

Non-Executive Directors Job Description and Person Specification

Job Purpose:

Non-Executive Directors are recruited specifically to provide independence and assurance that the community's interests are being served, by the company's activity.

To offer guidance, support, expertise and an objective perspective to the Senior Management and Advisory Board of Impact Dance on the key matters of strategy, operational management, organisational structure and development, commercial and financial affairs, and risk management.

Non-Executive Directors support the development and strategic leadership of Impact Dance

All Non-Executive Directors will:

- Comply with the Code of Governance
- Ensure the Non-Executive Directors follow best practice in its governance
- Oversee the compliance of statutory and regulatory requirements of the company
- Ensure that the company complies with its Memorandum and Articles.
- Oversee how the Advisory Board and Senior Management operates and work with the CEO/Artistic Director to implement improvement
- Support the development of and approve an Annual Organisational Budget and Business Plan.
- Advocate for Impact Dance within their own sphere of influence, where appropriate

Non-Executive Directors will be invited to bring strategic leadership to one or more of the following areas of work

- Finance
- Artistic Ambition
- Governance, Compliance and Regulation
- Fundraising and Development
- Diversity & Inclusion
- Communications and Marketing
- Youth Work and Engagement
- Environmental Sustainability

Person Specification Essential Requirements:

- ❖ Board level experience in a private or public sector organisation
- ❖ Strong understanding of Public Sector Governance
- ❖ Ability to handle complexity and uncertainty
- ❖ Creative and flexible thinker; open to new ideas and able to modify views and constructively challenge
- ❖ Ability to analyse the performance of Senior Management in meeting agreed goals and objectives.
- ❖ Ability to commit on average 5-10 days per annum to the role (4 x 3 hour board meetings, 4 x 1 hour online activity monitoring meetings a year, time for reading papers and preparation

for board meetings, 1 annual Board Away Day, and ad-hoc phone/email advice, attendance at events and advocacy)

- ❖ Able to inspire colleagues and bring energy and enthusiasm to their work
- ❖ Able to build trust, act with integrity and be relied upon
- ❖ An enquiring mind, with confidence to challenge constructively

Desirable Requirements:

- ❖ Industry specific experience
- ❖ Financial strategic thinking, substantial bid writing experience
- ❖ Track record of active leadership and achieving positive change
- ❖ Identify with the values of Impact Dance and embody behaviours that exemplify a cooperative culture
- ❖ Experience of a multi-faceted business

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