



Groundwork Cheshire, Lancashire and Merseyside.

# HELP SHAPE OUR FUTURE



**JOIN  
OUR  
BOARD**



# > An opportunity to join our Board of Trustees.

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At Groundwork we're passionate about creating a future where every neighbourhood is vibrant and green, every community is strong and able to shape its own destiny and where no-one is held back by their background or circumstances.

We are a charity and a social business and we work towards this vision through a diverse programme of environment, social and economic projects delivered in communities across the Northwest. We are proud of our impact and the genuine difference that we are making within communities and to people's lives.

During our 40-year history, we don't think there has ever been a more important time to become part of Groundwork. Today's challenges bring our contribution in to sharp focus - the climate change crisis, recovering from the pandemic, working on economic and social justice.

We are looking for a diverse range of people who share our passion to join our Board of Trustees as we develop our future strategy.

It is important to us that the diversity of our communities is reflected in the diversity of our team, and we are especially keen to hear from women, people with disabilities, young people and those from a black or minority ethnic background.



Tracy Fishwick  
Chair



Andrew Darron  
Executive Director



# > Join a great team

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## Who we are

We are Groundwork Cheshire Lancashire & Merseyside - a member of the federation of Groundwork charities working together to mobilise practical community action on poverty and the environment across the UK.

## Our Mission

We're passionate about creating a future where every neighbourhood is vibrant and green, every community is strong and able to shape its own destiny and no-one is held back by their background or circumstances.

We believe that building more resilient local communities is vital in facing up to the challenges of a globalised economy and a changing climate. We know that the negative effects of climate change and environmental breakdown impact first and worst on those who have the least power in society, and who contribute least to the cause of the crisis. A 'just transition' to net-zero carbon emissions must tackle, rather than entrench, this inequality and provide a springboard for better work and healthier, happier lives in the places that need it most. This means creating green jobs that build wealth in local communities, changing behaviour to reduce wasted food, energy and water, providing biodiverse, accessible green spaces and empowering communities to lead activities that improve their quality of life and promote health and wellbeing.

## We are looking to recruit new Board Members

During our 40-year history, we don't think there has ever been a more exciting time to become part of Groundwork. Today's challenges bring our contribution in to sharp focus - the climate change crisis, recovering from the pandemic, working on economic and social justice. You might not know about the wide range of work we do, and so we encourage you to look at our website and social channels, to see how diverse, inspiring and at scale our work can be:

For more about our work, visit: <https://www.groundwork.org.uk/hubs/northwest/>

Or connect with us on Social Media:



## Where else can you contribute to work as diverse as this?

- Leading the £4M transformation of Rivington Terraced Gardens, a magical place of hidden paths, caves, structures and lakes covering 45 acres of hillside;
- Our work at @The Grange, a wellbeing hub at the centre of the Grange Park community in Blackpool;
- Helping to improve the quality of our rivers by leading multi-agency water catchment partnerships;
- Our Green Doctors lifting people out of fuel poverty;
- Helping 1000s of young people realise their potential through National Citizen Service, Prince's Trust Team, Kickstart and Traineeships;
- Helping Town Centres and Business Park recover through our Business Improvement District (BID) programme;
- Helping nature recover whilst building new capacity and skills through our network of green space projects.

## Are you who we are looking for?

It is important to us that within our Board of Trustees we have the vision, passion, capacity and skills needed to oversee the delivery of our mission as we strive for outstanding social impact in the fields of environmental justice, community resilience and business responsibility.

As part of the natural process of regularly refreshing our Board of Trustees we are now seeking to appoint new board members to help with our work.

We are seeking people who share our vision and values and who want to make a difference to communities across the North West, and we are focused on having more diverse experiences, skills and voices around our Board table. We value passion and enthusiasm for our work above all else; we encourage applications from people with lived experience of the issues effecting the sustainability of our communities; and we are committed to being influenced by a wide and diverse range of voices and experiences.

We are also keen to hear from people who may be able to bring a local knowledge of the places where we work, as well as people who may have an interest or experience within key sectors such as: local government, housing, public health, community development, social enterprise, heritage, employability, regeneration, diversity & inclusion.

We are also interested in hearing from people who may have skills within key business functions such as finance and investment, communications, ICT, HR or property/facilities.

We are especially interested in applications from women, people with disabilities, young people, and people from black and minority ethnic backgrounds.

Experience of serving on – or working with - a Board is not necessary, and a full induction and training will be provided.

## What does the role entail?

Board members are required to attend four board meetings per year where we hope you will be inspired to participate in the life and culture of the organisation and community. This may include supporting the staff team, advocating for the Trust in an inclusive and positive way, attending our celebrations of programme graduates, or getting your wellies on! Board meetings are currently held on Zoom on Friday mornings each quarter and normally last 2.5 hours.

There is also an opportunity to join one of our Board sub-committees, a range of task and finish groups, to participate in regular strategy sessions, to participate in our 'learning lunches' programme, and to participate in a range of Federation events.

You do not require extensive experience or previous board membership but your commitment to our mission, values and social purpose is essential. The term of the role is for 3 years with an additional 3 year term renewable in agreement with the board.

The role is an unpaid role, although reasonable expenses are provided. Please refer to the Role Description for more detail.

## Diversity is fundamental to our way of working

We know that the communities that we support across the North West are very diverse, and that if we are to be successful in helping people make their local places more sustainable, local diversity must be reflected in the diversity of our own staff team and Board of Trustees.

We have made significant progress in recent years, but we are determined to go further. Groundwork is an equal opportunities employer and we actively encourage applications from people of all backgrounds. We are especially interested in receiving applications from women, people with disabilities, young people, and people from black and minority ethnic backgrounds. We are also keen to hear from people who are interested in becoming a Trustee – but who may feel there are barriers that stand in their way. We would like to understand these and work to remove them wherever possible.

We do not discriminate on the basis of race, religion, national origin, gender, sexual orientation, age, marital status, income or disability status. We actively encourage applications from people of all backgrounds.



# > Board Members – Role Description

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## Key responsibilities:

Responsible for the overall governance of the Trust and ensuring that we operate in a manner which enables us to fulfil our objectives.

## Duties and tasks to fulfil the key responsibilities:

- To understand the Trust's aims and objectives and ensure we work towards them.
- To ensure that the Trust operates within the law, particularly with regard to the Charities and Companies Acts.
- To attend and contribute to meetings of the Board of Directors;
- As a member of the Board:
  - Establish the Company's strategic direction and goals;
  - Understand and act upon the financial and other monitoring information presented;
  - Contribute to the development of the annual Business Plan;
  - Contribute to the effectiveness of the Trust through direct support to Trust managers and programmes;
  - Delegate to – and manage the Executive Director in the implementation of the strategic plan
  - Monitor key performance indicators on a regular basis and hold the Executive Director accountable for outcomes
- Representing the Board's agreed position when speaking publicly on behalf of Groundwork Cheshire Lancashire & Merseyside.
- Supporting the Executive Director and other staff in carrying out their work when requested to do so.

## Time commitments (per annum)

- 4 x 2.5 hour Board meetings plus preparation
- 2 days p.a ad hoc meetings



# > Your key skills

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We need our Board to be made up of a team of people who between them can provide a good blend of the following qualities and experiences:



## *Diversity*

A team that reflects the diversity of the region and communities that we work in.



## *Influencers*

People who bring leadership, networking and advocacy skills.



## *Specialists*

People who bring expert and specialist skills and experience such as financial, legal knowledge, diversity & inclusion or important sectors such as business, health, regeneration, environment, social enterprise and housing.



## *Stakeholders*

People who bring knowledge and experience of the communities, people and environment in which the organisation operates.



## *Geography*

People who have knowledge of the area where the Trust operates.

## **Experience**

We would like to hear from people with experience in one of the following areas:

- Some experience of relevant sectors and/or functions: - local government, social housing, public health, community development, social enterprise, heritage, environment conservation, low carbon/climate, employability, regeneration, diversity & inclusion.
- Some experience of core business function(s): - Leadership/strategy, finance, fundraising, HR, ICT, risk management, comms & marketing, diversity & Inclusion, property, facilities, legal etc
- An interest in or experience of leadership, management and governance practices as a non-executive Director or trustee
- An interest in or experience of working with business leaders and influencers
- Lived experience of the issues we work to tackle – local environmental quality, unemployment, realising potential of young people, poor physical and mental wellbeing, business performance etc.

## Knowledge

Or, we would like to hear from people with knowledge in one of the following areas:

- Knowledge and understanding of the principles involved in charitable regulation, processes and management
- Knowledge or an interest in our field of work
- Knowledge of the political environment and policies that influence our field of work.
- Some local knowledge or interest in one of more areas of our coverage / geography
- Some knowledge or interest in leadership and management of Charities
- Some knowledge or interest in our core areas of activity:
  - Creating better places - by making communities greener, safer and healthier and by enabling people to work together to bring about change in their local area;
  - Improving people's prospects - by increasing the confidence, skills, wellbeing and employability of those struggling in education or out of work;
  - Promoting greener choices - by helping people and businesses reduce their environmental impact, improve their health, cut waste and save money.

## Skills

We are also looking for people who can demonstrate some of the following skills:

- Ability to collaborate with others
- Take a curious and creative approach with the ability to influence and offer disruptive or innovative ideas
- Critical thinker with ability to analyse, adapt and manage complex problems
- Excellent communication skills and the ability to advocate persuasively and knowledgeably on behalf of the Organisation and the wider sector.





# > Our impact: 2020 -2021



65

PROJECTS  
DELIVERED



707

COMMUNITY  
ORGANISATIONS  
SUPPORTED



20

PUBLIC  
SPACES  
IMPROVED



42,450

M<sup>2</sup>AREA  
OF LAND  
IMPROVED



700+

VOLUNTEERS  
INVOLVED



£97k

HOUSEHOLD  
SAVINGS VIA  
GREEN DOCTOR



2M kgCo2

CARBON  
EMISSION  
REDUCTIONS  
(businesses)



571

YOUNG PEOPLE  
SUPPORTED TO  
LEARN & ACHIEVE



# > HOW TO APPLY

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If you are interested in the work we do and believe you could be a positive influence on our organisation, please submit a one page covering letter, referring to the Job Description and a maximum two page CV via email to [recruitment.clm@groundwork.org.uk](mailto:recruitment.clm@groundwork.org.uk) by Thursday 7th October 2021.

Likewise, if you would like an informal discussion to find out more, please call Executive Director Andrew Darron on 07713 403 075, or our Chair of Trustees, Tracy Fishwick, on 07769 670 753.

Shortlisted prospective board members will be invited to meet our Executive Director, our Chair and other existing board members during the week commencing 11th October via Zoom.

## > Our values

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Professional	Leadership	Integrity	Making An Impact	Compassion	Knowledge
We are professional in our performance – hard working, efficient and effective – ensuring all of our resources are used to maximise the impact of our work.	We provide leadership and positive energy focused on helping communities to develop solutions.	We demonstrate the highest levels of integrity within our work – striving to build genuine partnerships that are committed to places for the long term.	We are driven to make a difference to our communities – we effect genuine change and we can demonstrate the impact of our work.	We take a person-centred approach that delivers compassionate support to those members of our community in need of our help.	We are knowledgeable in our field of expertise and use our creativity to develop new and innovative approaches to tackling difficult community problems.



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