



# RECRUITMENT PACK

EOA Board Member

October 2023



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## WELCOME FROM JAMES DE LE VINGNE

Thank you for your interest in joining the EOA Board. This is an exciting position for a representative from an EOA Partner Member organisation to join the EOA Board and lead one of the key sub-committees.

As an existing member of the EOA you will know that with more than 750+ corporate members we support businesses of all sizes and from all sectors to become employee owned, and then to develop and thrive as employee owned organisations.

Together with our members, the EOA is embarking on an ambitious new strategy that looks to seize the political, cultural, and digital opportunities in front of us to sustain the continued growth of the EO community.

This growth will deliver greater corporate diversity and economic resilience across the UK, positioning EO businesses as a mainstream solution to our economic recovery and long-term future.

And this is where you come in. We are looking for someone to help steer and support the direction and strategy of the association, play a role in championing the sector and guide me in my role as Chief Executive as I lead the EOA on the next stages of its growth and transformation.

The successful candidate will also go on to become Chair of the EOA's Finance and Audit Committee.

I wish you the very best of luck with your application.



James de le Vingne,  
Chief Executive of the EOA

## ROLE SUMMARY

### TERM

Initially three years, with the option to extend by two further terms

### COMMITTMENT

Per annum - four Board & four Finance & Audit Committee (F&AC) Meetings

### COMMITTMENT

In addition, preparation time and attendance at specific EOA Events

### LOCATION

Two in-person Board meetings per year. Remaining meetings are virtual

### SUB-COMMITTEES

With development, become F&AC Chair by October 2024

### MEMBER TYPE

Partner

### RENUMERATION

Voluntary position. Expenses can be paid, if necessary



## EMPLOYEE OWNERSHIP

Evidence shows that employee ownership as a succession or growth plan, through offering employees a meaningful stake and a say, engages and empowers them to drive performance. Additionally, businesses that becoming employee owned root sustainable, good jobs in regional economies for the longer term.

Employee-owned businesses benefit from unlocking the potential of individuals and uniting them behind a common purpose, sharing both responsibility and reward. This in turn unlocks the potential of the business to be more innovative, more resilient, and increase productivity and performance.

The employee-owned business sector has seen unprecedented growth – it has more than doubled since 2020. There are now more than 1,600 employee owned businesses in the UK.

These businesses exist across a range of sectors including, professional services, manufacturing, construction, wholesale and retail, information and communications, health and social care, among others. The recent growth in the sector has been seen as a perfect storm of increased awareness, a sharper focus on succession brought about by the pandemic and - through the ESG agenda - greater focus on how people are impacted by business. In a recent survey, more than 70 per cent of EO businesses saw EO as a socially responsible business model.

The sector is growing because it offers a succession solution that sustains the values, culture, and ethos of the business, as well as employment for future generations. It makes businesses independent and able to make decisions and invest over the longer term, making them more resilient to shocks and challenges. It is also credited with supporting with recruitment and retention, making it well suited to the challenges of 21st century management. It currently contributes between £32-£41bn to UK GDP, adding to the diversity of Britain's economy through offering a vibrant and different model for achieving business success.



## WHO WE ARE - THE EOA

As the 'go to' place for employee ownership in the UK, the purpose of the EOA (Employee Ownership Association) is to unlock the potential of people, business and the economy through employee ownership. We are a responsible, inclusive and growing membership organisation with an insatiable appetite to:

- Realise the potential of employee ownership.
- Deliver unrivalled value for our members and their employee owners.
- Champion the benefits of employee ownership.
- Grow the size of the sector.

Most businesses that are moving into employee ownership or want to maximise the success of their employee-owned business are members of the EOA.

Established in 1979, the EOA is a not for profit and politically independent organisation that works in close partnership and builds strategic relationships with its members to champion, promote and provide insight into the business case for employee ownership.

Members benefit from unique learning, networking and trading opportunities across the network of diverse companies of all sizes and sectors:

- We support our members to explore, transition to, and develop as employee-owned businesses.
- We connect our members with learning and with each other to share best practice and support them to celebrate and champion their EO success stories.
- We represent the sector and campaign for the right policies and environment to grow and sustain employee-owned businesses.

## WHO WE ARE – OUR PEOPLE AND CULTURE

Modest in size but with big relationships, we are a team of 14 staff based at a new HQ. Our stakeholders include the Board, President, Trustee Members, Membership Council, Specialist Advisors, and all of the member businesses as well as various member groups, prospective new members and the wider business community in general. The annual turnover of the Employee Ownership Association is over £1 million.

***In pursuit of our purpose to unlock the potential of people, businesses and the economy through employee ownership we are:***



### BOLD

We are growth minded and challenge conventional thinking to drive better business.



### COLLABORATIVE

We nurture relationships and develop networks to achieve mutual goals.



### INSPIRING

We evoke passion for and influence interest in Good EO.



### CARING

We make business personal and empower others to succeed.

## ROLE DETAILS

The EOA is looking for a senior, qualified financial professional to join the EOA board. You'll need to be a strategist who enjoys providing appropriate challenge to develop and enhance the EOA's strategy. You'll play a pivotal role on the EOA's Finance and Audit sub-committee, becoming Chair in October 2024.

The purpose and responsibility of the F&AC is to coordinate the Board's financial responsibilities by recommending policy to the Board and monitoring its implementation. The Committee also provides an overview on behalf of the Board of the EOA's financial management and ensures the proper checks and balances are in place. The role of the Finance & Audit Committee is to help the Board carry out its fiduciary duties. A copy of the Terms of Reference for the sub-committee are available on request.

The EOA board meets four times a year, usually in January, April, July and October. The EOA Finance and Audit committee meets quarterly, usually in March, June, September and December. It is estimated that the time commitment is 36 hours per annum excluding any event attendance and travel.

The successful candidate will become 'Board Designate' until September 2024. During this time they are encouraged to attend EOA board meetings as an observer and will be required to attend all Finance & Audit sub-committee meetings.

In addition, all EOA board members are expected to attend and actively participate in virtual events and when possible face-to-face events across the UK, as an advocate and representative of both employee ownership and the EOA.

To ensure as many member organisations as possible are giving the opportunity to participate in the governance of the EOA, and to ensure a wide ranging voice of membership, organisations can't have a representative on both the EOA Board and EOA Membership Council at the same time.

Additionally, we recognise the value of having a board with a diverse range of experiences and perspectives and would particularly welcome applications from individuals belonging to groups that are typically under-represented at board level.



## KEY ACTIVITIES

- Actively participating in the development, monitoring and refinement of the EOA strategy.
- Chairing the EOA Finance and Audit sub-committee.
- Providing relevant guidance and support to the EOA Chief Executive and being a mentor, if required, to the Senior Leadership and wider EOA team.
- Utilising existing relationships and networks to advocate for both EO and the EOA.

## HOW TO APPLY

The EOA commits to recruiting to from a diverse range of backgrounds and welcome applications from under-represented groups. We recruit on both skills and fit with the values of the EOA as a purpose-driven organisation.

For an informal discussion with James de le Vingne regarding this opportunity, please contact Jo Linford on 01482 667122.

To apply, please provide one A4 page outlining why you consider yourself a suitable candidate for this role, and CV containing an overview of your relevant career experience and qualifications. You should also supply a letter from your organisation confirming their endorsement of your application. These should be sent to [Lisa Steel](#).

Closing date for applications is 12noon, Wednesday 19 December 2023. Those progressing to the next stage of recruitment will be advised on Monday 8 January 2024 with interviews taking place virtually on Thursday 11 January 2024