Board Member Power & Integrity

About us

Power & Integrity is a nonprofit community interest company supporting purpose-led organisations to **align how they work with why they exist.**

With a vision of a **just and equitable society,** our mission is to contribute to this in two ways:

1. Supporting purpose-led organisations to align practice with purpose, for greater integrity and lasting impact. We do this through our professional services offer
2. Supporting open and collective learning by sharing knowledge openly, reflecting and adapting, alongside others. We aim to deliver this in many ways at minimal cost

One year on from launching out of incubation with NCVO, we have had the privilege of working with charities, trusts, and foundations who are bravely exploring what it means to lead with integrity in today's complex world. Now, as we look ahead, we are ready to grow our board and strengthen our capacity to steward this next phase of our journey.

Our board is committed to embodying the change it seeks. We actively nurture a culture of diversity, inclusion, curiosity, courage, humility and belonging. Board membership does not preclude consulting or advising as part of our professional offer, nor it is required.

The Opportunity

We are seeking up to 4 board members to join us in stewarding our mission and impact. We're building a diverse board that embodies the change we seek – one that brings varied perspectives, experiences, and expertise to guide our strategic direction.

Who We're Looking For:

We're particularly interested in hearing from candidates with one or more of the following:

- Lived experience of marginalisation and deep understanding of systemic injustice and oppression, particularly from Black and LGBTQIA+ communities
- Governance and trusteeship experience, with understanding of CIC responsibilities and board effectiveness
- Executive-level experience in or with the philanthropic sector, particularly with sector-level organisations (e.g., associations of charitable foundations, funders' networks)
- Social impact and commercial acumen, bridging purpose-driven work with sustainable business models through consulting
- Community-building expertise within the social impact sector, with track record of meaningful stakeholder engagement

What We Offer:

- The opportunity to shape strategy for an organisation committed to systemic change
- A board culture grounded in humility, curiosity, courage, and belonging
- Flexibility: board members may also engage in advisory or associate work with Power & Integrity (though this is not required)

- A community of committed practitioners working toward a more just and equitable society

Time Commitment

- 4 board meetings per year (2 hours each)
- 4 learning meetings per year (1.5 hours each)
- Occasional ad hoc guidance through delegated committees
- The term is 3 years

Please Note

This is a voluntary, unpaid board position. However, reasonable expenses will be reimbursed, and opportunities for paid advisory or associate work may arise separately.

Power & Integrity is dedicated to creating an environment of belonging where everyone feels respected and valued. We actively encourage applications from people underrepresented on boards and in the social impact sector.

To Apply

We'd love to hear from you. Please send us:

- A brief note (no more than 2 pages) telling us about yourself, why you're interested in joining our board, and what you'd bring to Power & Integrity
- Your CV or a summary of relevant experience
- Details of two referees (we'll only contact them if we progress your application)

We welcome applications in alternative formats – if you'd prefer to send a video, voice note, or have other access needs, please let us know.

Send your application to: hello@power-integrity.org

Closing date: 7th November 2025
Interview dates: 28th November 2025.
Board induction: Early to mid-December 2025
Next board meeting: TBC January 2026.

We'll be in touch by the 18th of November.

If you'd like an informal conversation before applying, please contact Alex Cole-Hamilton at **alex@power-integrity.org**

Person specification

Essential

- A commitment to the organisation, living the values and the application of principles – internally and externally
- A willingness to devote the necessary time and effort: 4 board meetings a year (2 hours), and 4 learning meetings (1.5 hours), and additional ad hoc guidance or input through delegated committees
- Strategic vision, reflective and big picture thinking
- Inclusive leadership: humility, open to seeking help, open to challenge, change and learning and ability to listen
- An ability to think creatively and thrive in complexity
- An understanding and acceptance of the legal duties, responsibilities and liabilities of a Community Interest Company and Board Membership.
- An ability to work effectively as a member of a team.
- Commitment to social justice and understanding of systemic injustice and systems of oppression

Role and responsibilities of our board members

Steward the CIC's community benefit, its strategy and its impact.

- Build a shared understanding of the CIC's purpose, impact, behaviours and values.
- Guide organisational strategy with a focus on mission integrity, delivery, and both intended and unintended impact.
- Engage with stakeholders (PI colleagues, associates, partners, community) in a learning spirit.
- Define and regularly review the organisation's risk appetite, considering community impact, mission integrity, potential harm, brand, financial, legal, and regulatory risks.
- Enable transformative strategies through stewardship, supported by a diverse board and equitable, experience-informed decision-making.

Act in the best interests of the CIC with integrity to its mission.

- Prioritise the CIC's interests above personal preference.
- Hold oneself, the organisation, and associates accountable through agreed behaviours, with openness to challenge and problem-solving. Address any undue influence at board level
- Ensure robust Conflict of Interest policies, processes, and controls are in place and observed.

Ensure that the CIC acts within its powers and complies with relevant legislation.

- Appoint Executive Director(s) (EDs), delegating line management to the Chair(s)
- Delegate powers clearly, with agreed oversight, proportionate to risk appetite and resources.
- Establish committees and structures to support effective oversight where needed.
- Demonstrate adherence to governing documents and oversee responsible management of assets and resources, ensuring fit-for-purpose policies and controls.

Ensure assets are used carry out its mission, in line with its integrity framework.

- Ensure resources, policies, & processes align to strategy, risk assurance, and mission integrity.
- Prepare for contingencies and take proactive steps when risks materialise.
- Cultivate a safe culture and ensures appropriate safeguarding measures.
- Work through tensions between integrity to the CIC's mission and regulatory risks arise and enables strategic engagement with regulatory bodies.

Acts with reasonable care and skill

- Regularly review board effectiveness and behaviours. Agree and support individual learning and development.
- Regularly map skills, behaviours and gaps across the board. Addresses this through recruitment plan, board development, and/or bringing in advisors.
- Hold oneself and each other to account on board preparedness and attendance.
- Actively practice behaviour with humility and openness to feedback.

Ensures the CIC is accountable

- Lead with openness, unless there is good reason for confidentiality.
- Meet all regulatory and reporting duties.
- Ensure three are resources and systems to maintain compliance, with policies and processes that are regularly reviewed and implemented with proper oversight.