



ethicalproperty

# Non-Executive Director Recruitment



# WHO WE ARE LOOKING FOR

We are looking for a new Non-Executive Director to join the existing Board of Directors. The ideal candidate will be values-led and can demonstrate effective decision making alongside the personal qualities that help to promote a good team dynamic.

You need to be an innovative and creative individual with experience working in either the commercial or voluntary sectors alongside a passion for social business, however, previous Non-Executive experience is not required.

The Board currently consists of six members with significant property, finance, and governance experience, all with a passion for positive change in our society. Our Directors are committed to our core values and working within the remit of a Triple Bottom Line company.

The role of our Non-Executive Director 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.



**ethical**property

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**Ethical Property is itself one of the UK's largest social enterprises, which works to a triple bottom line. It offers flexible and fair leases to its tenants. The company believes that, by bringing impactful organisations together, real change can happen.**

”

– Mark Hannam, Chair





# 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 18 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 £58 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





# 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 QUINTESSENTIALS

The Quintessentials are the guiding principles for Ethical Property. They set out how we aspire to conduct our business and how we make ourselves accountable for our ethical performance. They are built on and reflect our purpose, mission and values.



**The Triple Bottom Line**



**Ethical Client Criteria**



**Ethical Management**



**Ethical Governance**



**Transparent Reporting**

To read more about The Quintessentials, please [click here](#).



# OUR BOARD



**Mark Hannam** (Chair) was formerly Chair of the Board at Fair Finance and Deputy Chair of the Board at the University of East London. He is a board member of Gateway Housing Association and has served as a non-executive director on the boards of Global Witness, and Numbers for Good.



**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 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.



**Nina Alphey** 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.



**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.



## NEXT STEPS: HOW TO APPLY

[Click here to read the full Job Description](#)

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: [juliana.otalora@ethicalproperty.co.uk](mailto:juliana.otalora@ethicalproperty.co.uk)

Applications should be completed via [the online application form](#) by **Friday 30th September 2022**.

The first round of interviews will be held on **Tuesday 25th October in Oxford** with the second round being held on **Tuesday 8th November in London**.

The successful candidate will attend our Board meeting on **Friday 16th December 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.

Thank you for your interest in Ethical Property, we look forward to hearing from you.

