



Recruitment of the next Chair of London Funders **(process runs July to September 2024, appointment in November 2024)**

The post

London Funders is recruiting for a new Chair, to take over from David Farnsworth of City Bridge Foundation as he comes to the end of his maximum nine-year term on our Board. The Chair role is critical to our success as a membership body – leading the Board, ensuring all Trustees are able to be actively involved in the effective governance of the charity; and keeping the team on track in delivering against our vision and strategy, through inspiring and enabling the Chief Executive.

Whilst our next Chair needs to come from one of our member organisations (see “the person” section below), we’re keen that this opportunity is opened up to as many people as possible – if there’s anything in this pack that you’re not sure about, anything we can do to make this information or the process inclusive and accessible, or if you just want to discuss anything about the role, please do get in touch with us (details below).

The potential

There aren’t many roles where you get to make a real difference across every part of London, and across all areas of funding activity – but as the new Chair of London Funders you’ll be leading the governance of an organisation that works with members who fund from Barnet to Bromley, from the Arts to zoos, and everything and everyone in between. The 170+ member organisations of London Funders (who come from across the public, private and philanthropic sectors) distribute over £750m every year, and it’s our role to bring them together to build a better London by taking action on what matters to our city and our communities.

London Funders has seen a lot of change in recent years – growing the membership (up by over 60% since 2019), growing our impact (from the 400+ funders who signed up to our covid commitments to reform funding, to the £100m+ being distributed now through our ten-year Propel collaboration), and growing the organisation to support this work (with our turnover up to £1.2m this financial year). We’ve also seen change in the way we structure ourselves – with a new subsidiary company, Collaboration Circle, set up to drive forward work to support funding collaborations across London and beyond; and work underway to rethink and restructure our approach to support place-based giving across the capital. But you won’t be joining an organisation that wants to rest on its laurels – this is an exciting moment to build on our strong foundations and continue to grow and strengthen the positive impact we achieve for our communities and across the funding sector.

From a governance point of view, lots is already in place – we’ve recently reviewed our governing document and had changes approved by the members to modernise the ways we work, we’ve got a clear strategy through to 2030 that was the product of a year of engagement with members and communities across London, and our work to set up a subsidiary company for Collaboration Circle has seen a diverse group of people recently appointed as Directors to lead that work. But as we’ve grown, and as our work has become more complex, there continues to be work to do to ensure we’re structuring ourselves in the best way to achieve the greatest impact, and to make sure that we stay at the forefront of positive and progressive practice in our sector – as Chair, working with the Board, you’ll be key to making sure that we keep on track with realising our ambitions.

You can read more about London Funders’ strategy and work at www.londonfunders.org.uk

The priorities

The role of Chair is to provide **strategic leadership** to the charity, ensuring that our **governance** is sound, our **executive team** are motivated and enabled to succeed, and that the **impact** we achieve for our members and our communities is maximised.

In practical terms, some of the key responsibilities of the role will include:

- Leadership:
 - Providing strategic leadership to the charity, our Board, our team and our members so that we can all be proud of the impact we achieve together
 - Confidently navigating the complexity of London’s governance structures to effectively represent the charity, our members and our communities
 - Working with the Chief Executive and executive team to ensure that the strategy and ambitions of the charity are delivered effectively and in line with the decisions taken by the Board on behalf of the members
- Governance:
 - Chairing meetings of the Members, the Trustee Board, and any sub-committees as appropriate, to ensure robust decision-making and effective policy-making
 - Effectively engaging Trustees in ensuring that the governance of the charity is effective, and that our Board (and the Boards of our subsidiaries) are beacons of good practice, and embrace positive change to increase impact
 - Ensuring that the Board brings together the right mix of talents, expertise and representation (of our members and of our communities) to ensure that the work we do is informed by a diverse range of voices and experience
 - Delivering against any policies agreed by the Board for the effective development of the team (including, for example, appraisals of Trustees)
- Relationships:
 - Supporting with the development of effective and constructive relationships at Board level and with key stakeholders, ensuring any conflicts are effectively managed, and that we are collectively working towards our shared ambitions
 - Establishing and maintaining a strong and trusting relationship with the Chief Executive, ensuring that they are held to account for delivering their objectives
 - Providing connection and support to the subsidiaries and partners of London Funders so that our family of organisations is working together well

We’ve got a strong Trustee Board with committed Officers (including two Vice Chairs and a Treasurer) who will support you in these roles, and we are actively looking at how we best engage

the full range of talents of our Board in delivering against our strategy as we have grown in size and complexity – so if you have ideas for how our governance functions can be delivered differently there is time and space to have these conversations with the Board after you've been appointed.

Our Vice Chairs bring their experience from the corporate and public sector funding worlds, and work alongside the Chair on many of the priorities above – joining the regular meetings with the Chief Executive, chairing sections of Board meetings or sub-committees where needed, providing expertise and guidance from their work to shape the programmes we develop, and acting as a sounding board to the Chair when decisions need to be made.

The person

To be **eligible** for the role you need to have an association with one of our Member organisations¹ from the **philanthropic or private sectors** – this could be as a team member or a Trustee². As a politically neutral body, the Board have previously taken the decision that they will not consider candidates from our public sector Members for the Chair position (though one of the Vice Chair positions is reserved for a representative of public sector funders to ensure these voices are heard in our leadership). As per the governing document, Associate Members are also not eligible for consideration for the Chair role.

Some of the key areas of **skills, knowledge and experience** we'll be looking for include:

- Deep commitment to, and understanding of, the ambitions of our city and our communities, and the ways funding can flow effectively to where it can achieve the greatest impact
- Open to listening and learning from funders, communities, and partners within London and beyond, with skills to apply the learning from these voices to drive positive change
- Ability to convene with confidence, to influence with integrity, and to purposefully share power with Trustees, staff, members, partners and key stakeholders

When we asked our current Board what they'd be looking for in our next Chair, some of the **key words** included: bravery, democracy, kindness, empathy, energy, diplomacy and voice.

Although this is not a public appointment, we value **the Nolan Principles** and would expect the person taking on the role of Chair to be able to demonstrate their commitment to these Principles through the recruitment process and once in role. As a reminder, these are:

- **Selflessness:** holders of public office should act solely in terms of the public interest.
- **Integrity:** holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.
- **Objectivity:** holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

¹ If you're not sure if your organisation is a member you can see the full list [here](#), and if your organisation isn't listed but you're interested in becoming a member please get in touch with [Nasyah](#) (our Membership Manager)

² We appreciate there are lots of ways people could be in the teams of our members – as staff, volunteers, associates – you will just need the support of your organisation to confirm that you're part of their team, but if you're not sure about your eligibility please just contact [James](#) (who is Chief Executive and Company Secretary so can check and confirm anything in our governing document on eligibility if needed).

- **Accountability:** holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.
- **Openness:** holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.
- **Honesty:** holders of public office should be truthful.
- **Leadership:** holders of public office should exhibit these principles in their own behaviour and treat others with respect. They should actively promote and robustly support the principles and challenge poor behaviour wherever it occurs.

The practicalities

The **time commitment** is, on average, five to six hours per month, and includes:

- Four Board meetings a year – these are normally on a weekday afternoon, in person at the London Funders office, for three hours in total (including a networking lunch with the staff team and Board members).
- One strategy session a year – now our headline strategy is set to 2030 these have more recently been half-day events at a central London venue to provide focused time for strategic review.
- Monthly Officers meetings – 45 minute online meetings for the Chair and Vice Chairs (and Treasurer where financial issues are covered) to engage with operational updates with the Chief Executive as needed on behalf of the Board. One of these meetings also acts as the Remuneration Committee to consider salary changes as part of the annual budgeting process.
- Building a strong relationship with the Chief Executive – through formal elements (such as monthly one-to-one meetings with the Chief Executive, normally for an hour in person to provide support and supervision, with one meeting a year being their annual appraisal), as well as ad hoc contact outside of meetings (to bounce ideas on the issues the charity faces, and ensure we maintain an agile and effective approach to developing London Funders)
- Representing London Funders and the members – the Chair will also be involved in activities, events and meetings with key stakeholders from time-to-time on behalf of the charity.

Beyond the regular responsibilities above, there are also key events in the London Funders calendar where the Chair would be expected to attend, and sometimes be the face of the organisation – these include the higher profile sessions during our annual Festival of Learning in the spring, our Annual Conference and AGM in the autumn, and events with key stakeholders and partners.

As with all Trustees, the Chair is elected for a **three-year term**, and can serve a maximum of three terms (i.e. nine years in total) if re-elected by the Members and then the Board at the end of each three-year term.

Whilst this is a voluntary position, so there is no payment for your time, London Funders can cover **expenses** incurred as a result of performing the role (e.g. for your travel, or for any costs needed to ensure that this role is accessible for you).

The Chair **reports to** the Board (and to London Funders Members through General Meetings), and the Chief Executive reports to the Chair.

The process

If you're interested in the role and would like to **find out more** we'll be hosting an online conversation with our current Chair and Vice Chairs in August where they'll be discussing their experiences of the governance of London Funders over the years, and can answer any questions you have on the Chair opportunity – you can register your interest in this session by emailing jessica.allson@londonfunders.org.uk to be sent the confirmed date and a zoom link to join.

You can also send any questions or queries to our Chief Executive (and Company Secretary) at james.banks@londonfunders.org.uk – he can answer directly, or can ask your question as part of the online discussion above and send you a summary of the Trustee reflections after the session.

When you're ready to put yourself forward you just need to send in a **CV and a personal statement** (of no more than two sides of A4) detailing why you're interested in the position, what you'd bring to the Chair role in terms of skills and experience, and how you have shown a commitment to the Nolan principles, before **10am on Friday 30 August 2024**. Please send these as Word documents to james.banks@londonfunders.org.uk, with a cover email to note which Member organisation you are connected to (particularly if you are a Trustee of that organisation or using a personal email address to send your application).

Applications will be **reviewed by a panel** of three of our current Trustees (representing all sectors of our membership) during week commencing 2 September, and we'll then invite shortlisted candidates for an **online interview** with those three Trustees in week commencing 9 September (this will be for around 45 minutes).

After the interviews, the highest scoring three candidates will be invited for an **informal discussion** over coffee in week commencing 23 September with other members of the Board, and with the Chief Executive and staff team, which will be in person at our offices in central London, to give some time for you to meet the wider team as part of the process. This will be followed by short (30 minutes max) follow-up calls to each candidate at the end of that week to pick up any final questions, and to hear your reflections after meeting the team.

The London Funders Trustee Board will then meet in week commencing 30 September to **make a decision** on their preferred candidate, and that person will be invited to attend and shadow the London Funders Board meeting on 10 October (12.30-4pm). This candidate will also be invited for further meetings to start the handover process from our outgoing Chair, before being put forward to the Membership at our AGM in late November 2024 for election.

As a reminder, if there's anything we can do through this process to ensure it is a welcoming, inclusive and accessible experience where you can give of your best, please let us know – contact james.banks@londonfunders.org.uk at any point during the process.