equal merit, we will prioritise selection and appointment of people with identities and backgrounds that are currently under-represented in *Economy*, economics and the charity sector.

We are particularly keen to receive applications from people who are:

- women and non-binary people
- from Black and Asian backgrounds or are other people of colour
- from a community experiencing economic injustice, for reasons including being from a working class or other economically marginalised background
- working for change as part of a community that has experienced economic injustice - we refer to people doing this as 'changemakers'.

We also strongly welcome applications from people who are members of other marginalised groups for example due to disability, religion, gender identity or sexuality.

You absolutely don't need a background in economics to be an *Economy* trustee – in fact, very few of our [current trustees](#) do. We are looking for people with a diverse range of skills and experience that they can use as part of the trustee team to steer the organisation and help it achieve its goals.

If the role sounds interesting to you, but you are not sure that you have all the skills that we set out below, please do apply. We expect people to learn and develop as they undertake their roles. If you'd like to talk to us about your suitability for a trustee role, please contact Joe Earle at careers@ecnymy.org.

About the role of *Economy* trustee

The benefits of becoming an *Economy* trustee include opportunities to make a difference, learn new skills, meet new people and build your social networks. Trustee roles are voluntary, but trustees are able to claim back expenses for any out-of-pocket costs including travel and childcare costs relating to their trustee duties.

Here's what some of our current trustees have said about their roles:



"Economy caught my attention when I volunteered with them in Scotland. I experienced first hand how the organisation was making a difference by increasing economics literacy amongst women. Being involved as a trustee, it is satisfying to observe how Economy's strategy is coming to life in ways that improves people's lives"

Mehroosh Tak

"I really value the collaborative spirit of the Trustee Board. It feels like we're a team, with a shared responsibility, so that it doesn't all rest on one person's shoulders. The process is really interesting too, I feel it's helped my confidence massively."

Meena Bharadwa



Charity trustees are ultimately responsible for the overseeing the running of a charity. They carry out their role collectively as the Trustee Board. They are not expected to do the day-to-day work of running the charity – that is the job of the

staff team. Through undertaking the role, trustees learn about the distinction between these 'governance' (trustee) and 'executive' (staff) roles.

Our trustees will also have opportunities to meet and share ideas with members of *Economy's* Community Ambassador board, made up of representatives from communities experiencing economic injustice.

All Trustees take part in an induction process that includes talking through key aspects of the organisation as well as the rules governing charities, as well as opportunities to meet with *Economy* staff and existing trustees.

Key areas of responsibility and commitments for trustees

Economy trustees are responsible for overseeing and leading the organisation by:

- Working with the other trustees to steer *Economy* by setting the direction of its strategy and overall policy, defining goals and targets and evaluating performance against them.
- Making sure that *Economy* meets its objectives, including from our formal constitution, and complies with the rules governing charities.
- Reviewing major risks and opportunities to the charity, making balanced decisions about the long and short term, and managing conflicts of interest.
- Ensuring that *Economy's* resources are used responsibly and that there is good financial control and accountability for use of money.
- Ensuring that *Economy* acts according to its organisational policies, including oversight of our organisational commitment to diversity, inclusion and anti-oppression.
- Acting in partnership with the Chief Executive and the senior management team, offering oversight and challenge when necessary as well as support.
- Appointing the Chief Executive (when the post is vacant) and monitoring their performance.
- Taking opportunities to be effective advocates for the charity, including through representing *Economy* at external and using their experience and networks to support the fundraising strategy.

We ask our trustees to undertake the following specific commitments and activities which we estimate take, on average, 0.5 to 1 day a month:

1. Attend four 3-hour Trustee Board meetings each year, having read the relevant papers beforehand. Reading the papers will usually take two to three hours. Meetings will be scheduled to accommodate Trustees' other commitments

2. Attend an annual half-day Trustee Board strategy review session in September, with in-person attendance strongly preferred. We will aim to hold this in a UK location which makes sense for all attendees.
3. Attend meetings of any Trustee Board committee or working group of which they are a member (on average, around four 1.5 hour meetings a year).
4. Attend a half-day induction session after joining the Trustee Board.
5. Respond promptly when possible to email and telephone communication from the Chair of the Trustee Board, Chief Executive, senior management team members and other trustees.
6. Attend other ad-hoc meetings or external events as required, as agreed with the Chair of the Trustee Board and Chief Executive.

Support *Economy* will provide trustees to carry out their responsibilities

- Reimbursement of out-of-pocket expenses for attending meetings e.g. childcare, travel.
- Support with any accessibility needs e.g. provision of large-type documents and other requirements relating to a disability or long-term condition.
- An half-day induction session to introduce key aspects of the organisation and our policies.
- The option of a fellow trustee acting as a buddy during your first year as a trustee.
- Opportunities to join organisation-wide learning and development opportunities. For example, we have recently invited *Economy's* trustees to join training sessions on anti-racism and shareholder activism.

Key experiences and abilities we are looking for in trustees

We are particularly keen to receive applications from candidates from the backgrounds we outline on p4 above. You **don't need to have been a trustee before** to be a trustee at *Economy*. But all of our trustees need to be:

- Passionate about our vision of a world with economies that meet the needs and priorities of people currently experiencing economic injustice, and committed to *Economy's* mission to create conditions for people experiencing injustice across the UK to understand, reimagine and achieve economic change.
- Capable of working with detailed, sometimes confidential information, exercising good independent judgement and thinking creatively to solve

complex problems. They must be able to learn about and work within the rules that govern charities.

- Willing to speak their mind in a Board setting, and to listen to others' views, while being constructive, open and respectful about other Trustees' opinions in discussions, and in response to staff members' and volunteers' contributions at meetings and when carrying out any other related Trustee responsibilities. They must be able to make collective decisions and stand by them.
- Committed to overseeing *Economy's* approach to diversity, inclusion and anti-oppression and to working in a way which embodies the aims and values of our [diversity, inclusion and anti-oppression policy](#).

Our priority is recruiting candidates who meet these criteria. We expect that candidates will also bring a wide range of specific skills and experiences that could strengthen *Economy* - gained both through paid and unpaid work as well as broader life experiences.

There are some skills areas which we think need strengthening on our Trustee Board and we would be interested in hearing if candidates have experience or skills in these areas - and/or a strong intent to develop in these areas.

However, **these are by no means essential** - our priority is finding candidates who meet the criteria above.

These less-well represented areas are:

- Campaigning
- Community development
- Community organising
- Communications and media
- Finance and accounting
- HR

How to apply and how the process will work

We will select candidates through a review of written applications to produce a short-list, followed by an interview.

We want to see people at their best and so of course will make any reasonable adjustments relating to long-term conditions or disabilities that you need to help you perform at your best. Please let us know if this applies to completing your written application. We also ask you to let us know on the application form if you have any requirements for accessibility-related adjustments if you are selected for interview.

We can also reimburse candidates for travel and childcare costs related to attending an interview, and will ask you about this if we invite you to an interview.

Written applications

To apply for the role of *Economy* Trustee, you can either download and complete our [application form](#) or submit a CV and covering letter - or use another method, like a video application. If you are using a method apart from the application form, please ensure they include the information set out in the appendix at the end of the application form. *Economy* does not have a preference for which application method candidates choose.

Whichever method you choose, please also complete a [Diversity Monitoring Form](#).

Interviews

Following selection of applicants, there will be an interview. These interviews will be conducted via online video calls with a panel of *Economy* staff, trustees and members of our Community Ambassador Board.

Please let us know if you need us to cover childcare or similar costs to allow you to attend the interview. We usually don't dress formally for work, so please wear whatever you feel most comfortable in for the interview.

The interview will involve a structured set of questions designed to test whether you have the key skills and experience for the role. You will get time on your own at the interviews to look in advance at the questions that we will ask you.

How we will process your application data

We set out in our [data notice](#) for applicants how we will treat the data that we gather about you as part of the recruitment process.