Director Elections Candidate

Role profile

What is the board looking for?

As a Board, we need a team of Directors with the track record, experience, knowledge and motivation to govern a not-for-profit membership organisation, as well as one which reflects the variety of professions and sectors our members work in.

For this round of elections, **we are looking for two new directors** to join the Board from within IPSE membership, **one of whom must have significant financial skills and experience**.

Whilst having direct board or non-executive experience will be beneficial, it is not a prerequisite for nominating yourself for election to the Board. What is essential is demonstrating an active support for IPSE and its aims, as well as a readiness to commit to the time and effort the role requires.

Candidates should understand the difference between executive and non-executive roles, the importance of effective corporate governance, strategic direction and oversight, and how all those apply within the context of an organisation dedicated to the self-employed sector.

The Board regularly reviews its own performance and takes independent advice on how to improve its effectiveness and governance. Our most recent review was conducted in 2024, the outcomes of which has informed the role profiles we are seeking for this election. The Board has also reviewed its capability matrix, based on the skillset of serving Directors and the evolving strategic direction of IPSE.

In this round of Director Elections, we are seeking:

Designated Finance Non-Executive Director

At least one serving non-executive Director must have **significant financial skills and experience**, such that they could serve as the Designated Finance Non-Executive Director on the Board.

You will have:

- A Chartered qualification, such as CMA, FCA, ACA, CA, ACCA, or CIIPFA, preferably.
- Strong financial and commercial insight, including a good understanding of balance sheets, P&L statements, business planning and reporting, financial controls, risk management and assurance.

You will be able to:

- Connect the financial numbers to the operational business drivers for successful membership growth
- Complement other board members' skills and raise challenges to reveal financial blind spots, encourage greater financial transparency while maintaining compliance with solvency and reporting obligations
- Support IPSE's Finance Director in a mentoring and advisory capacity
- If required, Chair an Audit & Risk Committee; this will include overseeing the monthly Management Accounts, providing guidance for setting and controlling budgets, as well as offering support for the annual audit process.

We are also looking for proven capabilities in **at least one** of the following areas:

Commercial growth and sales strategy

This will ideally be demonstrated by experience and a track record in targeted acquisition and activation in a membership or subscription context. You will be data literate and experienced in digital marketing. You will be comfortable with challenging IPSE's pricing and value proposition, and ready to offer suggestions and contacts to accelerate sustained IPSE commercial growth and member engagement.

Legal and regulatory affairs

You will ideally have charity and/or company law experience, along with direct expertise in commercial partnerships, significant contractual arrangements and topics such as GDPR. You will also play a key role in governance oversight.

HR and culture

The IPSE team is small, yet the role that each team member plays is vital. The Board has a responsibility to support the management team in creating the best possible people and culture environment. You will have demonstratable experience in organisational and talent development, employee engagement, succession planning and/or remuneration.

Cybersecurity

You will have a good understanding of the need for, and implications of, cybersecurity in a membership organisation like IPSE and the potential for risk and reputational impact.

What makes an effective non-executive Director?

There is no single right answer to what makes an effective non-executive Director, but the qualities we are looking for include:

Professional skills, knowledge and experience

- An ability to think strategically, scan horizons and identify potential trends and challenges
- Evidence of accountability and responsibility
- Business acumen, commercial understanding, analysis and judgement
- An ability to evaluate and interpret and challenge financial data
- An ability to identify and prioritise issues
- Evidence of measuring impact and effectiveness

Personal attributes

- Trust, openness, respect, integrity, emotional intelligence
- The ability to offer supportive and constructive challenge
- Clear communication skills, in person and on paper
- Self-awareness, with an ability to reflect on and develop own behaviours
- A recognition of the importance of diversity of thought and lived experience
- The ability to set aside personal interests for the collective good with a team player attitude
- A willingness to participate in constructive debate and support collective decisions and responsibility
- An open mind, curiosity for others' views, and ability to ask thoughtful questions
- A clear interest in the issues affecting IPSE members and a supportive appreciation of IPSE's present standing and future potential
- Curiosity and a willingness to invest time with the Managing Director, management team and all staff to gain a deeper understanding of the organisation

If you are successful and are elected to the IPSE Board, you will go through an induction process to help you transition into the role.