

NUS Charity Independent Director Recruitment

Role Profile

NUS Charity Independent Director Recruitment

Voluntary position

About the Role

NUS Charity supports over 500 students' unions. We deliver training, give advice, run events, support commercial activity, and bring together, our member unions. We are not big, bossy, and bureaucratic. We are nimble and adaptable to the changing needs of our members.

NUS is 97 years old and this might be our most important period yet. We've changed the way we work, we've got ourselves on a stable footing, and we can't wait to get going with our new organisation.

The student movement is one of the few parts of civic society which is collective by design. Nearly every student is a member of their students' unions, nearly every students' union is a member of NUS, and together we've achieved some amazing things.

Day to day, these wonderful organisations are giving academic advice to students, supporting student societies and volunteers, running campaigns, employing student staff, training course representatives, enabling sports teams, furthering their sustainable credentials, and everything in between. It is our role to support this work so we want Independent Directors with an enthusiasm for the work and a passion to harness our collective ambitions.

Alongside this we need Independent Directors who can be excellent custodians of our reputation, finances, and legal responsibilities. We need to strengthen our relationships with students' unions and rebuild a collective movement.

Commitment

Our NUS Charity Independent Directors are required to attend approximately four meetings per year. This is in addition to the occasional away day, conference call, and attendance at NUS events. Directors will also be expected to set time aside for reading papers.

We are seeking four Independent Directors. The NUS Charity Board consists of 12 members in total, four member Directors from students' unions, four members of NUS UK Board, and four Independent Directors.

Term length

We are looking for someone to complete a 3 year term as a NUS Charity Independent Director.

An Independent Director may serve a subsequent three year term of approval by the Board.

About NUS Charity

NUS Charity exists to develop excellence across our members whilst also championing and showcasing students' unions at a national level to enable maximum support for their work throughout the education sector and beyond.

Over the next three years we will do this in the following ways:

- Building an operating model which enables a surplus to be built and redistributed to students' unions to support their work.
- Redesigning a core set of activities which will support the success of students' unions.
- Reconnecting with students' unions through a revised events offer and support for their communities of practice.
- Curating projects with students' unions that benefit the whole movement and reward them for their work.
- Enhancing our commercial offer to give students' unions the products they want with the ethical underpinnings that makes our work distinct.

Our Priorities

2020 will be the first year of NUS Charity as a distinct organisation. We've made some big commitments which will require Directors who can work collectively and respond quickly. In particular, we're thinking about:

Ensuring NUS Charity's Sustainability

NUS Charity is a new organisation and we need to make it surplus generating. It is a priority of ours to make sure we make a significant surplus from year one to support our work.

Integrating Services and Support

We want to position our commercial services as a key resource for supporting students' unions. This will require imagination, finding different ways of working, and testing out new commercial propositions.

Working in a more Agile way.

We work right across the UK and we want to bring the benefits of local insight to our national work. We want to find the ways to use our people, insight, and data, most effectively for our members.

Job Description

Job Description

We see a combination of the below six areas as key to the success of NUS Charity Board. We don't expect every members to cover each of these areas but we expected Directors to have an interest in all of these areas with specific expertise in one or two of them (explored further below.) A commitment to NUS Charity's values is particularly important.

Being Effective Board Members: First and foremost Directors are responsible for the financial health and legal compliance of NUS Charity. Directors will be expected to ensure the long-term viability of the organisation by ensuring organisational plans are effectively executed.

Lead with Students' Unions: Students' unions are the members of NUS Charity. We are made legitimate by their support, financed by their affiliation, and democratically accountable to them. We want Directors who are interested their work and can turn their mandate into action.

Support Change: NUS has arrived at a place of financial safety but not financial security. We need Independent Directors who can support the growth of our services, membership and spot new opportunities.

Interrogate what works: NUS Charity will only do the things that students' unions can't do by themselves for themselves. We need Directors who can support the development of tools to assess the efficacy of our services and in turn interrogate data to see what's working.

Support NUS Staff: NUS Charity will be working in a marketplace, changing services frequently, and constantly innovating and trying new things out. We want Directors who can bring new ideas and insight from commercial, public, and charitable sectors, and point us toward new innovations as an umbrella body.

Upholding NUS Charity's Values: Where students lead others have followed. Liberation is important to NUS because our identities affect our participation, achievement and progression in education. We want Directors who can support our work with Black, LGBT+, Disabled, Trans, and Women, students.

About you

To help shape NUS Charity's future direction, you will need to be able to think strategically, be creative and bring a range of different perspectives to the Board.

You will need to use a highly collaborative style to deliver real progress against a challenging, mission. The drive for a more just and equal society is core to our work and we expect all Directors to contribute to ward this core value.

This is a non-political role and committee members are not in place to shape the political and campaigning decisions, but they are in place to ensure we have a sound organisation with the best resources and finances in place to enable us to campaign.

Skills and expertise

We are seeking to recruit the widest possible pool of talent to be NUS Charity Independent Directors. We need people who can perform the role of a Director in overseeing finance, risk, HR, and organisational development, but we also need a bit more than that.

Fundamentally, we're interested in people who can support NUS Charity to be sustainable and thereby support the success of its members. We are particularly interested in applicant who have one or a mixture of the following skills:

- Experience in acting as Non-Executive Directors particularly in relation to Finance, Strategy and HR.
- Knowledge and experience of managing organisational change
- An awareness of the work of membership organisations and how to enhance their effectiveness
- Commercial expertise and an interest in growing our commercial offer
- An excellent track record in supporting organisations to deliver positive outcomes on diversity, equality, and social justice
- Experience in interrogating performance data and designing ways to measure organisational effectiveness
- A great record in fundraising for a range of organisations
- Worked in designing services in advice, capacity building, or crisis support (for organisations)
- Wide ranging knowledge in building links with public sector organisations.

We want a wide range of applicants with a diverse range of skills who share a common belief in the ability of students' unions to affect change. This is open to anyone who believes they can volunteer to take NUS Charity on the next steps of its journey.

We're totally committed to equality of opportunity for all. We welcome applications from individuals regardless of their age, disability, ethnicity, gender, race, religion, sexual orientation. We particularly welcome applications from black, asian and minority ethnic candidates, as they are currently under-represented as Directors of NUS Charity and within the charity sector more broadly.

Legal and Governance Responsibilities

- Act as a single body;
- Ensure the organisation has a clear strategy or set of goals;
- Ensure the work and goals of the organisation are in line with its stated vision, defined in NUS Charity's Articles;
- Keep a check on the organisation's finances and activities;

- Act in accordance with the Nolan Committee's Seven Principles of Public Life; and
- Champion the values of our organisation.

NUS expects all Independent Directors to read and agree to follow the terms of:

- NUS [Code of Conduct](#);
- A confidentiality agreement; and
- A committee member agreement.

Benefits

Volunteering

Volunteering is a great way to give back and share the knowledge and expertise you have gained. NUS is a unique place to spend some time volunteering. Through the voices of 7million students we work to create a better world and support students to drive change.

Expenses

All reasonable expenses will be covered by us for the duration of your service as a volunteer. At all meetings lunch and beverages are provided, travel is arranged by us at no expense to you and any additional costs you incur due to travel are refunded.

Support

We value the Directors of NUS Charity and seek to support them as volunteers. Feedback is a valued part of your experience and throughout your term you will be given opportunities to feedback on your experience. During your term any additional access needs or requirements will be supported.

Induction

We provide a comprehensive induction for board and committee members. In this induction we ensure that committee members understand the organisation's long term strategy and goals for the year ahead, are aware of the organisational risks and understand their responsibilities. The boards and committees also set out a plan for the year ahead on how they will work together, see the meetings working and ensure we receive value from their expertise.

Meeting others

This is a great opportunity to work with passionate, talented and experienced people from a diverse variety of backgrounds. This role will enable to you make great connections with student representatives, other trustees and colleagues which in turn will develop you as a person and in your career.

How to Apply

To apply for this position please email your CV and a Cover letter that outlines how your skills, experience and qualifications match the ambitions for the role set out in this pack. The covering letter provides you with the opportunity to explain your motivation, as well as highlighting how your experience and achievements fit with the requirements of the role.

Please submit your application via email to democracy@nus.org.uk

Applications are open from: 23rd January until 12:00 on 27th February

Interviews will be held: 16th April

