



ethicalproperty

# Chair Recruitment

# WHO ARE WE LOOKING FOR?

We are looking for a new Chair to join the existing Board of directors. The ideal candidate will be an experienced Non-Executive Chair who has the capacity to build relationships, manage conflicts, and is able to focus on the bigger picture.

You need to be an innovative and creative individual with a proven strategic profile in the commercial or voluntary sectors alongside a passion for social business who can help set the direction of the company and balance the interests of tenants, shareholders and staff.

The Board currently consists of seven members with significant property, finance and governance experience. The current Chair is seeking to stand-down in 2022 which is why we are interested in appointing a new director who can bring their experience to help us expand our impact.

You should bring a new excitement and energy to how a large property portfolio can achieve maximum social impact and help us determine how a property company can tackle some of the most challenging problems of the modern day while influencing the wider property sector to do the same.

The role of our Chair is of vital importance to the running of Ethical Property, and having a strong and active Board is essential for us as we continue to develop our offering.

This pack should provide you with everything you need to support your application.



# WHO WE ARE

Pioneers of social enterprise we have become the largest provider of workspace for changemakers in the UK. We are uniquely positioned in today's marketplace, supporting our tenants so that they can concentrate on what they are passionate about in spaces filled with like-minded organisations. Our centres are places in which change truly happens. Within our 19 Centres across England, Scotland and Wales last year alone we supported over 1000 impactful organisations.

Formed in 1998, we have 1,350 plus shareholders, many of whom are progressive impact investors, who look beyond financial return and they are often motivated by our focus on social and environmental impact. It is this investment that has enabled us to build a property portfolio valued in excess of £60 million. The workspace we offer is as diverse as our tenants, we ourselves are based in an Old Music Hall on the vibrant Cowley Road in Oxford, which we share with many other tenants, our spaces include everything from an old railway station in Bath through to our latest award-winning centre in Bethnal Green. These centres provide a mix of workspace including office, conference and retail, and are filled with a dynamic array of tenants, ranging from international charities through to single traders, throughout this diversity is the common bond that we all want to make a positive change.

Our innovative governance and adherence framework safeguards our mission and underpins our commitment to social and environmental impact. Working to a triple bottom line and our Quintessentials, with our financial, environmental and social performance externally audited. We are committed to improving the environmental performance and are currently working to a target of 170kW per square metre, and we are pleased to report that most of our centres are now achieving this. We know we still have a lot to do and we are continuously making improvements.

Our Board consists of six Non-executive Directors and one Managing Director. They meet at least four times each year, and meetings are also attended by our Senior Management Team. The Board reviews its performance each year, and reflects on whether it contains the appropriate mix of skills required to enable the company to meet its objectives.

Additionally, there are three sub-committees:

The Audit & Risk Committee  
The Remuneration & Nominations Committee  
The Property Investment Committee

“ As a charity, working alongside other companies who understand our business model is a true benefit of being under the same roof as like-minded changemakers. ”

– Vibrance, The Green House

## Working in challenging times

We have been decisive and responsive throughout the COVID-19 pandemic ensuring our centres remain open and safe. This has enabled us to continue to provide workspace to those organisations who support some of the most vulnerable members of society. The health and wellbeing of our tenants and staff has always been at the heart of everything that we do.

# STRATEGY

Our vision is to become the go-to place for changemakers – tenants, investors, partners and staff. We believe that property should be used in the best interest of society, the planet and the economy. By bringing impactful organisations, staff and tenants together we have proven that real change can happen. Our aim over the next five years is to operate a financially sustainable and profitable business that delivers significant triple bottom line impact on the three main challenges facing contemporary society, with a focus on:



**Supporting the creation of a more inclusive society  
– by promoting equality**



**Tackling climate change – by working towards a  
carbon-neutral planet**



**Building a more sustainable economy – by  
promoting new economic ways of thinking and  
supporting enterprises that have clear community  
benefit**

The new Chair will have an important role in shaping how we achieve these goals in a post-pandemic environment.



# OUR BOARD



Sam Clarke (Chair) has chaired several value-driven organisations including Friends of the Earth, New Economics Foundation and The Climate Coalition. He is currently Chair of Charity Mentors. Sam previously chaired Ethical Property, from 2000 to 2010.



Monica Middleton has a background in business, marketing and investor relations at various blue chips and SMEs, most recently as Managing Director for the UK arm of Oikocredit. She is also a non-executive director of Cafédirect plc; Chair of the Cafédirect Guardian Share Company, and Chair of Women in Social Finance UK.



Juliet Can is a Director of Stour Trust and co-founder of Stour Space. She co-led the formation of the Hackney Wick & Fish Island Community Development Trust and is on the Board of London Community Land Trust. She spent 20 years' in the charity and social enterprise sectors, working primarily on women's rights, refugees and victims of human trafficking.



Anne-Marie O'Hara has 30 years' experience in property, charity and grant-giving roles including leading the property planning projects and European funding team at the National Trust for Scotland and has worked in central and local government and at a senior level. She currently runs an Edinburgh-based charity and social enterprise which provides business space for the third sector.



Conrad Peberdy (Managing Director) first joined Ethical Property in December 2009 as Director of Development, where he was responsible for developing new business opportunities, partnerships and the acquisition of new centers and became MD in 2019. He previously worked as Managing Director of Bristol East Side Traders, based in our Brunswick Square center.



Nina is a director of Westmill Solar Co-operative and recently served as Communities Director of the Low Carbon Hub. Nina is also a mathematical ecologist and a Fellow of the Institute of Chartered Accountants in England and Wales.



Paul Bellack has been with Ethical Property since its inception in 1999, after spending 19 years as property investment fund manager he founded a commercial property investment company. He is also a non-executive director for Ethical Property Europe, The Social Justice and Human Rights Centre and Ovesco.

## NEXT STEPS: HOW TO APPLY

Applications should consist of a full CV along with a covering letter briefly addressing the role and candidate specification as well as your motivation for applying. To discuss this opportunity in more detail, please contact Juliana Otalora, our HR Manager.

To view the job description and start your application please [click here](#). Completed applications should be sent by **Monday 13th of December**.

The first round of interviews will be held online on **Thursday 13th and Friday 14th of January 2022** with the second round being held in person at [The Foundry](#) on **Monday 24th of January 2022**.

The successful candidate will attend our Board meeting in **February 2022**.

The existing directors are able to appoint new directors until the next AGM, when they must be voted in by the shareholders for a three-year term.

We look forward to hearing from you soon.

