



## Board member: New Economy Expertise

**Role type:** Voluntary

**Location:** Can be based anywhere, but will need to travel to London for board meetings (expenses paid).

**Start date:** TBC

**Time commitment:** Half a day per month, plus attendance at four board meetings per year.

**Application deadline:** 11:59pm Sunday 21st August 2022

### About the role

We are looking for a new Board Member (company director) to contribute to the organisation's governance. Currently we have a board of seven members and a review of the board skills, knowledge and experience have highlighted a gap around new economy expertise.

We are interested in hearing from people who may not have been board members before, but who have a good knowledge of new economics thinking in the UK and internationally. We are especially keen to engage someone who has a clear vision for how the movements that NEON works with can engage with the new economics agenda both in theory and practice.

We know that people from certain backgrounds and identities are often excluded in progressive movements and we're committed to doing what we can to correct this.

So:

- we particularly welcome applications from marginalised groups, especially people of colour and other ethnic minorities, people who identify as LGBTQIA, Disabled people and those who identify as working class or have done so in the past.
- we know the work goes way beyond "diversity", it's about making the space inclusive too. So we are continuously working on that at NEON. So far this includes tangible things like a flexible work policy so people have genuine flexibility around where and when they work and a 28 hour week as standard; a gender-neutral parenting/leave policy, an anti-oppression strategy which is held at senior level given how important it is to the organisation. It also includes

the day-to-day work of creating psychological safety for everyone at NEON and celebrating the wisdom of black, indigenous, queer, Disabled and other cultures in the way we work and behave

There are no formal education requirements for this role and we don't mind if you haven't been on a board before - in fact, we're keen to expand who gets to be on boards since the demographics are not representative of our movement or the world we want to create. As long as you can show us you have the skills we don't mind where you got them from! Also important to us is your potential to learn and grow in the role so even if you don't have 100% of the skills listed we want to hear from you.

## Essential skills and experience

- Good demonstrable understanding of the theory of new economics
- A clear vision for how the movements that NEON works with can build and grow their knowledge, understanding and engagement with new economics policy and practice
- Ability to support the board and staff team to keep up to date with the latest developments on the new economy
- The ability to question and support strategies aimed at building new economy movement in the UK and linking with groups and people around the world
- Commitment to NEON's vision, values, culture and its way of working. Able to communicate this enthusiasm to others
- Ability to quickly gain a good understanding and acceptance of the legal duties, liabilities and responsibilities of company directors and clarity on the difference between governance functions and management functions (training will be provided in this if required)
- You share NEON's strong commitment to anti-oppression and are motivated to help us embed it into all of the work that we do
- Commitment to learning how to align your actions with the values of NEON: solidarity; generosity and respect

## Nice to have

- Direct experience of new economics thinking either as a policy expert or as a practitioner
- Direct experience of at least one of: campaigning; organising; strategic communications; fundraising; influencing strategy; anti-oppression work particularly and with communities affected by different forms of oppression; organisational development, culture and HR
- Experience of governance of not-for-profit organisations, particularly in regard to overseeing risk management
- Bring a strong network of contacts from any part of social movements or the political and policy world, who will be interested in NEON's vision and goals
- Be willing to play an ambassadorial role for the benefit of NEON ideally with fundraising connections

## Key responsibilities

The key responsibility for board members is to help NEON work towards its vision, purpose and goals through the following activities:

- Attend four regular board meetings a year plus any extraordinary meetings
- Advise on, and help develop, organisational strategy and delivery. Including the development of, and monitoring of 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 reporting against budgets
- Oversee the management of risks to NEON's funding, reputation and delivery
- 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 for the organisation's strategy and culture
- Effectively work with, and respect the expertise of the NEON staff team.

## The commitment needed

The board has quarterly meetings normally held in London on weekdays, but with facilities for joining remotely. There may also be short teleconference meetings as needed.

Board members are also called upon to help us with specific issues, where they have the skills and time to help. We are very conscious of time constraints of board members and will only call upon you as necessary and fully respect volunteers' rights to say no.

## How to apply

Please complete this [application form](#) and submit this and an [equal opportunities monitoring form](#) to [jobs@neweconomyorganisers.org](mailto:jobs@neweconomyorganisers.org) by the deadline. The data you provide as part of your application will be treated as per this [data notice](#).

**Application deadline:** 11:59pm Sunday 21st August 2022.

**Interviews:** Wednesday 7th September 2022

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](mailto:jobs@neweconomyorganisers.org)

## About us:

Neon is a not-for-profit organisation committed to accelerating social movements. We work across a wide range of progressive issues including climate, housing, healthcare, and migration and we support over 1,000 organisers across the UK working towards political, environmental, and social justice. Our theory of change is rooted in understanding both the strategies, stories, and structures required to sustain a movement. Short term, this results in improved movement infrastructure, skills, and connections; long term, it leads to robust relationships and movement alliances capable of systemic change.

We also aim to demonstrate that a better world is possible through experimenting internally with our culture and policies. We want to build a workplace centred on joy, care and justice and are ambitious about what an alternative could look like. We currently have 18 staff.

To build a culture and community that lasts, we organise around three values:

- **Solidarity** - we're here to change the system and that requires working together across issues and sectors that aren't normally in the same room. This means placing anti-oppression at the heart of our work and building the power of people most often affected by injustice to change the leadership of our movements
- **Generosity** is about sharing our time, resources and learning with one another as we support each other's work. It means being open and honest with one another, especially when we hit problems, and thinking creatively about how we positively build from there
- **Respect** is the bottom line for all relationships in NEON. It means being respectful of different backgrounds and life experiences and giving space for all voices to be heard. This often means listening more than we talk and being open to changing ourselves as a result of what we hear.

You can also check out [our website](#) for more info on NEON.