



Eastside People



Recruitment of Non-Exec Directors

Candidate information pack

October 2023



Welcome

Thank you for your interest in the Non-Executive Director roles at Eastside People.

At the start of 2023 we launched our new brand in order to explain more clearly that we offer a community of senior professionals, whether that be consultants, interims, mentors, non-execs or senior leaders (placed through our recruitment arm).

Whatever flexible senior resource is required, Eastside People is here with a solution to hand.

For over 20 years now we have been building healthy relationships with a range of clients (grassroots, medium-size charities and national-footprint organisations) and developed partnerships with trusts, foundations and other infrastructure bodies.

We believe, though, that there is an opportunity to join up our services, to expand pockets of excellence, and to create more synergies between our consultancy and recruitment arms. Our ambition is to be recognised much more visibly across the charity and social enterprise sector as the provider of choice.

To support us on this journey we are seeking new Board members who have valuable experience and the same ambition to grow the organisation as the gold standard for not-for-profit support.

Richard Litchfield

CEO



About us

[Eastside People](#) is a community of experienced professionals from diverse industries and backgrounds focused on helping social sector leaders to build the capacity and impact of their organisations.

For two decades, we have sought out highly skilled individuals who are passionate about using their skills and knowledge to bring about social change.

Through our consultancy and recruitment services, we deploy these people as consultants, interims, mentors, senior executives and board members, giving social sector organisations access to the very best senior-level capacity.

We invest in our people, supporting them to be the best informed, to develop their practice, and to share know-how and resources.

We care passionately about results and what gets implemented in the real world, recognising that the difference we make is the change that sticks. We therefore draw on our own experiences and lessons from over 2,200 consulting and recruitment projects so that our clients gain access to better insights about how to make organisational change sustainable.

We are recognised as one of the top social enterprises in the country featuring in the Natwest SE100 Index and have a [foundation](#) that provides an alignment of purpose with the clients we serve.

We are proud to contribute to the ecology of social sector infrastructure being a corporate partner to [ACEVO](#), a member of [Social Enterprise UK](#), a partner to [Action for Trustee Racial Diversity](#), a capacity-building provider for various Foundations such as [Power to Change](#) and [Lloyds Bank Foundation](#), and certified as a [Good Finance adviser](#).





The way we work

We are guided by a Theory of Change which draws on evidence of what makes for lasting change and focuses on how we do things. It sets out what we think are key ingredients in helping social sector leaders build the capacity and impact of their organisations. Key themes are that lasting change is brought about by confident and capable leaders and teams with networks they can look to for support and insight; this in turn depends on us being highly collaborative in the way we work and tailoring support to each client's context and ways of working – the opposite of one size fits all!

Working this way relies on us nurturing a diverse and experienced talent pool of members who are not only experts in their field but understand what's involved in building strengths, bound together by our shared values of **optimism, generosity, collaboration, pragmatism, and learning.**

From this unique resource, taking time to fully understand client needs, we mobilise the right professionals to work alongside our clients on their challenges.

Within our community of professionals, we have the collective experience of having delivered over 2,000 consulting and recruitment projects. It is our commitment to unlocking the collective experience of our community and to constantly learning and striving for lasting change that makes us unique.

Our central team is comprised of twelve individuals from a range of backgrounds and with a wide variety of experience and skills. We are socially minded and care passionately about results for our clients and other stakeholders. The staff team is dynamic, hard-working, friendly and welcoming, and the small team size allows NED's to have meaningful involvement in an organisation that genuinely makes a difference.





Starting out	Delivering	Outcomes	Impact
<p>Our Clients</p> <p>Our work is inclusive of the entire sector, regardless of organisation size, capacity, or type of work.</p> <p>Our People</p> <p>We are a diverse and experienced team of professional committed to our shared values</p> <p>Skilled Matching</p> <p>We understand client needs and mobilise the best people</p> <p>Collective insight</p> <p>We unlock the collective knowledge and experience of our community</p>	<p>Understanding context</p> <p>We understand how change succeeds in each organisation and adapt accordingly</p> <p>Collaboration</p> <p>We work in partnership with clients and teams</p> <p>Practical solutions</p> <p>We provide pragmatic solutions that can be implemented by client teams</p>	<p>Organisational resilience</p> <p>Organisations have the talent and financial resources to meet their aims.</p> <p>Confident Leaders</p> <p>Individuals feel more capable and empowered to implement change</p> <p>Improved networks</p> <p>Clients gain relationships across our community of organisations and individuals</p>	<p>Sustainable change that makes a difference to people</p>
<p>Optimism, Generosity, Collaboration, Pragmatism, Learning</p>			

Our constitution

Eastside People is a company limited by shares with explicit social objectives to build the capacity of charities and social enterprises. We are co-owned by key managers and a Foundation which provides a mission lock on the organisation.

Our board currently comprises of one non-executive director and two executive directors and is supported by members of staff who report on their specialist areas.



Non-executive director opportunities

We are seeking up to three Non-Executive Directors (NEDs) to strengthen our Board and equip us for the opportunities and challenges ahead.

It's an exciting time for Eastside People. Our total revenues for last year reached £1.76m and gross profit of circa £700k. This represents our highest income level to date and a 14% rise on revenues and 21% rise on gross profits compared to the previous year. The results break down into approximately 50/50 consultancy and recruitment.

We launched our new brand successfully in early 2023 and our primary objective for this financial year is to consolidate behind the new brand both visually and content-wise, and to live up to its promise by deploying systems and processes that enable us to operate as a community of professionals.

The aim is that this will provide a platform for raising our profile significantly and enable rapid growth in the new strategic period (2025 onwards).





Role description

The role of NED involves providing an informed contribution to the company's strategic direction based on an understanding of the wider environment. We are looking for NED's who can offer us support and challenge and offer new perspectives. We are looking for people who will be an advocate for and promote the work of EP.

We are recruiting for up to three new Board members, who can demonstrate expertise in one or a number of the following areas. We are keen to receive applications both from current Eastside People members and those new to the organisation.

- **Equity, diversity and inclusion** – we are keen to bring in someone with expertise in EDI, who can act as a critical friend to us on our EDI journey both internally and externally with the clients we serve.
- **Recruitment** – this is important as our recruitment arm is the fastest growing area of our business. Set up in 2019, it now represents approximately half of the volume of our work. We are seeking someone with deep experience in the recruitment industry, ideally including a track record in running or growing small or medium-sized recruitment businesses and experience in executive-level recruitment.
- **Consultancy and innovation** – our consultancy offer covers a range of services, the most developed of which are partnership and merger, strategy, and income generation services. We are seeking someone with experience of running consulting services and ideally with an understanding of the not-for-profit sector.

All candidates must also be able to demonstrate substantially the following attributes:

- Demonstrable strategic leadership experience
- Experience of operating at board (executive or non-executive) or near board level within a social enterprise, not-for-profit or commercial organisation of comparable size and complexity
- Ability to work as an effective board member, read and critically appraise board papers and contribute to high-level debate with an independent perspective, objectivity and balance
- Ability to marry the financial drivers of a commercial business with our social purpose, vision and values
- Sound knowledge of financial reporting and commitment to effective governance, risk management & sustainability



- Well-developed communication skills with the capability to constructively challenge, support, influence and inspire others
- Established interpersonal skills with an inclusive and collaborative approach to meetings and decision making
- A genuine interest in building capacity in social sector organisations

Personal qualities

- Friendly, positive, and a natural team player
- Self-aware with strong emotional intelligence and empathy
- Well organised and self-motivated
- An open and enquiring mind and well-developed problem-solving skills with the ability to quickly understand complex issues.

Location and time commitment

- Board meetings are held six times a year. We currently meet remotely, though occasional face-to-face meetings may be required
- You will be expected to be available for formal and informal conversations with fellow board members, and with the staff team between these meetings, as required based on the needs of the organisation. NEDs may also be asked to be involved with other activities such as input to specific topic working groups, representing Eastside People at events and advising staff members where this is related to their own professional expertise
- The overall time commitment is on average one day a month

Remuneration

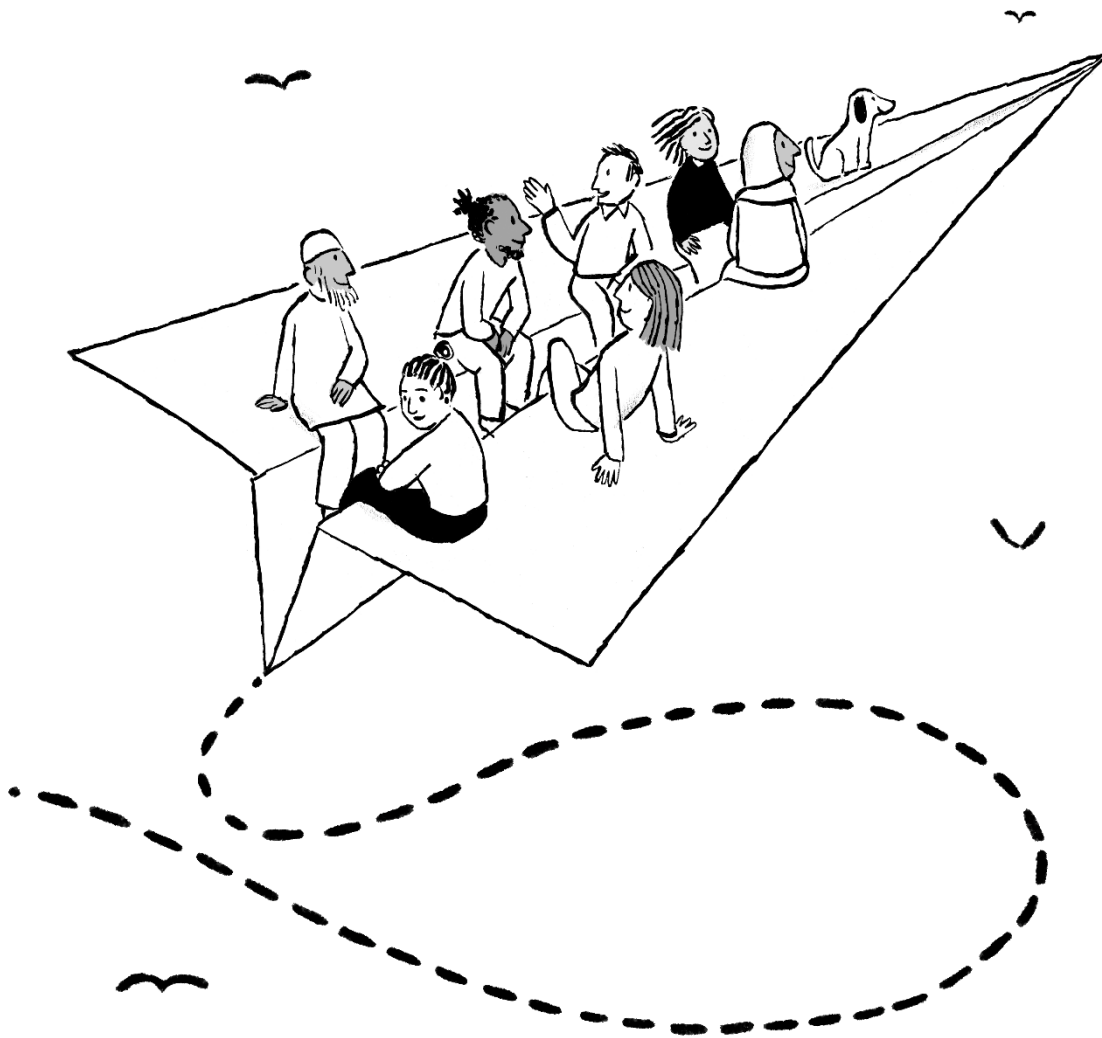
- Fees for Non-Executive Directors are £2,700 per annum (plus travel expenses if required)



The importance of diversity

We are looking for people who can advocate for Eastside People and who will be committed to our vision, values and aims.

We are committed to becoming a more diverse, inclusive and equal organisation, and to helping to increase equity, diversity and inclusion in the not-for-profit sector. We have made a start on this journey, but we know that we have more to do, and we are committed to keep learning and adapting. Our new NEDs will help inform this journey.





How to apply

Application is by CV and a covering letter, which should indicate why you are interested in applying for a Non-Executive Director role and how you meet the role requirements. Please [click here](#) to apply.

If you would like a call to discuss the role in more detail, please email Bernice Rook, bernice@eastsidepeople.org to arrange a convenient time. Having a call of this kind will not influence the success or otherwise of your application.

We want you to have every opportunity to demonstrate your skills, ability and potential; please contact us if you require any assistance or adjustment so that we can help with making the application process work for you.

The closing date for applications is **Monday 20 November** with interviews taking place towards the end of November/early December.





Eastside People

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Eastside People is the trading name for Eastside Consulting Ltd. Company number: 4958922.