

Remunerated Trustee Role A new Employee-Owned Trust (EOT) Putting employees at the heart of our Social Enterprise

The Organisation

Triangle Consulting Social Enterprise is an innovative, mission-led organisation that exists to help people reach their highest potential and live meaningful and fulfilling lives, often in the context of social disadvantage, trauma, disability or illness.

We achieve this by creating and supporting the Outcomes Star and other tools to unlock the potential of both individuals and the workers and organisations who support them.

The Outcome Star is:

- A family of evidence-based tools for measuring and supporting change when working with people.
- A unique and innovative way for frontline services to demonstrate their impact whilst improving their keywork.
- Tailored to specific sectors, with over 25 versions developed in collaboration with service users, service providers and commissioners

Triangle is entering an exciting new era as its two founder directors are stepping back - allowing Triangle to become an Employee Ownership Trust (EOT). This transition is fitting for Triangle as it furthers its commitment of putting people at the heart of all its service. We are seeking an External Trust Board Director, with experience of sitting on an employee-owned trust (EOT) board, to play a vital role in supporting the board in this shift.

The role of all Trustee Directors

All Trustee Directors are jointly responsible for looking long term and to safeguard the company's mission, the interests of current and future employees, and the financial sustainability of the business, which underpins these. Triangle expects the Trust to operate positively and collaboratively with the board and the employees. But it is also essential that the Trust can operate independently of the board and ultimately hold the directors to account.

Specific External Trustee responsibilities

The External Trustee has a particular role in supporting the Trust Board and particularly the Chair to understand and meet its responsibilities by:

- Providing support, challenge, and guidance to the Trust Board on how to play their role effectively and from an external, independent perspective
- Providing or recommending training or mentoring for Trustee Directors
- Providing support and mentoring to the Trust Board Chair, particularly in their first year, as they get to grips with the role
- Attending all meetings of the Trust Board (usually 3-4 meetings a year, around 2 hours each in length)
- Reading documents circulated ahead of the meeting in preparation.
- Taking any actions agreed at the meeting within the timescale agreed.

Person specification

- Has experience sitting on the board of an Employee Ownership Trust
- Has a good understanding of the structures, benefits, and challenges of Employee Ownership.
- Has had strategic management-level roles in organisations of a similar size
- Has a good knowledge of company governance and management accounts.
- Shares values and is aligned with our vision and mission
- Can support the board to constructively challenge and help the quality of decision-making amongst the Trustee Directors
- Can travel to meetings in HOVE, Sussex on occasion

Remuneration

£10,000 per annum

To apply:

If you can share your expertise from exposure to other Employee-Owned Trusts, then we will be delighted to hear from you.

Interested applicants should log in / register and upload an up-to-date CV and covering letter to the Russam website (<https://russam.co.uk/roles/external-trust-board-director/>), or please email eddy.nsabue@russam.co.uk with the relevant advertising reference (RW/TU/TC/EOA), who will arrange a time for you to talk to our consultant Cathy Kay.

Deadline for applications: 9th November 2022, 9am

Interviews in central London: 22nd November 2022

STRICTLY NO AGENCIES

Triangle Consulting Social Enterprise, October 2022