Chair of the Board, Promising Trouble

Recruitment Pack, November 2023

Let's make technology work for **8 billion people** not just for 8 billionaires.
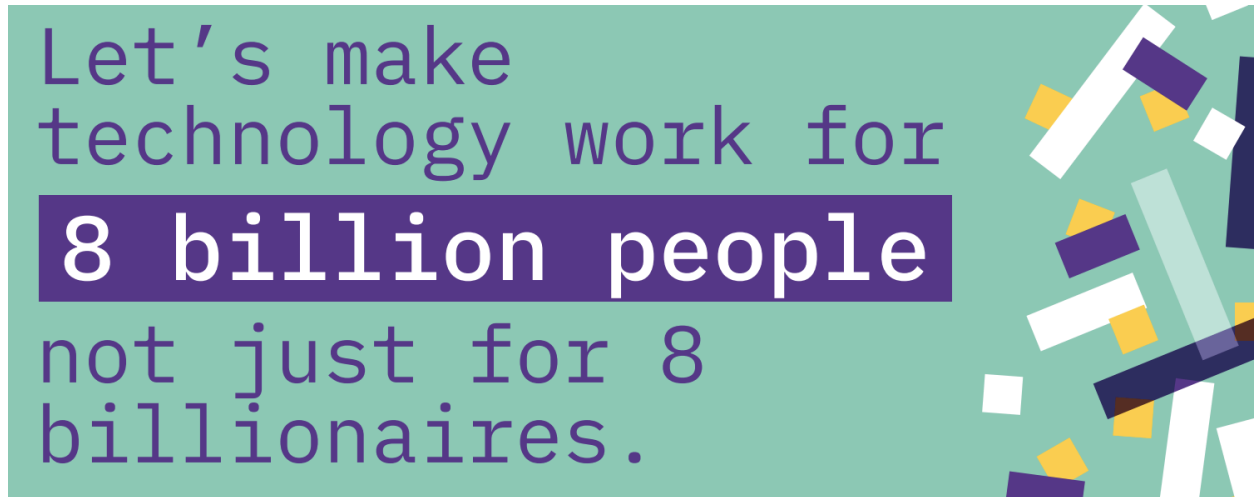
Promising Trouble is a social enterprise that puts community power at the heart of technology and innovation. Founded by Rachel Coldicutt OBE in 2021, we are now recruiting our first board, starting with the Chair.

This is a pivotal role in a small but growing organisation. We are seeking an entrepreneurial Chair who can support us to build stronger relationships with business and philanthropy, be a critical

friend as we grow and change, and help us to create connections with changemakers beyond the technology sector.

The Chair of our Board will:
- share our values and ambitions for change
- bring a different set of skills and experience to those of the leadership team [meet the team]
- have a well-established set of networks and contacts
- have experience of growing and maintaining a successful business or change-based organisation

The time commitment for this role will be up to, and no more than, 12 days a year. We are able to offer a fee of £3k pa to the Chair, which we would expect to increase in line with our income generation.

We are committed to equity and justice, and strive to create, and support, a workplace where people want to show up, feel they belong and can use their agency to make positive change. If you have any questions about Promising Trouble or the role of Chair, please email Ashleigh Folan, Head of Operations, on jobs@promisingtrouble.net.

How to apply

Deadline: 9am, Monday 18 December 2023
We will hold two rounds of interviews in January, one will be in-person in London

Please email jobs@promisingtrouble.net with CV and a short letter that:
- Outlines your approach to securing investment or funding for novel, forward-thinking work
- Describes what success might look like for Promising Trouble over the next three years
- Offers an example of your approach to governance

About Us

We are optimistic disruptors and careful changemakers who believe technology can work better for everyone.

Our name is inspired by [Donna Haraway](link)'s *Staying with the Trouble*. Our sister organisation, [Careful Industries](link), is a research and foresight studio whose work understands the social impacts of technologies. Together we are known as [Careful Trouble](link)

We are a team of nine researchers, community builders and producers, based across the UK and Europe, with hubs of activity in London and Bristol. (Most of us are pictured above.)

Our funders and partners include Nominet, Impact on Urban Health, and Power to Change, and we also develop and deliver our own programmes, such as the [AI and Society Forum](link). Our work

combines policy development with practical demonstrators: we want to show what's possible, not just talk about it.

At Careful Industries we research the social impact of technologies and technology policies; forecast possible futures; and design and deliver technology policy, governance and training solutions. Our partners and clients include Royal Academy of Engineering, MyWorld Bristol and Bath, the Creative Economy Policy and Evidence Centre, Wellcome Trust, Genomics England, FCDO, Salesforce, Lego Group, TNLCF, DCMS, and Open Society Foundations.

Our Values

★ Care is the organising principle for everything we do: care for and about people and the planet, combined with a rigorous and diligent approach to investigating uncertainty.
★ We are constantly learning, always curious, and strive to be inclusive and accepting.
★ We champion careful innovation and feminism for the 99%.
★ We are wayfinders not competitors.
★ We ask good questions, seek useful answers, and listen closely
★ We are impatient for change, but careful in our actions
★ We use our power to state the unsaid and make space for others
★ We look after each other so we can make careful trouble together.

Legal Structure

Promising Trouble is a Company Limited by Guarantee.
Company registration number: 13334908
Registered address: 7 Bell Yard, London, WC2A 2JR

Board Composition

This is our first non-executive director appointment. Over the next year, we will build the board to four, including two additional non-executive directors.

Time commitment

No more than 12 days a year/1 day a month.

You will be responsible for chairing, and preparing for, 4 board meetings a year (each around 2 hours long), interspersed with monthly updates with the Executive team. Board meetings will take place in London or online.

As well as governance support, the Chair will be tasked with assisting the Executive Team with business and partnership development; as such, from time to time, you may be invited to meetings or asked to support proposal/fundraising development.

This appointment will be for an initial term of 3 years.

The Ideal Candidate will:

Have experience of:

- the technology sector.
- working with board members and executives to drive strategic direction, investment and high quality services.
- developing external stakeholder relationships.
- influencing in a policy making environment.

Be able to demonstrate:

- A good understanding of the importance of community power in relation to technology.
- Personal commitment to the overall aims, objectives and values of Promising Trouble.
- Ability to represent the organisation in the media as appropriate.
- Excellent communication and interpersonal skills with the ability to work with other board members, staff and a range of external stakeholders and communicate clearly, accurately, efficiently, with diplomacy and cordiality.
- Ability to think creatively and to solve problems innovatively.
- Willingness to speak out and the ability to respect the views of others.
- Established network of contacts and associates to assist with broadening the network of Promising Trouble.

Be an effective Chair, bringing:

• An understanding and acceptance of the legal duties, responsibilities and liabilities of being a director of the organisation.

• Ability to plan strategically and make strategic decisions in line with the organisation's governance arrangements.

• Relevant financial skills in order to effectively interpret, guide and challenge the organisation's business plans.

• Ability to work collaboratively with the chief executive including undertaking regular support.

• Ability to develop highly effective external relationships with a range of stakeholders, including funders, policymakers, civil society organisations, businesses, community groups, and other partners.

Role and Responsibilities

The Board of Directors is legally, morally and financially responsible for the organisation.
The Non-Executive board members should avoid getting involved in day to day management of the organisation, although they do need to be aware of what is happening.

Their six key roles are:

• Making sure that funds are used to effectively deliver organisation objectives, as outlined in our Article of Association

• Making sure that the strategy is in line with the articles of the organisation

• Making sure that the organisation has enough funding to meet its objectives

• Making sure that the organisation has effective senior management

• Making sure that the organisation operates within the law

• Making sure that the board can handle its responsibilities effectively

Principal responsibilities include:

1) Strategic Support

Provide support to the Executive Director, Executive team and the board, ensuring maximum impact of the organisation. This includes effective governance and ensuring the organisation operates within its objectives.

2) Governance

With the Executive Director, ensure governance arrangements are working in the most effective way for Promising Trouble and meeting the requirements of any regulators, whilst also ensuring that there is a continuous process of developing the knowledge and capability of the board as a whole and resolving conflicts if they arise.

3) External Relations

To act as an ambassador for Promising Trouble, maintaining close relationships with key stakeholders, acting as a spokesperson for the organisation when appropriate, representing Promising Trouble at external meetings and events.

4) Efficiency and effectiveness

Bring impartiality and objectivity to the decision-making process while supporting all board members to be fully engaged and that decisions are taken in the best interests of Promising Trouble.

5) Fund raising

Proactively fund raising for Promising Trouble by supporting the work of the Executive Team in this area and assisting with identifying new funding streams and opportunities.

The above list is indicative only and not exhaustive.

For more information

Please contact Ashleigh Folan, Head of Operations
Email: jobs@promisingtrouble.net
www.promisingtrouble.net