

Independent Chairperson and Non-Executive Director Behavioural Insights Trustee Company Ltd

Three-year appointment
Up to £5,000 per annum
Based in Central London

BIT was established in 2010 to apply behavioural science to public policy in the UK as part of the UK Government. In February 2014 BIT became a social purpose company, owned by the Cabinet Office, Nesta (an innovation charity) and our employees via BIT's Employee Benefit Trust (EBT).

The Behavioural Insights Team (BIT) is looking to appoint an Independent Director and Chairperson to the corporate trustee of BIT's EBT. The Chairperson will work alongside our two employee representative trustee Directors (one of whom also represents the EBT at the main BIT Board) to help shape and steer the direction of the EBT and provide advice and support on decisions around the EBT's 22.5 per cent shareholding in BIT, that is held on trust for the benefit of our employees.

You will play a key role in supporting the employee Directors in their role, directly representing the employee interest. You will chair Board meetings of the EBT Trustee and, alongside the Company Secretary, provide guidance and advice on trustee fiduciary duties, ensuring that at all times discretion is exercised in the best interests of the beneficiaries as a whole and within the scope of the powers granted under the Trust Deed.

The time commitment is expected to be three Board meetings per year, plus preparation and some ad-hoc engagement with the Board of Behavioural Insights Ltd. The total time commitment is likely to be between 10-12 days per year in total.

The ideal candidate will be experienced in Board level engagement, have an understanding of the operations of an EBT and be committed to the ideals of employee ownership; that giving all workers a greater stake in the company they work for can have a positive impact on motivation and employee engagement and align the interests of employees with that of the business. Ideally they will also share similar values as the employees of BIT (in particular; social impact, fresh thinking, collaboration, and public service).

The Behavioural Insights Team

Today the Behavioural Insights Team works with governments around the world in almost every area of policy. Whilst the subject and output of our projects varies considerably, there are common threads: we try to understand the contexts in which people make decisions; we notice small details; we find out what has and hasn't worked before; we

come up with innovative ideas for solving policy problems using insights from the behavioural sciences and we measure everything we do as robustly as we can.

Role and Responsibilities

- ◆ Board level leadership, capable of defining strategic direction and achieving progress;
- ◆ A track record of making effective decisions at senior levels within the private, public or voluntary sectors;
- ◆ An understanding of EBT structures, governance and trustee fiduciary duties;
- ◆ Excellent communication, stakeholder engagement and interpersonal skills – the ability to command the respect of, and to challenge, fellow Board members;
- ◆ A high degree of integrity and diplomacy to collaborate and sustain relationships;
- ◆ An understanding of wider governance requirements and the unique dynamics of BIT's history and ownership structure; and
- ◆ Strong commercial acumen balanced against an understanding of BIT's social purpose.

How to apply: please submit a short CV and cover letter to express your interest in the position to nicky.kerr@bi.team

Date of posting: 31st May 2017

Close of applications: 12th June 2017 at 9:30am (BST)

Interviews: to be held during the period 19th-30th June 2017

More information on the company is available on our website: behaviouralinsights.co.uk

The Behavioural Insights Team is committed to a policy of Equal Employment Opportunity and is determined to ensure that no applicant or employee receives less favourable treatment on the grounds of gender, age, disability, religion, belief, sexual orientation, marital status, or race, or is disadvantaged by conditions or requirements which cannot be shown to be justifiable