



Proud2Be are recruiting directors to join our fantastic board!

- Are you kind, inclusive and solution-focused?
- Are you passionate about supporting LGBTQIA+ people in Devon and beyond?
- Do you have successful experience operating within a board in a charitable, and/or voluntary sector organisation?
- Do you share the values that shape our culture and how we work alongside LGBTQIA+ people?

We are looking for new directors to join our fantastic board and help us drive forward the vision of Proud2Be over the coming years.

The positions we are recruiting for have significant responsibility and to apply for these roles, you should have some relevant experience, although an induction will be given. We are particularly interested in applications from people with expertise in the following areas, although we welcome applications outside of these areas for anyone with relevant experience and skills:

- Accounting/Finance
- Fundraising
- Safeguarding
- Risk Management
- Law/Compliance

About Proud2Be

Proud2Be is a grassroots queer-led social enterprise that supports and enables LGBTQIA+ people in Devon (and beyond) to thrive, be free, safe and proud to be ourselves; and to work with others to acknowledge and help dismantle systemic oppression.

We are a values-driven organisation. The following values underpin everything we do.

Celebration:

We believe in celebrating ourselves, each other and the progress that has been made in the fight for rights, dignity and respect – while also recognising the struggle that LGBTQIA+ people still face both here in the UK, and across the world.

Courage:

When we started Proud2Be, we turned our pain into something beautiful and powerful. Going forward, we will always value the ability to take on new challenges, and be visible despite the fear.

Empowerment:

We believe that by providing the right support and opportunities, and by helping to dismantle systems of oppression; people can empower themselves to live their most fulfilled lives.

Inclusivity:

We believe in acknowledging and celebrating the intersecting identities of LGBTQIA+ people. We strive to make space for the presence and voices of those multiply marginalised by society.

Integrity:

We believe we show integrity when our values and our actions are congruent in all aspects of our work.



Role specifics:

- Developing strategy together with other board members
- Ensuring suitable policies and documents exist
- Ensuring compliance with the law
- Ensuring compliance with the governing document and community-based objects
- Maintaining proper financial oversight
- Promoting the organisation and protecting its reputation

Personal criteria:

- A strong affinity with Proud2Be's values and mission
- Sound understanding of CIC and/or CIO governance
- A lateral thinker
- An ability to provide challenge, guidance and support
- Sound, independent judgement and ability to consider the needs of the whole organisation
- Ability to work effectively as a team member and demonstrate a willingness to learn and develop
- Innovative thinker and the ability to focus on issues requiring action
- Successful experience operating within a board in a charitable, and/or voluntary sector organisation
- Demonstrable experience in building and sustaining relationships with key stakeholders and colleagues to achieve organisational objectives
- Fiercely committed to the freedom of all LGBTQIA+ people, particularly those who face increased discrimination from both inside and outside of the community, including but not limited to trans and/or non-binary people, bi people, older people, disabled people, travellers, asylum seekers & refugees, sex workers and people from minority ethnic backgrounds.
- Ability to listen sensitively to the views of others
- A clear understanding of the responsibilities of a director and sufficient time and commitment to fulfil the role.

Directors are responsible for the governance and strategic direction of the organisation, and there are certain roles and responsibilities that all directors will be required to undertake. Being a director is a voluntary role, but we do pay reasonable travel and subsistence expenses.

Board meetings take place online every three months and directors are expected to attend all of these unless they are on holiday or ill.

Directors need to allow enough time to prepare for meetings by reading the Proud2Be paperwork and doing any other preparatory reading, research or thinking to fully engage and contribute to robust discussion and decision-making.

If you think you could join us and help make a real difference to the lives of LGBTQIA+ people, please visit our website: <https://www.proud2be.org.uk> to learn and get a feel for our organisation.

If you have further questions then please contact our co-founder and CEO Max Price: max@proud2be.org.uk or 0333 772 1187.



This is a rolling application process. Applicants will be considered as they apply with informal interviews held with suitable candidates.

To apply, please email a cover letter (of no more than two sides of A4), outlining why you think you are right for the board, along with an up-to-date CV. Send your application to hello@proud2be.org.uk using the email header "Director Recruitment".

We particularly welcome applications from LGBTQIA+ people from working class and/or minority ethnic backgrounds.

Informal interviews will be held with suitable candidates and can be conducted online or in person (Newton Abbot or Paignton) depending on the individual. Details will be given at the offer of interview.