Role title: Chair Key relationships:

Board of Trustees, Chief Executive Officer, Executive Team

Role purpose

The Trustee Board is responsible for the long-term stewardship of SCIE, ensuring the most diligent and impactful use of its resources – people and financial – in the delivery of its mission and purpose. The Chair is expected to lead the board in fulfilling this role. Working in tandem with the CEO, the Chair serves as an ambassador for SCIE, working to build and leverage relationships within the network of social care stakeholders – ensuring that SCIE’s voice is heard, that it maintains its seat at the relevant tables and seizes opportunity for future growth and development.

The Chair is expected to bring a strong degree of personal influence and be confident in serving as an external figurehead for a thought leadership organisation.

The Chair will embody our aspiration to be a fully inclusive organisation, drawing out the uniqueness and strengths of each member of the board; ensuring the board has a fierce collective of individuals. The Chair is also responsible for ensuring a culture of high challenge/high support with the executive. The Board is made up of eight Trustees, aside from the Chair, with the executive team led by Kathryn Marsden OBE.

Main responsibilities

Strategy

• Lead the Board in partnership with the CEO and executive Team to agree the strategic direction of SCIE, its annual operating plans and KPIs and ensure that SCIE is structured and resourced to deliver that strategy.

• Lead the Board in monitoring the implementation of strategy and objectives by the executive and hold it to account for delivery.

• Work in effective partnership with, supporting, and providing stretch and constructive challenge to the Chief Executive and their Leadership Team.

Governance

• Exercise effective leadership of the Board in fulfilling its functions and remit, ensuring that the Board has the culture, processes, structures and relationships for effective governance and that trustees are supported to meet their legal, regulatory and fiduciary duties.

• Oversee the work of the committees of the Board and ensure that appropriate reporting lines to the Board are in place.

• Ensure the Board has the right structure in its committees, systems of control and accountability, including financial and operational controls and risk management, and procedures for handling internal grievances, conflicts of interest and whistleblowing.

Values and vision

• Embody and promote SCIE’s values, vision and reputation through inclusive and effective leadership.

• Act as an active, authentic ambassador for SCIE across public forums and with stakeholders and partners amplifying the voices of people who draw on care and support.

• Work in partnership with the CEO to represent SCIE to government and act as an advocate and influencer into Government for SCIE and matters related to the role and remit of SCIE.

• Maintain personal knowledge and expertise of issues pertinent to the work of SCIE.

• Personally uphold the highest standards of integrity and probity.

Culture, appointment and support to trustees

• Maintain an open, inclusive and learning culture on the Board including periodically reviewing governance arrangements, Board and Trustee (including Chair) effectiveness and how SCIE is meeting it aims, legal objects, vision and strategy.

• Mentor and support the Board members to maximise their effectiveness and contribution.

• Oversee arrangements for the fair and open recruitment of Trustees, working with the People and Nominations Committee.

Relationship with the Board and CEO

• Support and manage performance and ongoing development.

• Represent the Board (or delegate the task appropriately) on recruitment, remuneration and employee relations issues where appropriate.

Knowledge and Experience

• Demonstrable experience of chairing a Board or committee: absorbing detailed information, facilitating constructive debate, ensuring effective decision-making, demonstrating sound judgement and managing change at Board level.

• Proven experience of best practice governance and the discipline of Board leadership and management.

• Experience of engaging, influencing and advocating at the highest levels, ideally within the social care system.

• Proven ability to navigate the health, social and political landscape of the social care sector, informed by both professional practice and lived experience.

• A high degree of commercial acumen with experience or insight gleaned beyond statutorily funded environments.

Skills and Abilities

• Politically astute with the ability to inspire the confidence of key stakeholders and influence decision makers, leaders in social care and Government with significant networking and relationship building skills.

• Ability to lead the board in setting the strategic direction of SCIE and ensuring its effective and efficient governance and management including its financial probity and stability.

• Proven track record of exercising sound, evidence-based judgement.

• The ability to apply high level governance skills in chairing a Board and adherence to the Charity Governance Code principles of good governance.

• The ability to build excellent relationships, internally and externally, with a range of people from all backgrounds including those drawing on social care.

• Demonstrable commitment to equality and diversity and experience of championing equality and diversity matters.

Positive behavioural indicators

• Deep commitment to the benefit of collaboration and innovation and to SCIE’s role in leading the way for improved social care.

• Comfort operating in ambassadorial capacity or as a thought leader within a networked environment.

• A demonstrable commitment to the Nolan principles of public life (selflessness, integrity, objectivity, accountability, openness, honesty, leadership).

• An inclusive leadership style, focused on supporting a constructive dynamic within the board, enabling contributions from all trustees, encouraging the articulation of diverse views and consensus-building.

• A collaborative approach which brings people together to achieve great results, both internally and externally, in a way that inspires and engages others