

Board Member and Specialist Adviser Opportunities Available

The Lincoln College Group is looking to further enhance its Board and Committees with experienced and dedicated individuals who support the organisations continued growth and development regionally and internationally.

Lincoln College Group currently provides Further and Higher Education, Apprenticeships Training and related services to around 18,000 students annually within campuses in Lincoln, Newark and Gainsborough in the UK and overseas. The Group also undertakes UK commercial activities including Deans Sport and Leisure, a commercial fitness and spa centre based in Lincoln City Centre, and education services at the Immigration and Removal Centre, Morton Hall. Lincoln College also operates internationally in the Kingdom of Saudi Arabia, China and the Eastern Caribbean.

The Lincoln College Group in the UK is assessed by Ofsted to be Good and under the Teaching Excellence Framework (TEF), for our Higher Education provision, as Silver. The financial health of the Lincoln College Group is assessed by the Education and Skills Funding Agency as Good.

We are particularly seeking individuals that combine professional experience and commercial acumen, but share our passion for providing social value through education. Lincoln College Group is committed to being employer-led, meeting the education and training needs of local employers by creating a productive and highly skilled workforce.

To enable the organisation to respond to the needs of the sector and a rapidly changing world it is essential to have the engagement and support of external people. With diverse requirements and recognising the contribution such people can make, depending on their own background, ability to engage, time commitment, etc, Lincoln College Group offers a number of opportunities, approaches and options.

Specialist Adviser

For those with specialist knowledge and experience, either in terms of a relevant functional role and or of a particular sector, as a specialist adviser you can be engaged in either supporting the work of a Committee, or advising on a particular project or task. You may also be able to play a key part in supporting the development and delivery of employer-led curriculum so as to ensure students are best equipped to met the needs of employers now in and in the future.

Typically, as a specialist adviser your commitment will be up to 5 days year, with the term being for one year.

In addition to the valuable support you will give the College, you will gain an insight to the work of the organisation, along with the chance to gain a greater understanding of the wider role of the Board and its members.

Lay Board Members

A Lay Board member is someone who serves on one of the Board's Committees, but that is not a Board member. In their role they are asked to support the work of the Board and organisation, drawing on their own experience and professional expertise, providing specialist knowledge and independent perspective. A Lay Board Member is not a Board Member (Governor) or Non-Executive Director.

The role is a voluntary position for one year. As a Lay Board Member, you will be assigned to a Committee or Task and Finish Group that take an in-depth approach to governance in areas such as Finance, Performance and Quality, Higher Education and Audit. Lay Board Members will be expected to commit approximately one day per month and will be invited to observe in

the main Board of Corporation meetings. Becoming a Lay Board Member is a great introduction to the organisation and can offer a shorter-term commitment before considering a full Board position.

Board Members (Governor)

Board Members provide an independence, drawing on their own experience and expertise to shape and determine the strategic direction of the organisation, whilst ensuring its regularity compliance and good governance.

As a Board Member you will work with others with diverse backgrounds and interests. Whilst the role will require Board meeting attendance, you will also be required to be join one of the five committees: Finance, Audit, Performance and Quality, Remuneration or Search, Training and Governor Development. In addition, and as necessitated you may be asked to join, from time to time, a Task and Finish Group.

As part of your enrichment and ability to effectively undertake the role you will be engaged in wider activity including learning works, pay it forward, etc as well as attendance at formal College events including Graduation and the Annual Awards ceremony.

A thorough induction is provided, along with the opportunity to participate in our Determined to Govern programme which provides professional training and support to both 'new' Governors as well existing ones who are looking to develop their role.

What we look for from Governors/Board members

Board members ideally should be able to demonstrate the following skills and experience:

- An understanding of good governance, and the difference between governance (the role of a Non-Exec Director) and that of management or Exec Director.
- A general understanding, appreciation and interest in post 16 education and workforce skills provision.
- The capacity to understand the operation, funding and data used to assess performance and determine the strategic outcomes and assurances.
- The confidence to question information and explanations supplied by others.
- The ability to engage in constructive discussion, to influence others, whilst having a balanced viewpoint without being adversarial.
- The ability to take an objective view, seeing issues from all perspective, both externally and internally.
- The ability to communicate effectively, listen to other and actively share information.
- The ability to demonstrate and draw on their own experience, expertise and skills for the benefit of the Board.

We are looking for individuals to join the Board from the broadest background with a particular interest in those with experience, ideally but not necessarily at Board level, in Audit, Finance, Governance, Legal, and Digital/Technology. We also welcome Board members with particular sector experience including from those involved in education post 16, the care sector, creative and media industry, tourism, the third sector, etc.

A three or four year voluntary position, Independent Board Members will be assigned to at least two Committees or task groups as well as taking up a seat on the main Board of Corporation. Independent Board Members will have to commit the equivalent of 1.5 days per month to attend meetings, training events and spend time within the Colleges. Becoming an Independent Board Member is not an insignificant time commitment but the intrinsic rewards, as well as the formal training, will make for a valuable and worthwhile personal experience. For those who are considering enhancing their career with Non-Executive Director positions, the breadth of training and experience will create a solid foundation for any Board position.

Diversity and inclusion

The Board believe that a culture which is inclusive and supports diversity is essential to the long-term success of the organisation and ensures it is best placed to understand and respond to the needs of students, staff and wider stakeholder needs.

We understand the richness a diverse Board brings in providing the broad range of perspectives, insights and challenge needed to support sound decision making. We believe diversity encompasses, amongst other things, experience, skills, approach, tenure, age, professional background, gender, ethnicity, disability and sexual orientation. We recognise that the Board sets the tone for inclusion and diversity across the organisation.

Eligibility/in-eligibility

On 1 August 2018 The Charity Commission amended its Automatic Disqualification Rules for both trustees and senior manager positions. A full list can be found at: <https://www.gov.uk/guidance/automatic-disqualification-rule-changes-guidance-for-charities>

Individuals will be automatically disqualified from acting as a Governor (Trustee) of an exempt charity if one or more of the reasons for Automatic Disqualification Rules apply and a waiver of that disqualification has not been obtained. The Instrument of Government requires Corporation members to notify the Clerk immediately should they cease to be eligible for membership.

Application process

Wondering if this is the right opportunity for you? Is it of interest but you're not sure if you're the right candidate? Or would you just appreciate a conversation about the roles before you make an application? The Chair of the Search, Training and Development Committee, Dean Graham, invites you to arrange an informal virtual discussion or phone call to answer any questions you might have. Further information and an application form can be obtained from the Clerk by email: sadams@lincolncollege.ac.uk