

## CHAIR OF TRUSTEES

### About Creative Mentor Network

At Creative Mentor Network, we believe in a future where there is no class ceiling in the UK's creative industries.

We focus on socioeconomic diversity, supporting young people aged 16-25 from lower socioeconomic backgrounds to help them access and thrive in jobs in the creative industry. Our mentoring programmes train professionals in the industry to support young people in our community, and give them the tools that enable them to be inclusive and accessible leaders.

By championing socioeconomic diversity, equity and inclusion we are creating more inclusive workplace cultures and making the industry more accessible for young people from lower socioeconomic backgrounds. You can find out more about the work we do on our [website](#).

### Background

Creative Mentor Network was set up in 2014 and received charitable status in April 2018. Since launch, we have worked with over 1800 young people and the same number of mentors. We have worked with a breadth of creative organisations including; Sony Music, Google, Amazon Prime Video, Meta Soho House and more.

In 2023 we saw significant impact, with 81% of mentees feeling more confident to advocate their professional needs and 83% can identify employers and organisations relevant to their career interests. 97% of mentors understand the barriers to access for those from lower socioeconomic backgrounds and 91% feel as though they can support them. Our impact is at the heart of what we do, and you can read our full 2023 impact report [here](#)

### Role Description

We are looking to appoint a new Chair of Trustees. The position has become available following the standing down of the current Chair Russ Lidstone who has been with the charity since 2018.

We are looking for someone who is passionate about improving socioeconomic diversity and inclusion within the creative industry and ideally has lived experience (or significant understanding) of the challenges and opportunities faced by those from lower socioeconomic backgrounds.

As Chair, you will work closely with Creative Mentor Network's Managing Director and team of passionate trustees to ensure the effective governance, leadership and strategy of the charity. You will be a visible advocate for Creative Mentor Network and use your knowledge, networks and expertise to support the charity in meeting its strategic objectives.

### The Chair of Trustees will;

- Lead and inspire the Board: chair meetings and ensure that inclusive dialogue leads to effective decision making
- Set high governance standards and ensure these are in line with the requirements of the Charity Commission

- Oversee the performance of the Board and its members; ensure trustees fulfil their duties and responsibilities
- Ensure that the Board operates within its charitable objectives and provides a clear strategic direction for the Charity
- Ensure that the Board is able to regularly review risks and associated opportunities and be able to support and manage ways to mitigate the former and maximise the latter
- Work closely with and support the charity's Managing Director; meet for regular 1-1s and carry out yearly appraisal
- Work closely with the Managing Director to recruit and onboard new trustees
- Be an advocate for the charity; represent Creative Mentor Network across a range of networks to help build presence and visibility

## Experience

### Essential:

- Genuine interest and commitment to socioeconomic diversity and improving outcomes and opportunities for those from lower socioeconomic backgrounds
- Strong leadership skills that engage, inspire and motivate the board, staff and external stakeholders
- Experience in developing strategic initiatives and leading an organisation towards success
- Excellent communication skills and networking capabilities so as to act as an ambassador for the charity
- Previous experience on a board of a UK charity and ability to chair meetings and facilitate discussions
- Knowledge of UK charity governance and risk management in all areas including finance.

### Desirable:

- Previous experience as a chair of trustees of a UK charity
- Extensive knowledge of the UK education system
- Extensive knowledge of the UK creative industry
- Knowledge and understanding of the grants and funds landscape

### Time commitment:

- The appointment will be made initially for three years, the chair is eligible for two consecutive terms (six years in total)
- The role requires the equivalent of around 1.5 days per month, mostly remote
- Board meetings are hosted quarterly at Creative Mentor Network's office in London Victoria (18:00-20:00)
- Like most Trustee roles, this role is offered on a voluntary basis. Reasonable expenses incurred conducting charity business will be reimbursed.
- The Chair and all trustees are expected to attend the charity's events such as showcases and programme launches.

## Application procedure

We would love to hear from you if you feel you have the time and expertise.

Please apply by sending your CV and a short supporting statement outlining how you feel your skills and experience could be of benefit to the organisation and your motivation for applying for the role to [recruitment@creativementornetwork.org](mailto:recruitment@creativementornetwork.org) by **Tuesday 4th June 2024**

### [CMN Diversity/equal opportunities form](#)

We are committed to equal opportunities in our recruitment and employment process and, in order to find out how well we are doing with this, we need to collect monitoring data. We would appreciate it if you would complete [this form](#) so that we can ensure our recruitment processes are as inclusive as possible. This form is anonymous and any information supplied will be treated in the strictest of confidence.