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# Director Application Pack Better Connect Limited

Thank you for your interest in becoming a Director of Better Connect. This pack includes all the information you should need to apply for the role:

* Welcome from our Chair
* Who we are looking for
* Why work with Better Connect
* Our commitment to you as a Director
* Your commitment to Better Connect
* How to apply and key dates

If you haven’t done so already, we invite you to have a look around our website **www.betterconnect.org.uk**, where you can find out much more about our current work and meet the team.

# Welcome from the Chair

We are pleased to be seeking additional Directors to add value to an already vibrant and effective Board. This is an exciting time in our continuing development, having successfully launched our new name and new brand in July 2021.

Better Connect is a Knaresborough-based non-profit organisation that aims to create a Yorkshire where every person is empowered to thrive in their life and work. Founded in 2007, we have an established track record of leading successful partnership projects and working with a wide range of locally based partners in the heart of communities. We partner with organisations across all sectors, with a particular focus and specialism of supporting and strengthening organisations from the voluntary and community sector.

As you read through the information in this pack, I hope that you will feel a resonance with our vision and values. A strong Board is made up of individuals from a variety of backgrounds with different skills and experience to draw on, brought together in pursuit of a shared purpose. If our purpose is something that you would like to support by joining our Board of Directors, then we are very interested to hear from you.

On behalf of the current Board, we look forward to receiving your application.

Liz Burdett  
Chair

# Who are we looking for?

Our Board includes leaders from voluntary and community sector organisations, and individuals with a range of public, private and voluntary sector experience. Two of our valued members plan to step down from the Board in the coming months and we are therefore seeking to recruit new members to join us in pursuing our vision of an inclusive Yorkshire. We are taking this opportunity to further strengthen the Board, and are seeking to appoint up to four new Directors. Each Director will be appointed for a three-year term, with the option in the future to renew for up to two subsequent terms of three years.

We are particularly interested in hearing from anyone who meets the following:

* You share our values
* You have a passion for our vision
* You are a leader in any sector, either holding a senior leadership role or working within a leadership organisation
* Your leadership covers York, North Yorkshire, and/or East Riding
* You demonstrate a commitment to collaboration with colleagues from all sectors
* You have a good understanding of the challenges facing the voluntary and community sector at this time
* You balance challenge and support to help continuous improvement, that is underpinned by the same values that drive our organisation
* You have specific knowledge and expertise in any of the following areas
  + Organisational development, such as finance and HR
  + Business skills, such as diversification of income and launching new products
  + Strategic policy, such as Government policy, LEP policy, and Local Authority strategy
  + Equality, Diversity and Inclusion

# Why work with Better Connect?

## Our vision

A truly inclusive Yorkshire that recognises the intrinsic value of every person and where everyone is empowered to thrive in their life and work.

We aim to **transform lives** by designing and leading innovative partnership programmes that support people across Yorkshire to overcome barriers, make positive changes and thrive in their life and work. We bring together diverse organisations with vast knowledge and expertise and create programmes that seek to make a transformational difference to lives, workplaces and communities across Yorkshire.

We **empower businesses** by providing specialist support and training to organisations to become more inclusive, well-led and sustainable. We recognise that if Yorkshire is going to be a place where everyone is empowered to thrive in their life and work, then the places that people work need to be environments where people can thrive. We support businesses and organisations in our region to create inclusive, accessible, and healthy workplaces that create an environment where all employees can thrive.

We use our voice to **inspire change**, and promote social inclusion as a key component in creating vibrant, productive and prosperous communities. This supports the marginalised communities we serve through our programmes and enables us to help shape the creation of new potential programmes. We use our privileged position at tables of power to communicate key messages that would not be made without our presence and seek to actively shape strategies and programmes to prioritise inclusion.

## Our values

Better Connect is proud to be a values-based organisation. Our values were developed by our staff team, and they inform what we do, the way we communicate and what it’s like to work with us. They are:

* **Collaborative -** Everything we do is based on partnerships. We are committed to demonstrating generous leadership and ensuring that everyone who is affected by our work, is involved in shaping it
* **Empowering -** We believe in the potential of our partners and participants to thrive. We are committed to recognising and building on strengths and we aim to unlock the potential of everyone we work with
* **Fair** - We champion diversity and treat everyone fairly and with respect. Fairness and transparency are embedded within the culture, processes, and procedures of the organisation at all levels
* **Mindful -** We take the time to get to know what’s important for people we work with and to understand how we can best support them. We build relationships on a foundation of mutual trust and respect
* **Pioneering -** We have an ambitious vision, and we know that achieving it will involve doing things differently and leaving well-worn paths. We are excited by this opportunity to take new and innovative approaches
* **Hopeful -** We recognise the huge challenges facing society. Yet we remain hopeful that a better society can be created and that our programmes and our strategic influencing can contribute positively to that change

## Our structure

Better Connect is a company limited by guarantee with a not-for-profit status and an asset lock, making us both a small business and a member of the voluntary and community sector. It is overseen by a **Board of Directors**, which is comprised of non-Executive Directors, as well as the Chief Executive Officer.

Board meetings take place quarterly, with specialist subgroups in place for Finance and Human Resources. Quarterly Board meetings include all members of the Board, along with the Senior Management Team and Business Support Manager. Subgroups are a mix of Board Members and other staff members with a specific interest/expertise in the topic.

Better Connect has an exceptional staff team, which is led by the **CEO and Senior Management Team**. The Senior Team comprises the CEO, Head of Finance and Head of Programmes and is supported by the Business Support Manager. Our Senior Team all hold Chartered Manager Status with relevant Royal Charters, including the Chartered Management Institute (CMI) and Chartered Institute of Management Accountants (CIMA).

The main role of the organisation is to manage our programmes and services and to support our network of amazing delivery Partners who deliver the front-line activities within our programmes. The **staff team** is one of the greatest assets of Better Connect and there is a strong emphasis on recruiting incredible people and then investing in their personal and professional development. We operate a model of values-based recruitment, which means that recruitment has a focus on personal qualities and a demonstrable commitment to our values, rather than specific experience or qualifications. This is then followed by a clear induction process and excellent initial training, as well as opportunities for ongoing professional development, including working towards relevant qualifications.

# Our commitment to you

Through proactive engagement on our Board, we will offer you:

* Networking – get to know and work with other inspiring leaders in the region
* Influence – shape the future direction of Better Connect as we move into the next exciting phase of our development to achieve our ambitious vision
* Skills development – develop your own leadership skills and grow through sharing knowledge and experience with other leaders
* Board experience – build experience of being on a Board of Directors and providing strategic leadership for an organisation with a turnover of £2million+
* Supportive environment – our values guide everything that we do, creating a supportive and encouraging environment for all our board members
* Comprehensive induction – develop a thorough understanding of the organisation, our staff team, and your fellow Board members
* Expenses – travel expenses directly incurred in your role as Director on official business can be reimbursed

# Your commitment to Better Connect

As a member of our Board of Directors, you will offer us:

* Passion – demonstrate a genuine passion for the work of Better Connect
* Collaboration – willing to work collaboratively with colleagues from all sectors
* Generous leadership – a desire to share your expertise, knowledge and skills with fellow Board members and staff for the benefit of Better Connect
* Personal development – a proactive approach to your own learning and development
* Time – participation in meetings and reading relevant papers, which should amount to no more than about 12 days a year for Board meetings and any sub-groups you join
* Oversight – ensuring we comply with our Articles of Association and all relevant legislation or regulations
* Strategic leadership – contributing to the effective and efficient strategic management of Better Connect
* Creativity – bring diversity of thought and innovation to discussions

Meetings are scheduled during the working day. Video calls have helped many of our staff and Board members to better balance their life, work, and volunteering during the pandemic. Connection is still important to us, and we place value on meeting in person when appropriate. Board meetings will be held at Better Connect’s offices in Knaresborough, but subgroups may choose to meet online.

Directors must demonstrate due skill, care and good faith in exercising their trusted responsibility. It is important to understand the statutory duties placed on non-executive directors, as set out in the Companies Act 2006:

* Act within powers set out in our Articles of Association
* Promote success of our organisation
* Exercise independent judgement
* Exercise reasonable care, skill and diligence
* Avoid conflicts of interest
* Not accept benefits from third parties
* Declare interests in proposed transactions or arrangements

# How to Apply

To apply in confidence to become a Director of Better Connect please submit your CV with a short supporting statement and a list of any directorships that you currently hold. Successful applications will make clear how you meet the points outlined in the **Who are we looking for?** and **Your commitment to Better Connect** sections.

There is some additional information that we ask you to provide alongside your application:

* Names, positions, organisations and telephone contact numbers of two referees, relevant to this role. References will only be taken once your express permission has been granted.
* We also invite you to complete and return the additional **Equal Opportunities Monitoring Form**. The information on the form will be treated as confidential, used for statistical purposes only and kept entirely separate from your application.
* Please do let us know if you have any specific requirements should you be called for interview.
* Ensure that you have included your preferred contact details.
* Tell us about any dates when you might not be available, or might have difficulty with the indicative timetable below.

Shortlisted applicants will be asked to give a presentation as a part of the interview. The topic for the presentation will be confirmed in the invitation to interview.

We welcome and respond positively to applications from everyone who believes they would be a strong candidate for our Board, irrespective of race, age, disability, gender, gender identity, sexual orientation, religion or belief, or marital or civil partnership status. We will meet individual needs throughout the recruitment process, and will make any appropriate reasonable adjustments to our workplace if selected into post.

## Key contacts

If you require any information from this pack in an alternative format, please contact Deborah Chaddock, Business Support Manager at [dchaddock@betterconnect.org.uk](mailto:dchaddock@betterconnect.org.uk) or on 01423 795308.

If you have any questions on any aspect of the appointment process, need additional information or wish to have an informal discussion, please contact Sam Alexander, Chief Executive on 01423 795313 or at [salexander@betterconnect.org.uk](mailto:salexander@betterconnect.org.uk).

Applications should be emailed to Deborah Chaddock, Business Support Manager at [dchaddock@betterconnect.org.uk](mailto:dchaddock@betterconnect.org.uk) by 5pm Monday 18th October 2021.

## Key dates

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| **Deadline for applications** | 5pm Monday 18th October 2021 |
| **Indicative interview date** | 1st November via Zoom |
| **Date of next YCL Board meeting** | 9:30 – 11:30 on Thursday 18th November 2021 in Knaresborough |

## Good luck

Thank you for expressing your interest in becoming a Director of Better Connect. We hope the information in this pack has inspired you to submit an application, and we wish you the best of luck.

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