

## **COMPASS is looking for new Board Members**

Deadline for expressions of interest: 28<sup>th</sup> March 2022

We are seeking people to join our Board from Spring 2022, to work collaboratively with Compass's existing Board Members and staff team, in support of our mission to shape a new politics towards a good society and a more equal, democratic and sustainable future.

Over the coming months and years we will be working towards and fundraising for work toward a good society including: campaigns for progressive alliances around elections; basic income; new political leadership learning; membership involvement and development and local campaign groups. Alongside, we are developing more collective ways of working and governing together.

### **About COMPASS and our values**

Compass is a home for those who want to build and be a part of a Good Society; one where equality, sustainability and democracy are not mere aspirations, but a living reality. We are founded on the belief that no single issue, organisation or political party can make a Good Society a reality by themselves so we have to work together to make it happen. Compass is a place where people come together to create the visions, alliances and actions to be the change we wish to see in the world.

### **HOW WE MAKE A GOOD SOCIETY A REALITY**

- Create a unique collaborative space for progressive people, ideas and politics where it doesn't matter which political party, if any, you support
- Bring together and learn from people who are deciding and doing things in new ways and who are making a good society happen in their organisations and communities
- Work with political parties and politicians to build support for these new ways of deciding and doing things; getting them to use their influence to grow the good society from the hubs where it's already bubbling up – this is what we call 45° Change
- Campaign tirelessly and relentlessly to remake our country's political and democratic system, to make it fit for our times
- With thinkers, practitioners and campaigners, prepare the ground for big, transformational ideas that can help shape a genuine 21st-century society, such as deliberative democracy and a universal basic income.
- Behave in ways that pre-figure what we want a Good Society to look and feel like.

Our core values are central to our vision for a Good Society. They are also central to how we work and behave.

#### **EQUALITY**

In a Good Society, everyone is able to fulfil their potential and to pursue a meaningful and rewarding life, unhindered by poverty, discrimination and any other forms of inequality.

#### **SUSTAINABILITY**

A Good Society can only exist and thrive if we look after our climate and our environment, so that the world we leave to our children is one of greater abundance, instead of an impoverished version of the one we inherited.

#### **DEMOCRACY**

Democracy is not just a means to an end – it helps define and shape our Good Society and who we are. In a Good Society, democracy is everywhere and open to all, with far less power concentrated in one place.

## PLURALISM

We believe that no one party or organisation can build a Good Society. In the 21st century, the future is negotiated, not imposed. That's why our approach is one of bringing people and ideas together.

More about who we are is on our website [here](#)

## What the role involves

As a Board Member you will be responsible for overseeing and safeguarding the legal, financial and strategic direction of Compass, as set out in the current and future business plans.

Compass is a not-for-profit company, limited by guarantee and is also a membership organisation. This means Board Members must meet the regulations set out within our Articles of Association and are responsible for governing in line with the guidance and good practice.

The Board of Trustees meet formally 4 to 5 times per year. In between there are regular informal communications and discussions, and opportunities to participate in the work of Compass.

We estimate that the time commitment as a Board Member will equate to around 2 days per month and ask potential Board Members to commit to one full term of three years on the Board, with the possibility of a second term.

## Who we are looking for

We are seeking individuals who are inspired by our vision and values. We are looking for people who are down-to-earth, comfortable working collaboratively and open to mutual learning and exchange.

We want to work with people who are committed to making our politics work toward a good society – and who recognise the role of collectivity and collaboration within this.

We value diverse knowledge and experience and recognise that skills and knowledge can be gained in many contexts, including professional ones such as work, volunteering and/or education, and personal contexts, including hobbies, interests and diverse kinds of lived experience. We welcome expressions of interest from people with a range of personal/professional backgrounds, who are passionate about possibility of transforming politics toward a more equitable, democratic and sustainable future.

We would love to hear from you if you share our values and have experience, skills or knowledge in one or more of the following priority areas:

- Community level political organising and alliance building
- Diversity, inclusion and access
- Experience and understanding of fundraising through foundations, high net-worth individuals
- Membership growth and support including collective forms of working and governance practices, with an openness towards considering what alternative forms of governance can enable

As well as contributing to our ongoing work in any of these areas:

- Organisational growth and development
- Values-led communications and digital accessibility
- Financial management

Board Members serve in a voluntary capacity. You don't need to have previous experience as a Board Member / Trustee to join our Board.

## Equal Opportunities

We recognise the multiple and intersecting barriers many people experience to accessing spaces of decision making and governance, due to their race and/or ethnicity, age, gender, sexual orientation, disability and socio-economic background among other identities.

We are working to address and dismantle these barriers and actively encourage people who are underrepresented on our Board of Trustees to submit an expression of interest. This could include people who experience racism, those who are disabled and/or neurodivergent, people who are trans, non-binary and/or queer, and people from working class/ lower socio-economic backgrounds among other underrepresented and oppressed identities. We are also keen to hear from people who have caregiving responsibilities.

## How to get involved

### Key dates

Deadline for expressions of interest	28 <sup>th</sup> March 2022
Meetings with shortlisted prospective Board Members	4 <sup>th</sup> to 14 <sup>th</sup> April
Prospective Board Members notified	19 <sup>th</sup> April
Board Members confirmed at Board meeting	27 <sup>th</sup> April

### **How to submit an expression of interest:**

If you would like to submit an expression of interest in becoming a Board Member please respond to the questions below. Please submit your expression of interest in writing (up to one page of A4).

Please tell us:

1. Why are you interested in becoming a Board Member at COMPASS?
2. Let us know a bit about yourself, including what knowledge, skills and/or experience you would bring to the Board.
3. What skills, knowledge and experience would you like to develop whilst being a Board Member?

We also ask that you let us know:

1. Do you have an existing relationship with COMPASS?
2. When would you be available to join the Board?
3. Do you have any communication or access requirements we should be aware of at this stage?

Expressions of interest should be submitted via email by end of day on Monday 28<sup>th</sup> March. You will receive acknowledgement of your submission.

Please send all expressions of interest to Deputy Director Frances Foley at **frances@compassonline.org.uk**

### **Selection Process:**

All expressions of interest will be treated in confidence and read by two of our current Board Members.

Expressions of interest will be shortlisted and shortlisted prospective Board Members will be invited to meet with the co-chairs and another Board Member via video call.

Everyone who has submitted an expression of interest in joining our Board will hear back from us by 19<sup>th</sup> April.

New Board Members will be invited to join the Board at a mutually agreed date from Spring 2022.