



JOB ROLE

# BOARD MEMBER

## THE WISE GROUP IS ON A MISSION TO TRANSFORM PEOPLE'S LIVES.



The **Wise Group** is a leading social enterprise working to **lift people out of poverty**. As an enterprise, we build bridges to opportunity for the most **vulnerable in our society**.

Our work is varied and underlying everything we do is a **passion and commitment** for social justice and a **fairer society for all**.

Every day we **support our customers into jobs**, work to lift people out of fuel poverty, and help people coming out of prison to **build a better future**.

Shaping a **positive culture** and promoting our values is a **vital aspect of this role**.

We know how important it is to **nurture a positive culture** that is focused on the delivery of high quality, continually improving and **compassionate support**.

## OUR VALUES

describe what we look like when we are **at our best...**



### INNOVATION

We **hurdle boundaries** and innovate.

### CELEBRATING DIFFERENCE

We celebrate and respect **individual difference**.

### AMBITION

We are ambitious to make a real difference everyday: **socially, financially and culturally**.

### GOING THE DISTANCE

We go the distance, so our colleagues and customers reach a **positive and sustainable future**.

### KINDNESS & COLLABORATION

We thrive through collaboration, kindness and **learning together**.

...and keep us steering in the **right direction**.



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## THE ROLE

- To oversee enterprise activities and strengthen future growth of the enterprise through:
  - Monitoring – providing management oversight.
  - Resource provision – providing insight or contacts to the enterprise.
  - Stewardship – acting as a representative voice for the enterprise’s diverse interest groups, such as colleagues, customers, and stakeholders to strengthen future growth of the enterprise.

## YOU’LL TAKE OWNERSHIP FOR

- To display and promote our values with colleagues and external partners.
- Gain a comprehensive, “under the skin” understanding of the enterprise’s purpose & values to become an advocate to further build its positive reputation and credibility.
- Identify new opportunities for growth to enhance financial stability and capacity for re-investment.
- Constructively challenge current delivery & procedures to enhance capability.
- To provide directional support to the Operating Board as part of the journey.
- Work in collaboration with the CEO and other NED’s to contribute to the strategic growth agenda.
- Mentor and support the Operating Board to build operational capability.
- Anticipate & advise the need for directional changes in Policy and Governance.
- Attend Board meetings to advise & report developments with specific focus on the future.
- Behaviourally demonstrate & promote the professional values and culture of the enterprise both internally and externally.



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- Inspire the team to continuously improve personally to help improve the lives of others.

## ABOUT YOU

- Previous experience of successfully advising a Board through demonstrating strong, resilient and challenging leadership with the credentials, gravitas and experience to mentor and inspire a diverse Board and key stakeholders.
- An ambassadorial and respected communicator who can listen to and engage with colleagues at all levels, cross-demography/age groups and demonstrate empathy.
- Strong commercial/business acumen with experience of building profitable businesses.
- A technology advocate who can demonstrate investing in and promoting the benefits of new digital technologies in business.
- Organisational development experience helping a CEO build capability through attracting future talent to the business to create diverse and complimentary Board expertise.
- A highly visible and committed advocate for diversity and celebrating people's differences.
- Engaging and outgoing personality with strong interpersonal skills.
- Resilience – able to face resistance and deal with it in a sophisticated and positive manner.

## THE BEHAVIOURS

**How we do things is at the heart of what we do and how we go about doing it. Success is knowing our values and behaviours and using them to manage our decisions and actions. The behaviours most important to this role are:**

- Communication - Reflects the ability to take responsibility for the tone, content, and impact of how you choose to communicate



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- Relationships - Reflects the ability to build and maintain a network of contacts to maximise enterprise impact.
- Commercial Awareness – Reflects the ability to use commercial, financial, and understanding to improve the impact of the enterprise.
- Adaptability - Reflects the ability to respond and adapt to changing circumstances.
- Concern for Impact – Reflects the ability to select the appropriate behaviour to influence colleagues, customers, and stakeholders to achieve a specific outcome.
- Humility - Reflects the ability to lead from behind, as a hidden hand, and not from the perspective of personal ego.
- Capability Management – Reflects the ability to set self and others' objectives that directly contribute to the overall enterprise objectives and review these regularly within 'My Contribution'.
- Equity and Diversity – Reflects the ability to support a diverse and inclusive workplace to achieve a competitive advantage.
- Integrity – Reflects the ability to work ethically and to share the enterprise value of honesty.

We succeed when we work together.

The main responsibilities of this role are described here. As our needs as an enterprise change, we may need to make reasonable changes from time to time.



## MORE ABOUT WORKING FOR US

There's lots of great stuff about working here.  
For full details pop over to our website.

Our mission is critical and the work is important, but so is your life. We have put together a benefits package, including exercise and mental wellbeing sessions, that mean you can live and work well.

All of our roles benefit from a 'Remote First' approach, giving you flexibility. Need to start late, finish early or fancy a change of scenery? That's fine, our Remote First approach focuses on what you achieve, not presenteeism. With many different working patterns in place, let's discuss what works best.

We're ready to chat.

[thewisegroup.co.uk](https://thewisegroup.co.uk)

Scottish Charity No: SC004089

