

# Board Member Recruitment Pack

**WOMAN**<sup>ISH</sup>



**GROWN**<sup>ISH</sup>

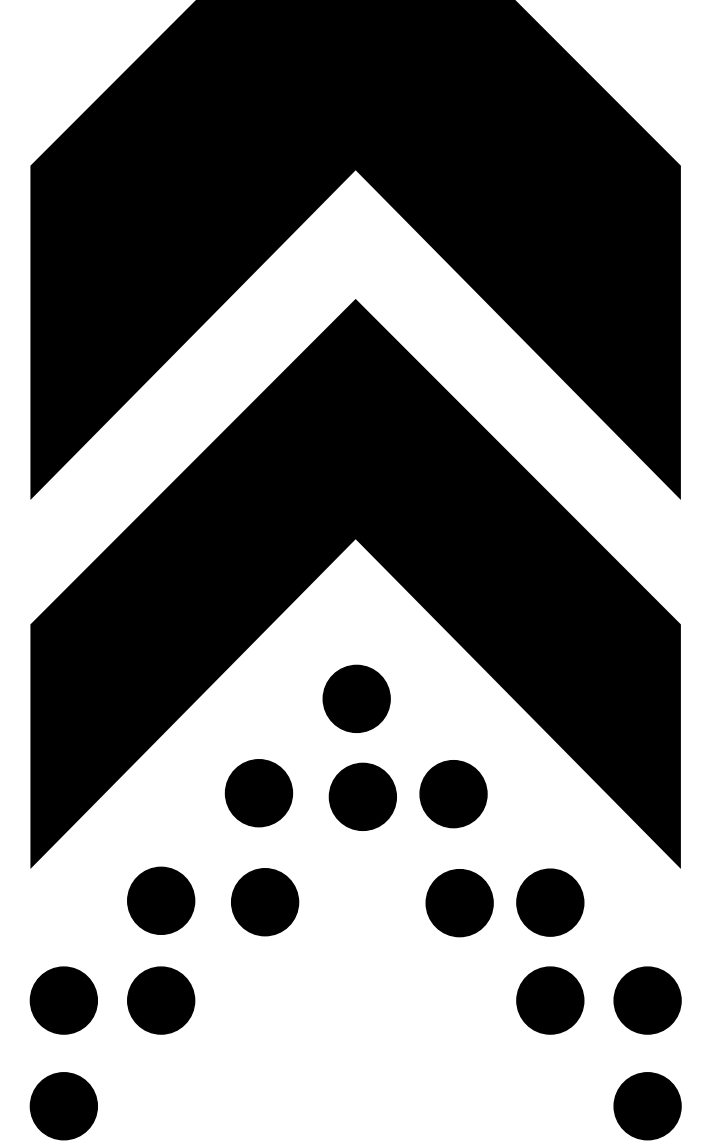
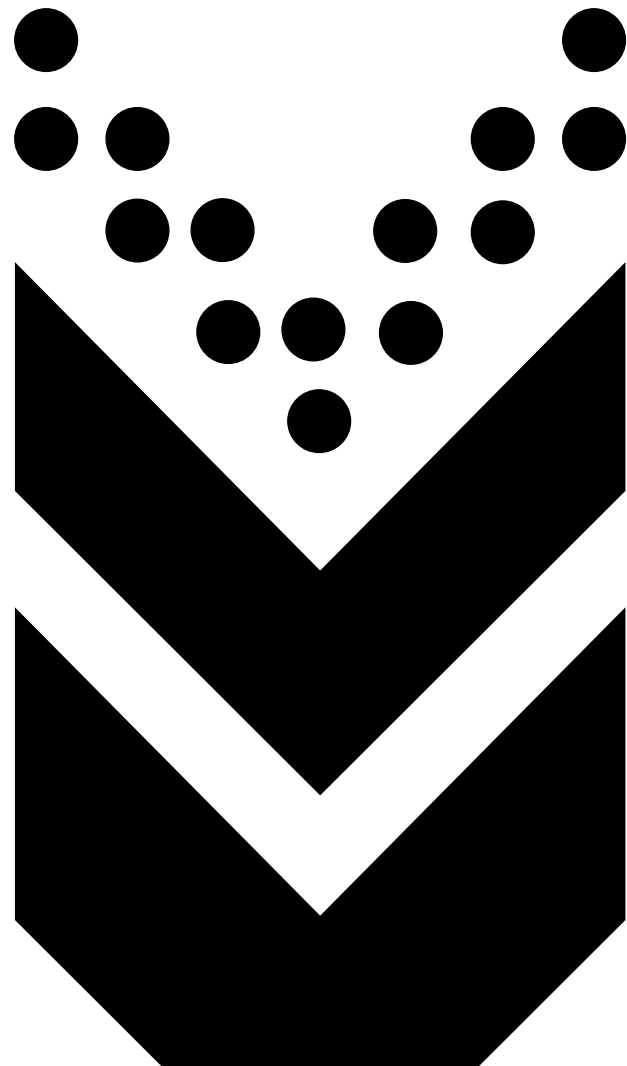
*YOUR ISH! IS OUR MISH!*

[WWW.GIRLGRINDUK.CO.UK](http://WWW.GIRLGRINDUK.CO.UK)





Thank you for your interest in Girl Grind UK CIC. This pack explains more about the board member recruitment process, what we are looking for and how to apply. You can find information about Girl Grind UK, and the role of Board Members at [www.girlgrinduk.co.uk](http://www.girlgrinduk.co.uk). You can also email Girl Grind UK's CEO & Founder, Namywa at [hello@girlgrinduk.co.uk](mailto:hello@girlgrinduk.co.uk)



**BOLD  
COURAGEOUS  
FREE  
HONEST**



*YOUR ISH! IS OUR MISH!*

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# HELLO

Thank you for your interest in becoming a Board Member of Girl Grind UK. It's an exciting time to be joining us. In 2022, Girl Grind UK celebrates it's 2nd birthday.

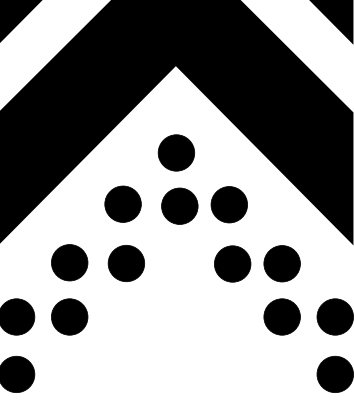
Founded by International Recording Artist and Songwriter Namywa in 2020, Girl Grind UK has built the reputation of being steadfast, impactful and original.

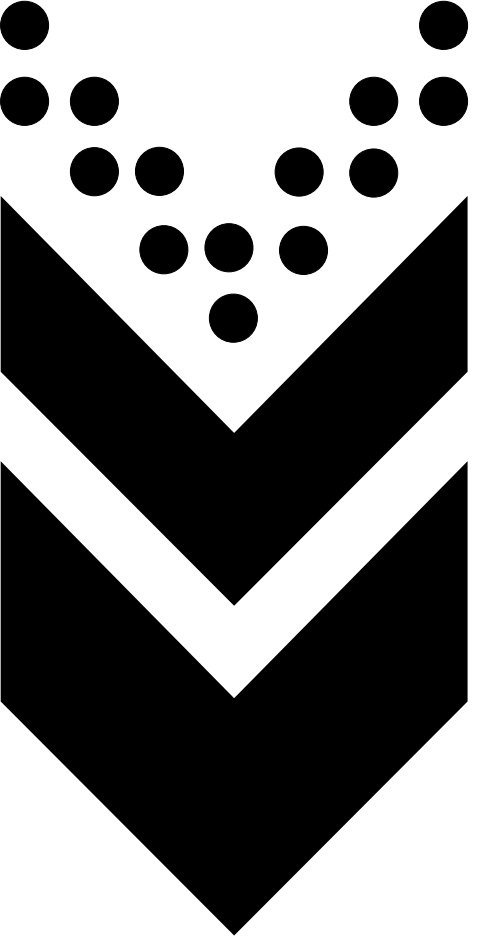
Our priorities in the forthcoming years are to continue supporting Women, Girls & Non Binary people from diverse backgrounds on their personal and professional grind, solidify vital sources of earned income and boost our cross cultural appeal that fuels our organisation.

We are proud to have built strong relationships with stakeholders such as, ULTD, Youth Music Charity and The Martin James Foundation as well as other local trusts and foundations.

Girl Grind UK's artistic programme is diverse, predominately working with, by and for artists across music, theatre, dance and visual arts.

In 2022 we are excited to continue our important work for the betterment of high quality artists, local talent, our main beneficiaries, community and mission.





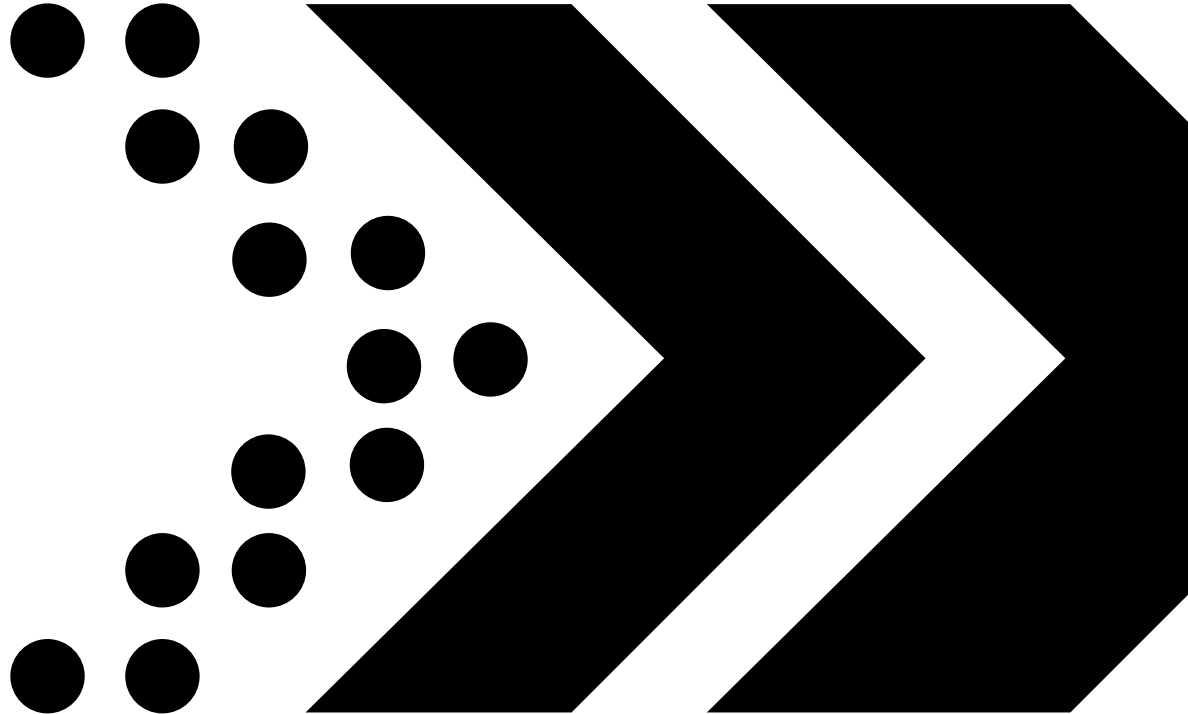
At Girl Grind UK we are whole heartedly devoted to our beneficiaries and their creative integrity is important to us.

Our volunteer Board Members will become integral to Girl Grind Uk's long-term success.

Board Members will use their expertise and wider external experiences to be a critical friend and provide a sound strategic counsel, constructive challenge and support to the CEO and management team ensuring that we meet all regulatory requirements and remain accountable to all our stakeholders.

We are aware that the world is rapidly changing and we need to be alert to new services and relationships. Girl Grind UK's Board Members will be key to this.

We are recruiting for our first main board of governance, to ensure we have an appropriate mix of skills to support our strategic planning and that our board reflects the communities that we serve.



## **WE'D LOVE TO HEAR FROM YOU IF:**

- You know Girl Grind UK CIC and care about its long-term sustainability.
- You have time to prepare for and attend Board and Committee meetings with ad-hoc support as required.

## **YOU HAVE ANY OF THE FOLLOWING SKILLS:**

- Financial Expertise
- Substantial Commercial Business Experience
- HR/employment background at a strategic level
- Working with by and for Minority Ethnic Communities
- Gender Equality Rights Campaigning at a National Level
- IP Law, Commercial Law and Contract handling.
- Education (schools governance)

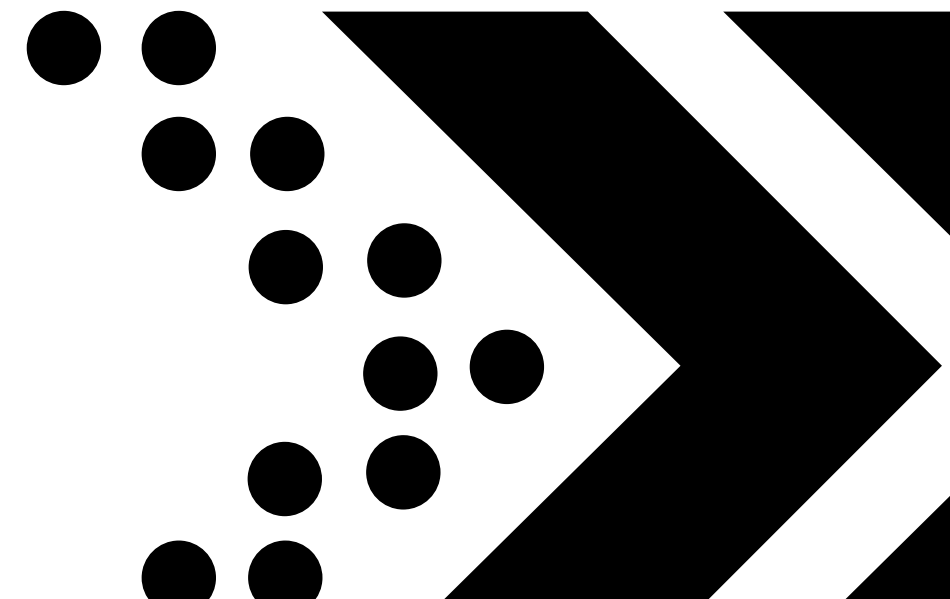
Our Board culture aims to be supportive, inclusive and reflective of our main beneficiaries.

We encourage applications from diverse backgrounds and experiences, including LGBTQIA+, Disabled and Minority Ethnic candidates. *Self-definition is at the sole discretion of the applicant.*

Applications need to be returned by **Monday 21st February 2022** and interviews for short-listed candidates will be held **Friday 25th February 2022.**

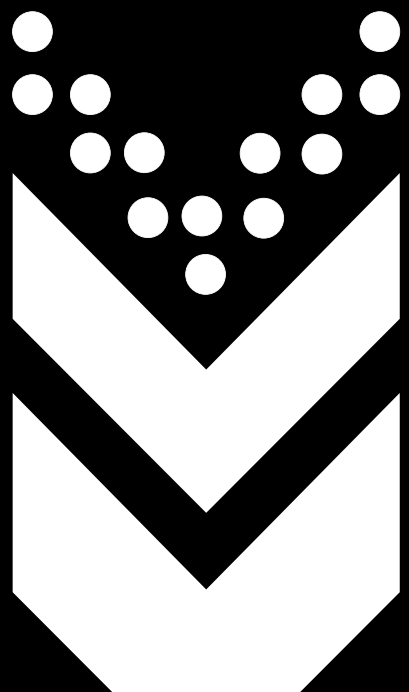
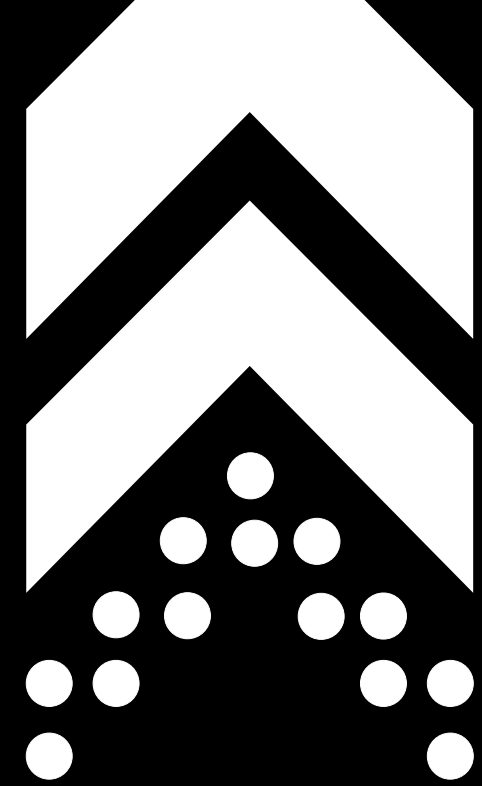
We look forward to hearing from you.

Yours Sincerely,  
Girl Grind UK Team



# ABOUT US:

GIRL GRIND UK CIC aspires to be a leading artistic, cultural and entrepreneurial organisation at the forefront of change for people and women from diverse backgrounds in the West Midlands. Our values are to be bold, courageous, free, and honest. Our ambition is to keep with the times and stay grinding! We continue to invest in our community through our team, events, and campaigns to up-skill and entitle our beneficiaries. GIRL GRIND UK is currently supporting Girls aged 12 up to young Women & Non Binary people aged 30, through our GROWNISH (12-17) and WOMANISH (18-30) development arms. In 2022 we plan to launch PRIMEISH for Women and Non Binary people in the prime of their lives aged 30 + with no upper age limit. Our mission; to pioneer a movement grounded in gender and racial equality rights history and principles; is a multifaceted movement, dedicated to shifting culture forwards, in light of depicting the brilliance of Women, Girls and Non Binary people from diverse backgrounds across the West Midlands region & creative humanity at large.



OUR AMBITON

TO KEEP WITH  
THE TIMES &  
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# OUR VALUES

BOLD  
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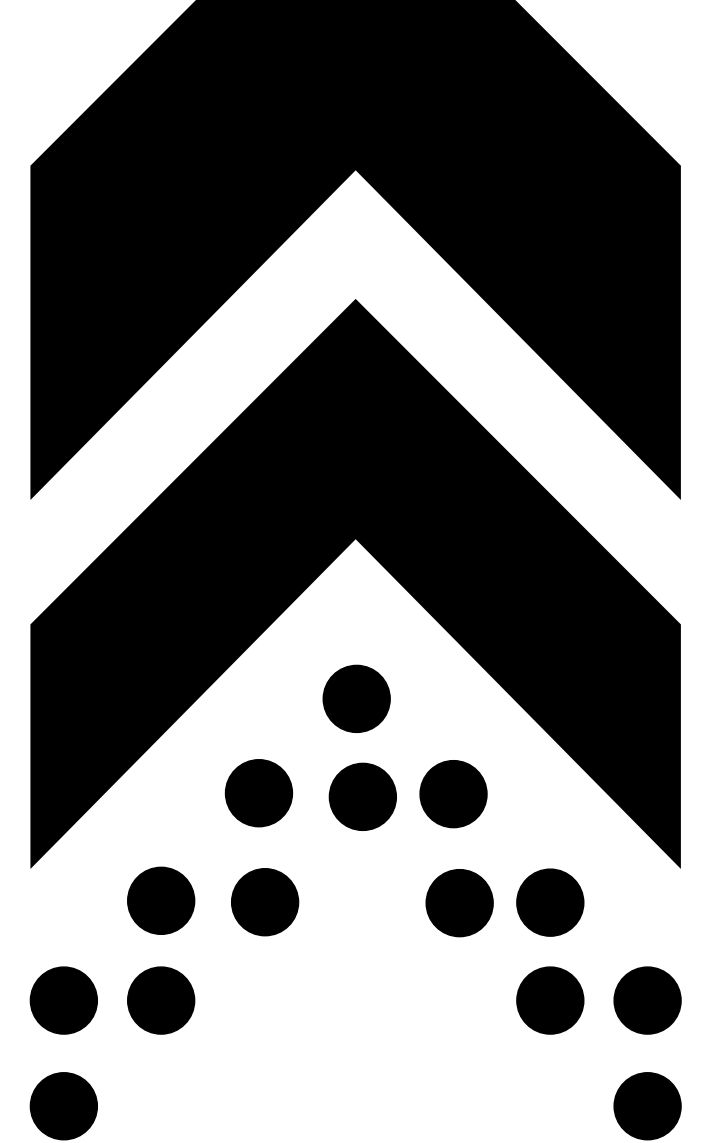


# THE ROLE OF A BOARD MEMBER

Girl Grind UK's Board Members are all volunteers. They will oversee everything Girl Grind UK does, ensuring that we meet its CIC objectives and fulfil its legal obligations.

The CEO and evolving team are responsible for Girl Grind UK's day-to-day running, but the Board are the final decision-makers with ultimate responsibility for Girl Grind UK's success or failure.

You do not need to have previous board experience to apply but must be able to meet our requirements. We will provide training to ensure you understand your role and responsibilities.



## **KEY BOARD MEMBER RESPONSIBILITIES**

- Developing and reviewing our strategy and performance.
- Making sure we incorporate our vision, mission and values in everything we do.
- Bringing insights, learning and practices from other sectors and organisations to support decision making.
- Ensuring that Girl Grind UK is adopting best practice as well as legal requirements in our governance.
- Maintaining proper financial oversight to make sure we are thinking about our present and future sustainability and using our resources appropriately.
- Considering and managing the wider risks associated with our operations.
- Safeguarding Girl Grind UK's beneficiaries, interests and reputation.
- Understanding and promoting Girl Grind UK's activities and interests.

## **ATTRIBUTES WE DESIRE**

- Specific skills and experience in areas such as Finance, HR, Environment, Digital, Gender Equality Rights.
- Experience of securing grant funding and bid writing.
- Ability to act as a 'critical friend' to Girl Grind UK.
- New networks in Birmingham and the wider West Midlands.

## **BY BECOMING A BOARD MEMBER AT GIRL GRIND UK, YOU CAN**

- Have an impact on an organisation and a sector you care about.
- Have the opportunity to influence decisions at a critical time in Girl Grind UK's development.
- Develop skills including leadership, collaboration, finance and decision making.
- Develop knowledge of CIC operations in the cultural sector.
- Connect with others who share your interests,
- Attend Girl Grind UK events/ projects for free.

## **TERMS OF APPOINTMENT**

Board Members will be appointed for a minimum of 2 years and may be reappointed to service up to a maximum of 6 years.

They are not paid a salary, fee or any other remuneration or benefit by the CIC, except for reasonable out-of-pocket expenses.

All Board Members must declare any conflicts of interest where those interests impact on their duty to act solely in the interest of the CIC and conform to the Code of Conduct.

## **GIRL GRIND UK CIC'S BOARD**

We anticipate that the Girl Grind UK Board will have up to 8 board members.

The board will typically meet 6 times a year. We anticipate meetings will be held in person at Girl Grind UK CIC offices, typically between 6pm – 8pm.

At times the Board may create subcommittees for Finance & Governance, HR or Legalities and Contracts. All subcommittees will meet on a situational basis for around 2 hours.

Board members are expected to contribute to Board responsibilities such as Health and Safety, Equality Diversity and Inclusion, Safeguarding and Best & Legal practice.

The Board typically will have an 'Away Day' once a year.

Board Members are also expected to attend events, to support the Girl Grind UK team and to gain a good knowledge of the organisation.

Board Members of Girl Grind UK fulfil two roles: they are a Board Member of a registered Community Interest Company.

**This role carries duties and legal responsibilities.**

- The role of a CIC trustee is to discharge the CIC objectives of the organisation in receiving assets from stakeholders and beneficiaries, safeguarding them, and applying them for a community centred purpose according to our founding principles.
- To manage the company's affairs in accordance with its articles of association and the law.

# HOW TO APPLY

## PRE APPLICATION

If you are interested and would value an informal conversation, you can contact Namywa, CEO and Founder and current Head of Governance as below.

## APPLYING

Please complete the application provided, you can include a CV should you wish (preferred)

Send your application by 12noon on Monday 21st February 2022 to:

[hello@girlgrinduk.co.uk](mailto:hello@girlgrinduk.co.uk)

Namywa, CEO and Founder & Governance

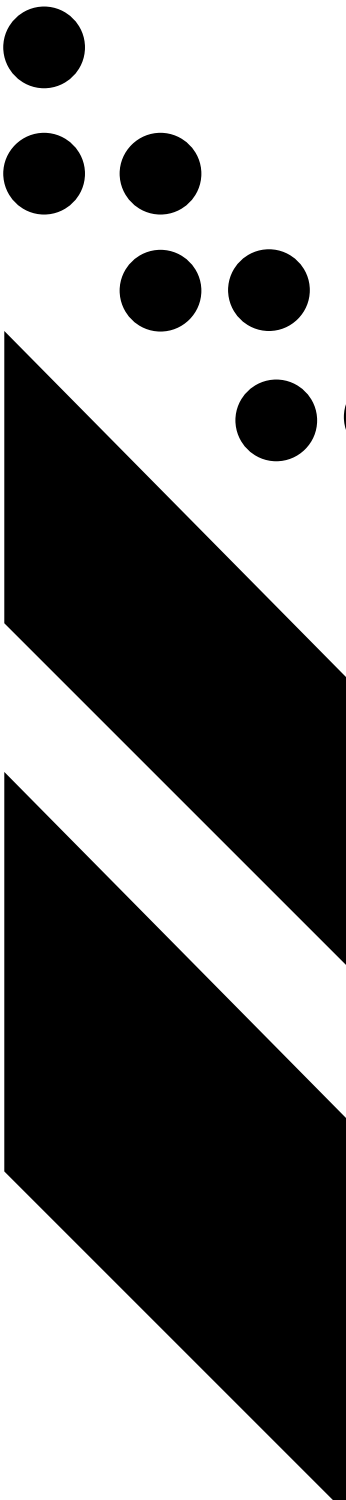
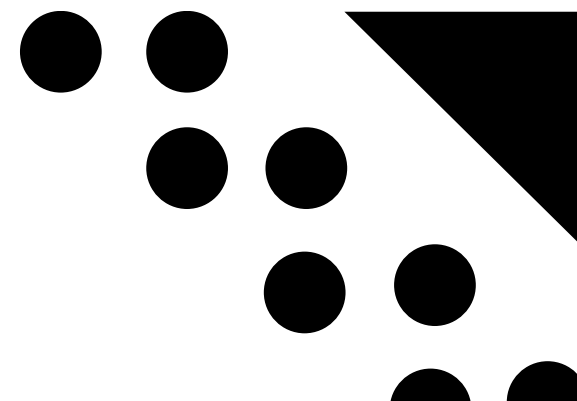
Girl Grind UK CIC  
Lewis Building  
35 Bull Street  
B4 6AF

## SHORTLISTING

Shortlisted candidates will be informed at the latest by Wednesday 23rd February 2022 the latest by we will likely be reviewing & interviewing applicants as we receive them.

## INTERVIEWS

Shortlisted candidates for the main board will be invited to an interview on Friday 25th February 2022.



# FREQUENTLY ASKED QUESTIONS...



## HOW MUCH TIME WILL I NEED TO DEVOTE TO BEING A BOARD MEMBER AT GIRL GRIND UK?

It's hard to give a precise figure. In normal times, Board duties should take no more than 8 hours a month and can be fitted in around working commitments (if appropriate).

If you are appointed to Girl Grind UK's main board, you should put time aside to prepare for and attend at least six 2-hour board meetings each year. You will also be expected to contribute to and attend the annual 'Away Day'.

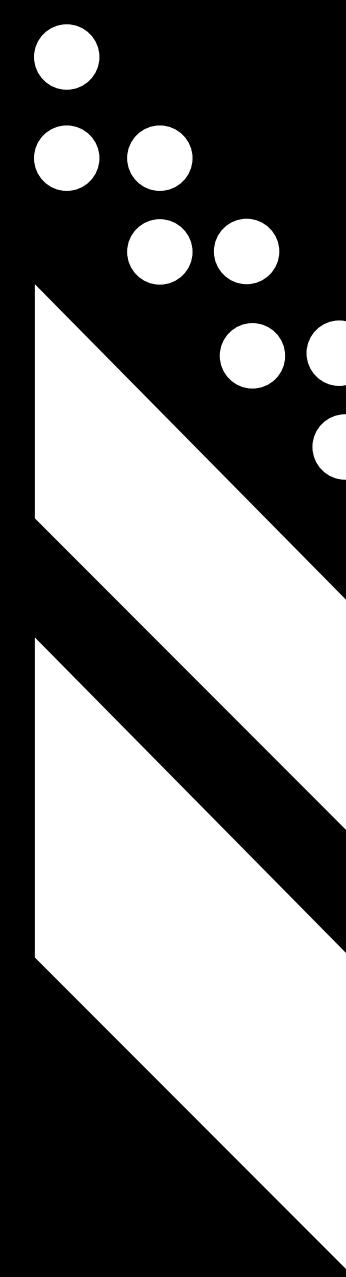
You would be encouraged to attend events produced by Girl Grind UK and meet with management as necessary. You should be prepared to advocate Girl Grind UK and its activities in your general life.

## DOES IT MATTER THAT I HAVEN'T BEEN ON A BOARD BEFORE?

No. If newly-appointed directors have no previous board experience, we will provide training to ensure they understand their role and responsibilities.

## HOW LONG WOULD I BE EXPECTED TO REMAIN ON THE BOARD?

We appreciate that it may take a little time for our new board directors to settle in and so you should probably not apply unless you think you can serve at least 2 years. Board directors can serve no more than three 2-year terms on the board, so the maximum time would be 6 years.



# FREQUENTLY ASKED QUESTIONS... (CONTINUED)

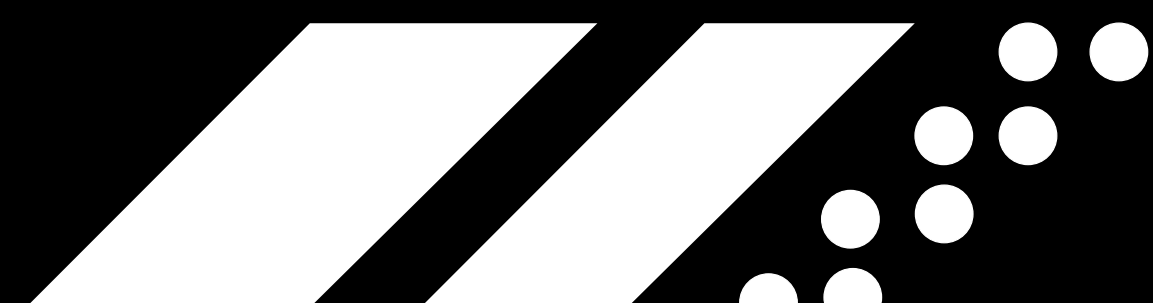
**I CAN'T OFFER ANY OF THE SKILLS YOU SPECIFICALLY MENTION BUT THINK I WOULD BE OF VALUE TO GIRL GRIND UK CIC . SHOULD I STILL APPLY?**

We are always interested in hearing from people who could make a meaningful contribution to Girl Grind UK's future.

Equally, it is important that our board contains an appropriate mix of skills and experience. So please do apply - however we may suggest deferring your application to a future year.

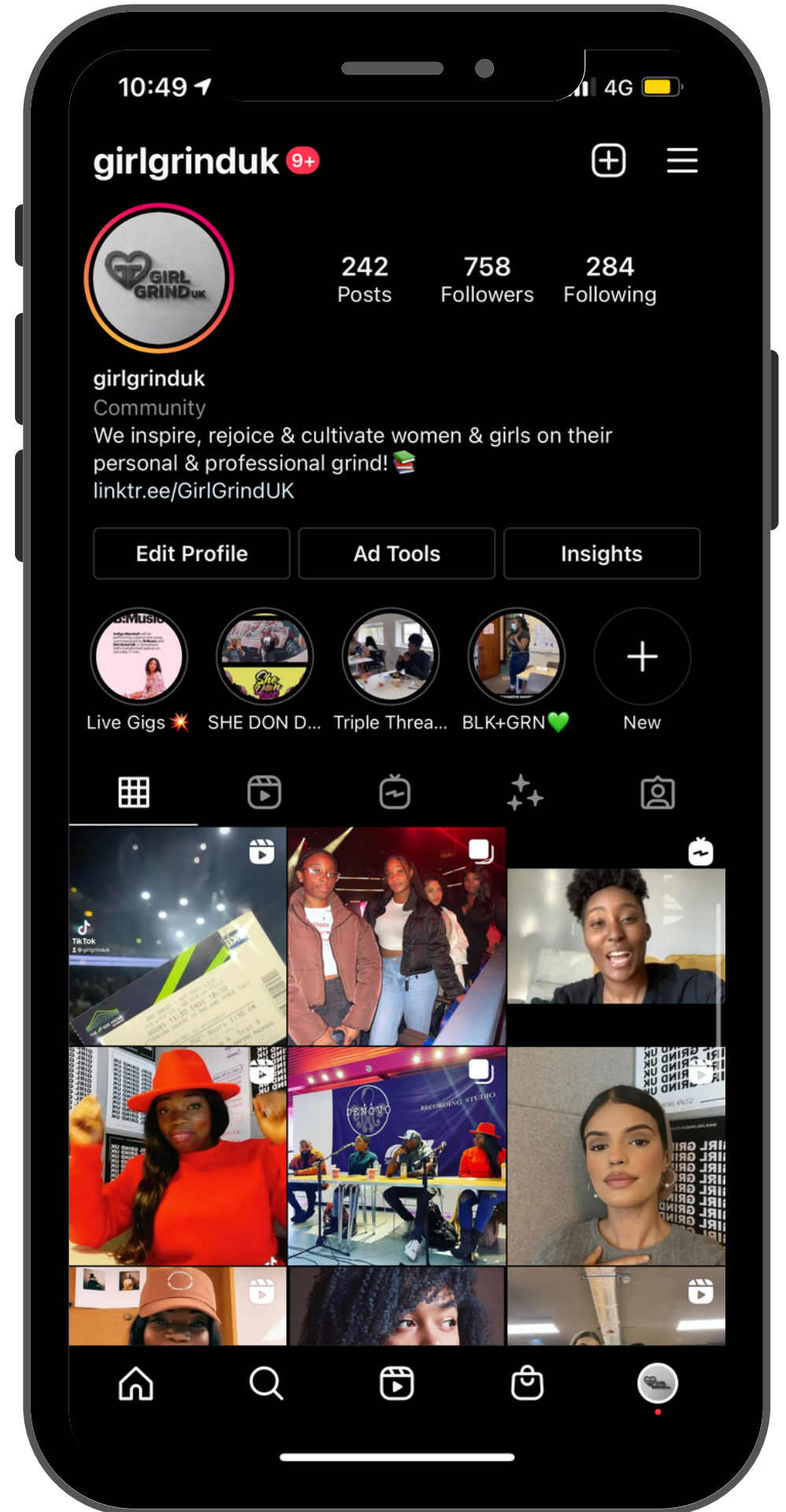
**WILL I BE EXPECTED TO DONATE MONEY, FUNDRAISE OR DELIVER PROJECTS AS A BOARD MEMBER?**

There is no expectation of this, though all board members are encouraged to actively champion Girl Grind UK's works and support the governance of funding and investment.





### FUNDERS 2021





## ASSOCIATED ORGANISATIONS

# B:Music Symphony Hall



**APPLY HERE:**

<https://forms.gle/DZ42yRujkr2JN7Ro6>

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