

Join our Board.

Summary

- Real Ideas is looking to recruit 2 new non-exec Board members.
- We welcome applications from anyone who shares Real Ideas Values and Vision
- The Board gaps we are seeking to fill support our plans for 2024- 2026.
- The annual payment for Non-Execs is £800 (paid through Payroll)
- Board Members meet at least 4 times a year. Meetings last an average of 3 hours, with time needed to prepare and read papers.
- Meetings are via Teams or in one of our buildings in Plymouth and Liskeard.

Overview

Real Ideas is committed to making a positive social impact through our five business units: Real Immersive, Real Art Make Print, Real Pathways, Badge Nation and Nature and Neighbourhoods. Each of our business units has a unique focus and purpose, but they are all driven by the same core values: creativity, innovation, and social responsibility.

Our Values

Creativity: We embrace and foster creativity in all aspects of our work. We encourage innovative thinking, unconventional approaches, and the exploration of new ideas to drive positive change.

Innovation: We strive to be at the forefront of innovation, constantly seeking new and improved solutions. We are committed to pushing boundaries, taking risks, and challenging the status quo to achieve greater impact and success.

Social Responsibility: We recognise the importance of our role in society and the impact of our actions. We are dedicated to making a positive difference by ethically and sustainably addressing social and environmental challenges, contributing to the well-being of communities, and promoting social justice.

Real Ideas Board

Our CEO, Lindsey Hall is also the Chair of the Board and has a responsibility of leading the Group Governance & Strategic Development team whilst ensuring the Board is well run and effective.

The Board has 4 Executive Directors (Chief Executive Officer, Chief Operating Officer, Head of Impact and Insight and Company Secretary) which make up the Group Governance and Strategic Development Team.

The Group Governance and Strategic Development team provides leadership, development capacity and practical support across the Real Ideas group; working with Shared Infrastructure and each business unit to ensure we are financially sound and resilient,



commercially vibrant, creating evidenced impact and value in line with our mission and aims, inclusive, innovative and ambitious as a social enterprise, well run both from an external and internal point of view, and focussed on ongoing improvement of quality of outcome and experience for those we work with and for.

The Governance and Strategic Development team ensure that the whole of the group is more than the sum of its parts: so that we work well together; are well managed, held, governed and coordinated; and we pursue opportunities, solve problems and drive developments that will benefit the collective

Our Non-Executive Directors play a key role in working with the CEO and Real Ideas Governance & Strategy Team in shaping Real Ideas' strategy and Business Plan.

There are currently 3 Non-Executives, 1 Special Advisor on our Board.

We are fortunate to have current Board members who possess unique skills and values that contribute to Real Ideas' success.

How do the Real Ideas board of Directors work?

The Board of Directors of Real Ideas not only focuses on what needs to be done but also on how they want to work.

During board meetings, they discuss the aspects that are functioning well and explore ways to enhance their performance in the future. Collaboration is the key aspect of the meetings, and they encourage each other to follow behaviours that promote teamwork.

- Be curious and seek to learn different views/ideas/beliefs.
- Offer constructive challenges to stretch thinking and delivery
- Be honest! Leave our egos at the door.
- Be open about any conflicts of interest.
- Be confidential especially when sensitive issues are discussed
- Hold uncertainty until the right way emerges rather than jump to conclusions or instant solutions.

What does a Real Ideas Board member do:

Real Ideas is a Community Interest Company and Social Enterprise. Our directors are a legal and formal part of our company.

Our Non-Executive Directors are appointed for a 3-year term. If agreed by both sides this can be renewed for another term. Ordinarily, there is a maximum term of 2 consecutive 3-year terms.

Non-Executive Board members are not involved directly in the day-to-day delivery of Real Ideas, which enables them to bring a wider perspective that helps us improve what we do.

We encourage board members to:

- Share insights and knowledge drawn from the context they have expertise in, so our work is needed and relevant.
- Question proposed plans to ensure they are as good as they can be.
- Ensure Real Ideas stays true to its values.
- Work out positive and proactive responses to things that happen that are unexpected.
- Use relevant knowledge to chat through an issue with a team member who doesn't know what to do or what something means.
- Check our budgets and finances are effectively managed.
- Help us to understand and manage risk well.
- Ensure we stick to the law and follow best practices.
- Attend events and talk about Real Ideas so more people know about our mission.

What will the Board focus be for 2024 – 2027?

Real Ideas will research and test how to respond to a range of important questions facing the Real Ideas Group, including the following:

- The relationship between delivering impact (cultural, social, environmental, geographical) and economic stability and sustainability.
- How we better understand, share insights and tell stories of long-term change.
- Our collective environmental aims, including the work we do; the buildings we look after; and the support we give others in this area.
- The Group approach to supporting people to progress, understanding the range of practice in different units and different contexts, including employability, creative industries and community engagement.
- A Group strategy and plan for our buildings.
- The Group's relationship with place, geography and community.
- The Group's understanding of and response to future trends in the creative sector.

These are big questions and Directors' input into how we shape our approach to these areas is invaluable. As we grow the board, we are looking for people with different perspectives to contribute to these discussions.

[What it like being on the Real Ideas Board?](#)

An Introduction from Carolyn Hassan – Non-Executive Board Member.



What we are looking for.

Through a detailed assessment of the work we do and the skills at the board level, we have realised an opportunity to expand and complement our expertise.

We are currently searching for 2 Non-Executive Directors who share our vision and values and are willing to support us in our mission. Our doors are open to individuals who can provide valuable insights, and constructive challenges, and bring access to national and international networks.

To ensure a more diverse and inclusive Board of Directors for Real Ideas, we have recognised the importance of striking a balance between individuals with the right skills and attributes and candidates from diverse backgrounds who can also bring relevant lived experiences. Being on a board before is not a prerequisite to joining the team.

Through a detailed assessment, we have reached a consensus on the necessary skills gaps within our Board.

Here are some initial focus areas we've identified for recruiting new Board members:

- **Transformation of Historic Buildings and Local Community Enterprises:** Board members with strategic knowledge and experience in transforming historic buildings and creating community-centric enterprises will play a vital role in expanding our reach and impact within local communities.
- **Environmental expertise:** Board members with commercially minded environmental expertise and experience particularly related to historic buildings, journey to Net Zero and “greening” local communities.
- **Insights into Higher Education and Educational Models:** We recognise the importance of higher education and diverse educational models on a national level. Board members with policy insights in this area can help us shape our Business Units better to serve the needs of young learners and aspiring entrepreneurs.
- **National and International Perspectives on Immersive Technologies:** To remain at the forefront of Immersive technology we are seeking individuals who bring national

and international perspectives. Their diverse experiences will enrich our discussions and decision-making.

- **Experienced, large-scale people and change management from other sectors:** Real Ideas is a people-based business, employing around 100 people through a variety of permanent and casual contracts. We support our staff to thrive, be productive and develop and are interested in new perspectives and ways to continually improve.

Why join Real Ideas as a Non-Executive Director

Influence and Impact: By joining the Real Ideas Board of Directors, individuals can directly influence the organisation's strategies, decisions, and direction. They can help shape the future of Real Ideas and make a meaningful impact on its mission and goals.

Networking and Connections: Serving on the Board of Directors provides an exceptional platform for expanding your professional network. Board members have the chance to connect and collaborate with other influential individuals, including fellow board members, executives, and professionals from various industries, fostering valuable relationships and opening doors to new opportunities.

Insight & Development: Joining the Board of Directors offers a unique opportunity for personal and professional growth, gaining valuable insight, and enhancing your decision-making, strategic thinking, and problem-solving skills.

Contributing to Real Ideas' Mission: Real Ideas is renowned for its impactful work and commitment to positive social change. By joining the Board of Directors, you can align yourself with an organisation dedicated to diversity, inclusion, and innovation. They become part of a collective effort to drive meaningful transformations and contribute to important causes.

Expertise and Experience Sharing: Board members of Real Ideas can share their expertise, knowledge, and experiences to benefit Real Ideas' mission. Their diverse perspectives and insights can help inform and shape Real Ideas' strategies, development, and operational effectiveness. By lending their skills, you can contribute to the success and growth of Real Ideas.

APPLICATION PROCESS

The process will be managed through the submission of an Expression of Interest to hr@realideas.org, to be submitted via our [Work with Us page](#).

Before you submit your expression of interest, you might like to talk to someone informally. Please contact Lindsey Hall (Lindsey.Hall@realideas.org / 07796 957108) to arrange a conversation.

What to include in your Expression of Interest

- Your name and contact details



- Why you are interested in Real Ideas Vision and our Core Values
- What do you bring that matches our recruitment priorities?

(300 – 500 word answer for both these points is recommended).

- A description of access requirements you may have, and what we can do to help remove any barriers.
- 2 referees who can comment on your suitability to join the Board.

HOW TO APPLY

1. We recognise that a written format isn't always the best way for candidates to tell their story so we're trying to find ways of making the process more inclusive. Please choose how to apply, you can upload a word document, video or audio file.

3. Please also complete the Real Ideas Inclusion Monitoring Form*

Expressions of Interest from ex-offenders are welcomed and will be considered on their merit. Convictions that are irrelevant to the role will not be taken into account. You are still required to disclose any convictions, which are not 'spent' by virtue of the Rehabilitation of Offenders Act 1974.

We will not ask for this type of Data unless you have been selected for interview.

Please be advised that relevant roles require registration with the Disclosure and Barring Service (DBS). DBS helps us make safer recruitment decisions; checks are carried out to ensure that we are recruiting suitable people into our organisation.

Should you require Board recruitment details in a different format, please contact hr@realideas.org.

If you would like further support in filling out your Expression of Interest, please contact Naomi.Walsh@realideas.org.

*** Why do we ask you to fill in the Real Ideas Inclusion Monitoring Form?**

We know that our work is strengthened and improved with greater diversity represented in all that we do. We therefore monitor diversity to assess whether we are achieving this aim.

We believe that valuing diversity sits at the heart of positive social change and that we need to be inclusive to make change real and lasting.

Real Ideas values diversity and inclusion, promoting a collaborative workplace where unique differences, experiences, knowledge, innovation, expression, and talent contribute to our culture, reputation, and success.

REAL IDEAS

We recognise that some of the sectors we work in are biased towards those who are white, male, cisgender and non-disabled. At Real Ideas, we're working to build a culture where difference is valued and where anyone, from any background, can do their best work and feel part of our organisation either as a potential employee, a partner or a supplier of goods and services.

The information you give here will be retained in an anonymised format and will be used for statistical purposes only to monitor the operation of our Diversity, Equity and Inclusion Plan

Real Ideas thinking about terminology is ongoing and informed by conversation and connection. We seek out and welcome all views to increase our understanding.

This form is hosted by Survey Monkey and the information provided is collated in an anonymised format.

Details of how Real Ideas processes data can be found [here](#)