Trustees Unlimited

envision

Candidate brief for the position of Chair

September 2022

envision

Dear applicant,

Thank you for your interest in the role of Envision Chair. I'm sure no one needs to convince you why organisations like Envision are needed now, more than ever before. So, I'm going to focus on why I believe you should you give your time and energy to Envision in particular:

- The Envision programme is proven (via a robust randomised control trial) to improve the skills, confidence and hence life chances of young people from less-advantaged backgrounds. Our impact strategy aims to ensure we continue to grow our impact as we reach more young people.
- The momentum is building. There is a new focus on the role of essential skills in ensuring strong transitions from school, and a new energy behind how schools, businesses and charities can work together to achieve this.
- You will have the chance to work with, support and challenge Envision's CEO Elisabeth Paulson, Deputy CEO George Kearney-Bambridge, and the wider team to grow Envision. The entire team combine energy and passion for the cause with a real focus on efficiency and impact. They are an absolute pleasure to work with.
- We have assembled a strong Board who are highly knowledgeable about Envision. You will find high standards of corporate governance and Board commitment.
- Envision has a strong and diverse network of trust, corporate and individual supporters and its finances are healthy, giving you a strong and stable base from which to lead and grow.
- Last, but by no means least, you will get to meet lots of great people, and in particular the young people who Envision support. It is a real privilege of the role to meet them, and I am confident they will give you positive energy and huge optimism about the future!

I feel privileged to have had the opportunity to chair Envision over the past 7 years – to work closely with a group of fun and talented people whose work is centered around having a lasting impact on the lives of young people. The challenge for you, as my successor, will be to help the Envision team grow sustainably and with impact. We all know the need is there, and I think you'll find Envision has the building blocks and potential to truly take off.

I really hope you choose to apply, and that we get to meet during the process. If you want more information about Envision in the meantime, please visit our new website www.envision.org.uk.

Best wishes,
Simon

Simon Lough,
Chair

What we do

At Envision we work in partnership with schools in London, Birmingham and Bristol to identify young people from backgrounds which are under-represented in the world of education, employment and training, who will benefit most from the opportunity to develop their confidence and essential skills.

Through weekly in-school sessions, our trained Envision staff empower young people to tackle a real-life social issue by designing, developing and delivering a social action project.

Through facilitation and guidance from Envision staff and mentor teams from our corporate partners, young people learn to aim high - by setting their own goals, generating ideas and problem-solving to overcome obstacles - and stay positive through recognising their own skills and achievements.

They complete our programme with the skills and confidence they need to shape their own futures.

'I am most proud of working on my communication and determination skills as I now feel more confident talking to big crowds of people.'"

Ammaarah,
Broadway Academy

'I loved seeing the development that the young people made in such a short space of time.'

Laura,
Mentor

We empower young people to develop four key skills on our programme...

Communication

Creativity

Determination

Teamwork

Why we do it

At Envision, we have a long and proud history of using social action programmes to help young people build their essential skills while making change in their schools and communities.

What started as four friends wanting to make a difference in their community, has grown over the past 20 years to become a national programme empowering thousands of young people to drive change for themselves and their local communities.

We believe a young person's background mustn't determine their future.

Young people from less-advantaged backgrounds too often miss out on opportunities in and outside school to build the confidence and essential skills they need to succeed in later life.

This means young people from less-advantaged backgrounds are underrepresented in the world of work.

This is unacceptable. Where you grew up mustn't determine where you're going.

Young people from less-advantaged backgrounds are twice as likely to be out of work, school or training in the future. Academic attainment only accounts for half of the gap. (YJG 2019)

Young people from less- advantaged backgrounds develop essential skills to lower levels than their peers. (Skills Builder Partnership 2021)

Young people, school leaders and employers agree that young people don't leave school with the essential skills needed for work. (Skills for every young person (parliament.uk)

envision

In 2021-22 we supported 812 young people through our core programme...

92%

of young people enrolled on our programme met our target population criteria;

86%

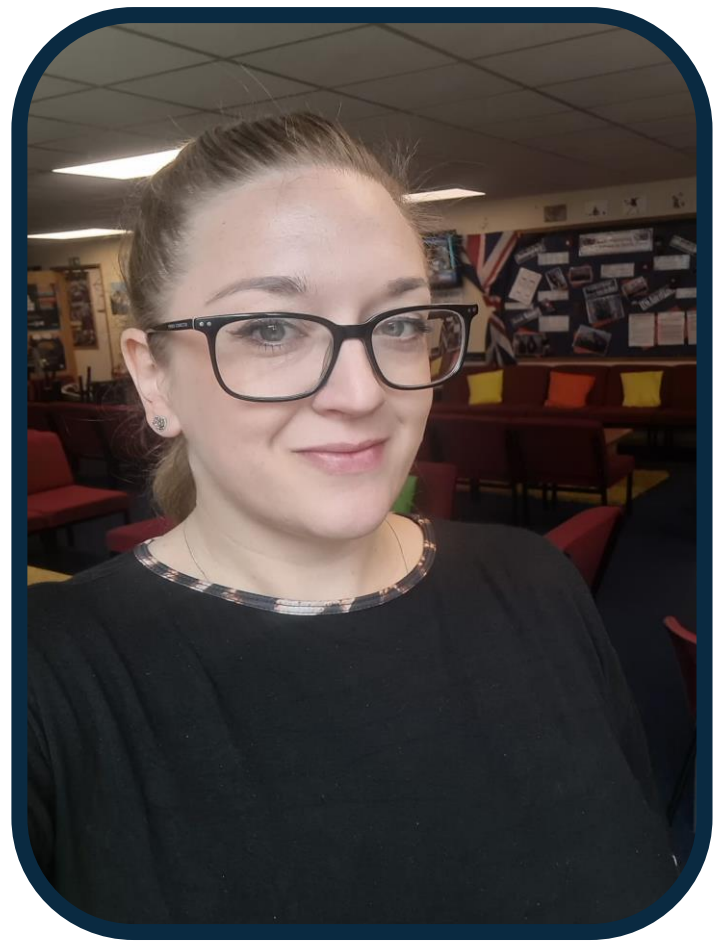
of young people were retained on the programme, despite the COVID disruptions

89%

of young people felt they had improved in our 4 key skills, via qualitative feedback surveys

'Coming back to school post-pandemic, we recognised that there were groups of young people struggling with their confidence and that we needed an alternative way to engage them. Envision provided these young people with the opportunity to develop their skills in a safe and supportive environment. I couldn't believe the progress they made over just 12 weeks!'

Tracey Beech
KS5 Pastoral Lead, Ormiston Forge Academy



Our ambition

Envision aims to increase the number of young people we serve while working to build and maintain the effectiveness of our programme.

By 2023/24 we hope to:

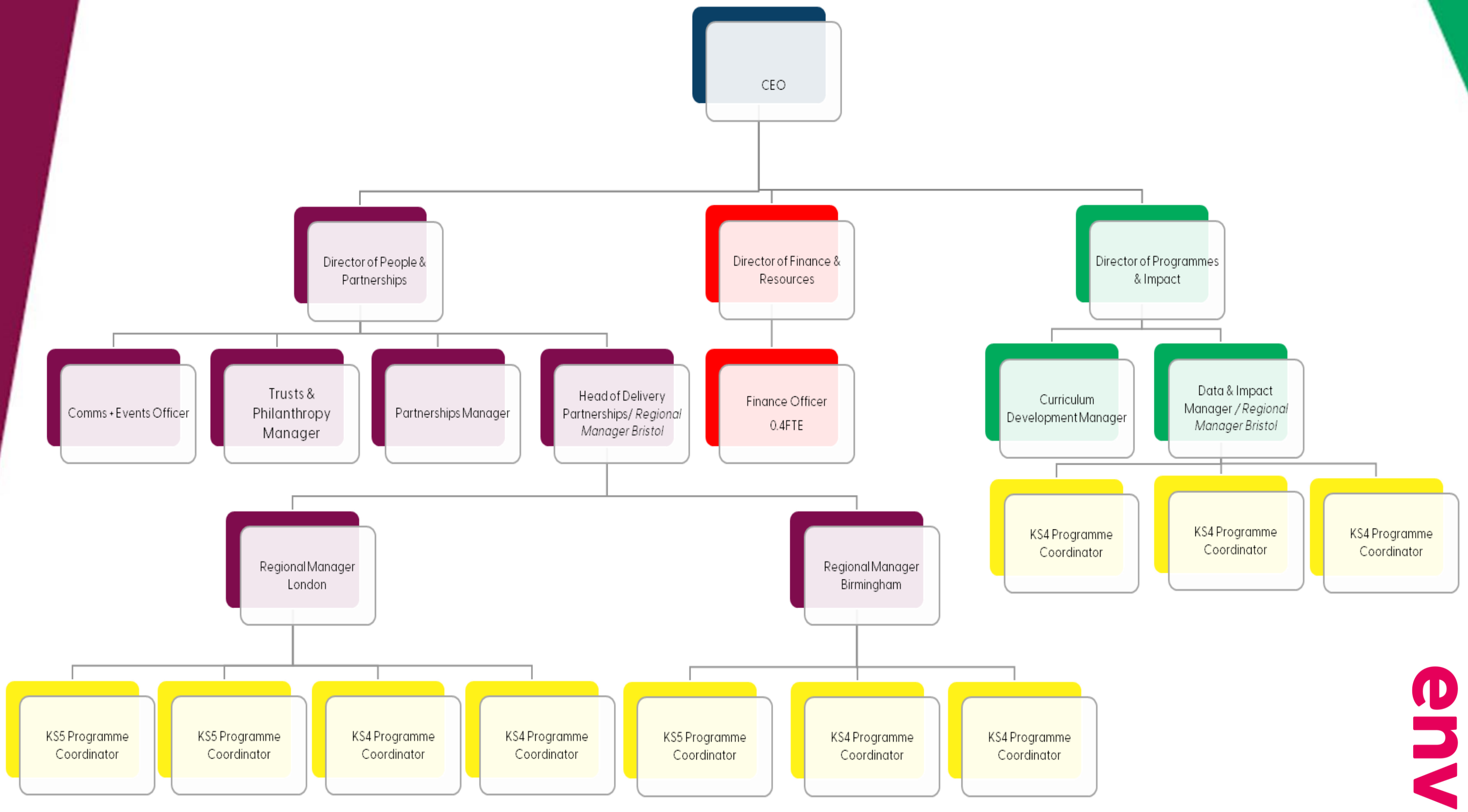
Deliver our programme to **nearly 1,600 young people** in our 3 regions.

Embed a replicable programme that achieves skills outcomes for our target population, with strong internal impact processes and emerging evidence of achieving our long-term outcomes.

Boost sustainability, with a plan to build school and regional partnerships, national corporate partners and more multi- year trust and individual support.

Build the organisational foundations - people, processes and systems - that support our impact strategy and growth.

Staff Organogram



envision

The Role

We seek a highly credible and engaged senior leader to support our dynamic and collaborative Board to ensure we can continue to grow our impact. You will bring experience of serving on effective Boards and a record of strategic leadership.

We also need support to help make the case for more focus and funding on high quality, school-based skills development for less-advantaged young people in the UK. This work will require us to work smarter with partners, old and new, joining forces around young people's outcomes.

We hope our new Chair can help us develop and navigate this path, offering relevant networks to the work of Envision and an excitement to engage with senior, external stakeholders. Most importantly, you'll be someone who keeps our mission and values at the heart of everything you do.

Detailed responsibilities include:
Oversight to ensure that the organisation pursues its objectives and complies with its governing document, charity law, and other relevant legislation or regulations.
Oversight of financial strategy and management, in consultation with the Treasurer and CEO.
Chairing the Board meetings (4 annually) and chairing one of the subcommittees (4 annually), including agreeing the agenda and minutes.
Driving Board effectiveness through annual Board reviews and supporting trustee recruitment.
Externally championing Envision by cultivating relationships, scaling our networks influencing others to help support us meet our charitable aims.
Attending multiple Envision events across the different regions.
Liaising with the CEO and Senior Management Team (SMT) on a regular basis.
Ad hoc involvement in specific projects based on need e.g., strategy.

Experience:
Experience as a senior executive and/ or Chair of a charity or business.
A connection to, or expertise in, the area in which Envision works (e.g., skills agenda, commissioning and policy environment, youth employment and education).
Extensive networks (professional or personal) to link into Envision when appropriate.
Experience in education is not required, but would be looked at favourably.

Personal qualities:
Passionate about Envision's cause and aligned to the charity's values.
Collaborative mindset and strong people skills to work with the Board, the executive team and other external stakeholders.
Ability to challenge and bring fresh new ideas into the organisation .
Business acumen and strategic thinking to help support our bold vision.

The Role

Time commitment:

The minimum commitments for the role are as follows:

- Board and committee meetings: Minimum of 4 Board meetings per year plus 4 committee meetings - London or virtual.
- Executive team: Regular calls with the CEO.
- Events: Attending multiple Envision events in London, Bristol and Birmingham throughout the year.

Due to these commitments, the candidate needs to be UK-based.

Term of Office:

The Chair will be appointed to serve an initial three-year term and may be re-appointed for an additional term (to a maximum of six years).

Renumeration:

The role of the Chair is not accompanied by any financial renumeration, although expenses for travel and essential hotel/ subsistence costs may be claimed.

Our Trustees :

The support of our trustees is fantastic, they are committed to our work at Envision. Their backgrounds are varied and collectively they provide excellent input to the Chair and the executive team.

You can find details of our current trustees here.

Our commitment to diversity:

Envision seeks to ensure that we have a wide-ranging level of experience, thinking and background, so that the Board has the skills and diversity of thought in its governance and decision-making. We seek to achieve diversity in our workforce and that all applicants and employees receive equal and fair treatment, regardless of age, race, gender, religion, sexual orientation, disability or nationality. If you have a disability or special need that requires accommodation, please let us know.

A note from our CEO

Envision helps young people build their essential skills and confidence while also making change in their own communities. We at Envision are united around our mission and determined to bring the Envision programme to more and more young people over the next few years and beyond.

Amazingly, we feel the wind is now at our back. The importance of academic and technical skills is undeniable. But the critical importance of essential skills in helping young people from less-advantaged backgrounds achieve in school and work is gaining new traction like never before, and rightly so. Essential skills are transferable across time, roles and activities, and all the research tells us that teachers, employers - and, most importantly, young people - want to see more work to be done to build them. That's why we do what we do.

We can't do this alone! We work with schools and multi-academy trusts to identify and support young people who will benefit most from our programme. We also work with an incredible network of corporate partners – global, national, and local businesses that provide mentor teams who help young people develop their projects, build their skills, and provide them with insight into the world of work. Mentor teams from nearly 50 corporate partners -- such as Fossil, Federated Hermes, Pfizer St James's Place, Simmons & Simmons and Space Doctors -- will help our young people build their skills this year. Together with schools, they form a community of support – a community we hope to grow.

Come join our team to ensure that this happens. We need your help to grow our reach and impact, to ensure more young people can build and maintain their essential skills and confidence. And we also need your support to help make the case for more collaboration, funding and focus on essential skills.

As we say at Envision, essential skills go with you, and they grow with you. We'd love you to apply – come with us and grow with us!

Elisabeth Paulson
CEO of Envision

How to Apply

If you are interested in applying for this role, please ensure you provide:

- A comprehensive CV, including your recent achievements, and the details of two referees.
- A supporting statement addressing your motivations for applying. This should be no longer than one side of A4.

All applications should be sent to applications@trustees-unlimited.co.uk with your full name and Envision in the subject heading.

For a confidential discussion about the role, please contact Melissa Baxter (melissa.baxter@russam.co.uk / 07789 985229).

Closing date for applications: Monday 24th October 2022

Following close of applications, first stage remote interviews will be hosted for all shortlisted candidates, with final interviews being held in person.

We look forward to hearing from you!