



 imperial  
college  
union

\*Prospectus proposal  
Executive Search  
Chair  
Imperial College Union

prospect   
talentbeyondprofit

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# \* why Prospectus

Our impact is through people.

Prospectus brings a deep commitment to building inclusive organisations. We are passionate about equity and contributing solutions that drive impact and change. We achieve this by supporting careers, connecting talented leaders to organisations through our expert research and consulting team.

We have appointed more than 1000 board and executive positions and our team conduct many more interviews every year, giving us strong insights of challenges and opportunities across the sectors we work in, and a deep understanding of leadership requirements. We are solutions focused, creative and build long term, high quality relationships.

Headquartered in London, we also have a presence in Scotland and in Kenya, and our clients are based throughout the UK and the world.

As a certified B-Corp we hold higher standards of transparency, accountability, and performance, considering all stakeholders and broader impact in our success criteria. All our owners are active in the business. Today, a growing community of nearly 4,000 Certified B Corps from 74 countries and more than 150 industries work together toward one unifying goal – to redefine success in business.

The Prospectus team is proud to be partners to organisations and people seeking to achieve change and ultimately a more sustainable and equitable society.

## The Charity Governance Awards



Prospectus is proud to be a key partner in the Charity Governance Awards – the UK awards that recognise and reward good charity governance. The awards are organised and funded by The Clothworkers’ Company, a City Livery company that supports trusteeship initiatives, and is supported by New Philanthropy Capital, Prospectus and Reach.

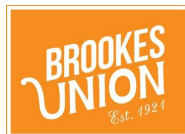
The Charity Governance Awards are free to enter and will shine a spotlight on the best of the sector. All the partners are keen to use these awards to significantly “raise the bar” of governance to ensure higher standards of quality, outputs and outcomes.

Prospectus is committed to raising the bar of good governance in the sector through our support of the Charity Governance Awards, as well as Trustees’ Week and through the track record of our Board Appointments Practice in appointing talented Trustees, Treasurers and Chairs.

# \* track record

38 Degrees	Chair
ActionAid UK	Chair and Trustee
Air Ambulance Kent Surrey Sussex	Clinical Trustee
Become	Chair and Treasurer
BlindAid	Chair
Citizens Advice Coventry	Chair and Trustee
Citizens Advice Lewisham	Trustee
Cruse Bereavement Care	Chair
Dartington Service Design Lab	Trustee (x4)
Disability Rights UK	Chief Executive
Essex Wildlife Trust	Trustee (x6)
Faculty of Sexual and Reproductive Healthcare	Treasurer
FareShare	Trustee (x5)
Friends of the Earth	Chair
HCT Group	Chair and Trustee
Hibiscus	Trustee (x3)
Imperial Health Charity	Trustee
Imperial Society of Teachers of Dancing	Trustee (x3)
John Ellerman Foundation	Trustee (x3)
King's College Students' Union	Chief Executive
King's College Students' Union	Trustee (x2)
Lancaster University Students' Union	Chief Executive (current)
Laureus Sport For Good	Chair and Trustees

Make-a-Wish Foundation	Trustee (x2)
Mercy Ships	Treasurer and Trustee
National Lottery Community Fund	England Committee Members (x4)
Neighbourhood Watch	Chair, Trustee and Treasurer
New Philanthropy Capital	Chair
NOCN	Chair
Nutrition International	Board Director
Oxford Brookes Students' Union	Chief Executive
People's Health Trust	Chair and Trustee
Practical Action	Chair
Right to Succeed	Chair
Refugee Action	Chair
SafeLives	Chair and Trustee (x2)
Spirit of 2012 Trust	Trustee (x3)
Stonewall	Trustee (x4)
The Peel Institute	Chair
The Racing Foundation	Chair
Turn2us	Trustee (x2)
UK Youth	Chair
UnLtd	Trustee (x7)
University of Southampton Students' Union	Chief Executive
War Child UK	Trustee (x4)
Working Chance	Chair
Youth Futures Foundation	Chief Executive and Board Members



# \* example appointments

## Friends of the Earth Chair



Friends of the Earth is an environmental campaigning community dedicated to the wellbeing and protection of the natural world and everyone in it. It is a unique organisation, with an increasingly important role to play in launching initiatives and campaigning to help create a better future for both people and the planet.

Friends of the Earth sought a Chair for their Trust Board at an exciting and significant time with a new strategy recently underway and bold ambitions for their impact. They were looking for a Chair who was committed to Friends of the Earth's values, and that had the ability to lead the Board, whilst motivating, supporting and challenging the Executive and wider movement as they deliver the strategy. They wanted an individual with significant governance experience, ideally at national level, and in an organisation of similar complexity to Friends of the Earth.

Prospectus presented a strong shortlist of candidates and was successful in placing the previous Chair of Liberty, Frances Butler, a role she combined with her studies for a PhD in climate politics at UCL. A former lawyer, Frances has a record of climate change advocacy, alongside charity governance experience. She was previously Specialist Adviser, Joint Committee on Human Rights, a Visiting Research Fellow at IPPR, and Vice Chair of The British Institute of Human Rights.

## New Horizon Youth Centre Chair



New Horizon Youth Centre is a vital support network for 16-24 year olds in London who are vulnerable, homeless or at risk with nowhere else to go. Through help with accommodation, support with employment, education and training, and self-development workshops, their mission is to support any young person who finds themselves homeless in London and give their potential a home.

New Horizon Youth Centre were seeking a new Chair to replace Nick Hardwick, former CEO of Centrepoint and the Refugee Council. As a leading voice within the youth homelessness sector and as the organisation entered a period of increased impact, New Horizon Youth Centre were looking for a candidate with the vision and commitment to help the organisation amplify its voice in its support of young homeless people.

Prospectus were delighted to have appointed Matthew Reed, CEO of Marie Curie. Matthew has been a passionate advocate on behalf of young people for large parts of his executive and non-executive career, having served as both Trustee of Children England and CEO of the Children's Society.

A testimonial from the Vice Chair, Ellie Roy, stated:

"We chose Prospectus from a shortlist of three agencies to help us find a new Chair for our charity. While they were not the cheapest, we felt they really engaged with us to understand our needs and were therefore likely to offer better value than their competitors. They worked closely with us at every stage and responded quickly to feedback. We were pleased with the scale of the search they conducted, which produced a range of interesting candidates and a good shortlist from which we have appointed an excellent Chair. We are delighted with the outcome, which we could not have achieved on our own. On the basis of our experience I am happy to recommend Prospectus to others."

# \* example appointments

## The Peel Chair



The Peel is a charity that's been building a 'connected community' in Clerkenwell, London, since it was established in 1898. It runs activities for adults, activities for children and young people, and mental health awareness projects. It focuses on helping children living in poverty to improve their life chances by connecting them and their families with others in the community, helps older people who are lonely to become active citizens, and provides opportunities for all residents of Clerkenwell to participate in activities through which they can make acquaintances across divides for mutual benefit.

This endowed charity, with an ambitious CEO and refreshed vision, was seeking an experienced new Chair to provide leadership and support to the board and organisation to realise its vision and leverage its endowment in an effective way. A **breadth** of experience of civil society leadership, good governance and a network local connections were critical in creating a credible appointment for this period of growth.

Prospectus were mandated to lead this search and were delighted to identify Arvinda Gohil, CEO of Community Links, as the preferred candidate. Arvinda brings a track record of leadership in a range of national and local charities and infrastructure organisations. Arvinda has been a resident of Clerkenwell for 20 years.

## UK Youth Chair



UK Youth is a leading charity that exists to ensure all young people are equipped to thrive and are empowered to contribute at every stage of their lives. UK Youth plays a unique role in addressing the lack of investment into the youth sector, the lack of cross-sector understanding of how youth work makes a difference, and the limited opportunities to embed effective solutions. These factors lead to mass inequality of access to youth services for young people.

Prospectus worked with UK Youth to appoint David Thomlinson as the new Chair of the Board of Trustees.

David has more than 40 years' experience in engineering and business. He served on the Global Management Board of Accenture for 11 years before retiring in 2014. His previous leadership roles at Accenture included Group Chief Executive of the Resources industries, Chairman of the UK and Ireland geographies and overall responsibility for Strategy and Operations across 55 countries.

David has an extensive portfolio of work that he dedicates his time to; including as Chair of Moixa Energy, International Secretary of the Royal Academy of Engineering and as an advisory board member of BecomingX – Plant for Peace and Immerse.

# \* diversity, equity and inclusion

## Diversity in our placements

34%

Black People and People of Colour

6%

Declared a disability

67%

Female

24%

LGBT+

At Prospectus, we believe that inclusion should be the norm; it is both a social justice and an organisational issue. Inclusive organisations are more successful, productive and impactful.

Inclusion is intrinsic to Prospectus' own values of collaboration, community and trust. We see every day that when diversity is truly embraced and celebrated, it unleashes tremendous creativity and value for individuals, organisations and communities.

Our clients and candidates vest significant trust in us, and as conduits between them, we have a responsibility to ensure fair and transparent processes, challenging bias, and their perception of what is possible. We stand alongside our community to achieve what is right. We seek to challenge our clients and ourselves.

### Embedding best practice

- Training our team in diversity and inclusion topics, ranging from legislation through to unconscious bias.
- Challenge bias, ensuring robust and fair recruitment processes, for example through supporting clients to build inclusive interview panels.
- Provide alternative application methods based on individual applicant needs, including accessible appointment briefs.
- Through proactive research and advertising, we build diverse long and shortlists. We use advertising to ensure transparent and open campaigns. We can also use digital tools to engage specific and underrepresented communities.
- We work with our clients to ensure diversity is a key factor in discussions about roles, including at longlist and shortlist stages. We seek to constructively challenge our clients.
- Making sure any public material representing our client is reflective of the organisation's values and ambitions in relation to diversity and inclusion.

### Amplifying voices

- Through events and podcasts we provide a platform to sector leaders and amplify voices with a different experience and perspective.
- As a vertical recruiter, we can support candidates careers over time as they become more senior and reach executive/board levels.
- Bring people together at events to foster shared learning and thoughtful discussions that can enable positive change.

### Creating diverse networks

- Our partnership with EY Foundation 'Impactful Futures' to support diverse young people from disadvantaged backgrounds into the charity sector.
- Our involvement in the Jane Slowey/ACEVO programme, providing expert support, guidance and mentoring for Black and People of Colour, and/or disabled women who are in their first two years as a charity or social enterprise CEO.

Our high quality executive search process is engaged, collaborative, creative, well-resourced and strives to minimise bias and to support our clients in building inclusive boards and leadership teams. Prospectus follows four core principles in our execution:

- Learn
- Explore
- Engage
- Appoint

On this page we have outlined the core principles, processes and milestones that our experienced consultants and researchers follow to ensure a successful appointment.

## Learn

Firstly, we have to get to know you and we begin with thorough briefings and focus groups with key stakeholders and panel members. It is at this stage we really bring to bear the experience, understanding and knowledge that comes from our extensive credentials in the beyond profit marketplace.

It is our opportunity to add real value by thinking creatively about the role and the opportunities they will present for both the appointees and the organisation to deliver social impact. At this stage we will also agree how we best ensure we deliver a bespoke, inclusive approach to the search to strive to ensure that our longlist reflects the communities you serve.

## Explore

Our in-house Research team will explore the candidate marketplace and map out sectors, organisations and networks to pinpoint individuals that match the brief. Working in close collaboration with the Lead Consultant, all clients have a dedicated Researcher to deliver their mandate. This is a critical part of our approach, where we leverage our extensive networks and sector knowledge to attract and engage relevant candidates from all sectors, resulting in high quality and diverse applications.

## Engage

Engagement with candidates is critical to achieving a strong and diverse longlist. Once we have completed desk based research to create search maps for your role, individuals across the team will proactively contact individuals to generate interest, referrals and applications in order to challenge any unconscious bias. Candidate feedback will inform the ongoing search strategy and provide you with insight from the marketplace, whilst ensuring there is a rich and diverse longlist of candidates who have been proactively approached and engaged.

## Appoint

Following the closing date, all applications will be assessed against the key criteria in a way that minimises any bias and a longlist is agreed. Applicants are then interviewed by your Consultant and assessed on key competencies as well as motivation, values and potential. Once the longlist interviews are completed, we will meet you to discuss the candidates and agree a shortlist for the final stage interviews; this will include CVs, supporting statements and interview reports on each candidate with our recommendations.

Once a final shortlist is agreed we can support you with devising an appropriate interview and assessment process, as well as referencing and any additional support to secure the preferred candidate.



# \*fee proposal

For this campaign we are proposing a full executive search and selection service which will result in the appointment of an exceptional individual to take up this role.

## Search

Item	Cost
<ul style="list-style-type: none"><li>• Dedicated Lead Consultant</li><li>• Dedicated Researcher</li><li>• Dedicated administration support</li><li>• Access to networks across our Executive Search Team</li></ul>	£15,000

The search fee would be payable in two stages; 50% upon your instruction and the remainder upon acceptance of an offer of the role.

All search costs exclude VAT, any travel expenses incurred by candidates and Prospectus staff and any psychometric testing.

## Advertising

Our recommended advertising options are detailed below and we would welcome the opportunity to discuss this with you in more detail.

Item	Cost
Branded advertising on social media (Twitter/ Facebook/ LinkedIn)	No charge
Unbranded advertising on Charity Job/ Guardian	No charge

VAT is not applicable for any item

# \* our campaign team

## Jess Stockford Associate Director - Board Appointments

Jess is a consultant with over 20 years of expertise in business partnerships, governance and fundraising across the cultural, social enterprise and beyond profit sectors. She is passionate about leadership, governance and building better Boards.

Previously, Jess was Head of Operations, Arts & Culture for Business in the Community, responsible for leveraging business resource and commercial expertise into arts and cultural organisations. This built on her 7 years as Head of Board Development where Jess lead a 'Board Bank' programme which placed over 5000 business people onto the Boards of arts organisations across the UK.

Her governance expertise includes devising and delivering training for Trustees and whole Boards, undertaking governance reviews, facilitating Away Days, and making Chair and non-executive appointments.

Jess is a Board member for theatre company 11:18, and has been a member of the Prince of Wales Good Governance Group, whilst also contributing to the NCVO's 'Governance and Leadership' committee. She holds a BA (Hons) in Arts Management from De Montfort University.

## Lottie Wihl Senior Consultant—Board Appointments

Lottie read Fine Art at University before starting her career at Christie's the Fine Art Auction House. She then moved into graduate recruitment where she spent over four years managing small and large scale recruitment projects across multiple sectors, including a secondment to the global media and entertainment organisation NBCUniversal where she led on senior internal hires.

Lottie works as a Senior Consultant in the Board Appointments team placing Chairs, Trustees and Treasurers at a wide range of beyond profit organisations such as Friends of the Earth, Sustrans, UnLtd, Practical Action, and Stonewall. Lottie is motivated to support charities to find exceptional and diverse board members that support the organisation to deliver their mission.

Lottie is a Trustee for Futures Theatre and is a member of the Fundraising Committee. Throughout her career she has been an active volunteer including running a charity shop, renovating a house for vulnerable women and supporting the charity Access Aspiration with mock interviewing for sixth form students.

## Camille Revuelta Consultant

Camille completed a Research Masters in the Anthropology of Development with enquiry into displacement at The School of Oriental and African Studies. Prior to her MA Camille worked as Research Assistant and Content Creator for London Street Rescue within Thames Reach London, supporting the no-second-night-out initiative across North and East London. Before joining Prospectus Camille worked with Walls on Walls UK, focusing on collective participation within process-led-projects, as their Engagement Officer. Camille also spent 6 months in China volunteering for The One Foundation with a focus on disaster relief.

Incorporating her energy for the beyond profit sector and for the value of insightful research, Camille is dedicated to providing excellent analysis and aiding individuals in achieving their professional objectives and intentions within the sector.

Throughout her studies, Camille undertook research into the culture of homeless hostels throughout Europe. Camille's interests lie in the arts, culture, diversity and improving access to education in developing nations.

## Emily Hayman Researcher

Emily completed a Masters in Modern History at The University of East Anglia (UEA) in Norwich studying female youth culture in the 1960's. Prior to working at Prospectus, Emily undertook an Internship at UEA in their Career Opportunities Team working to find paid and voluntary opportunities for both students and graduates.

Incorporating her passion for both research and the beyond profit sector, Emily is committed to carrying out the highest quality research to ensure candidates appointed to charity boards are highly impactful and committed whilst also assisting individuals to achieve their professional goals and aspirations.

Emily is particularly interested in gender equality and international development which led her to volunteer as a Researcher for female empowerment charity, Rising Girl.

thank you

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