



ethicalproperty

Non-Executive Director Recruitment

WHO WE ARE LOOKING FOR

We are looking for a new Non-Executive Director to replace an existing Director whose term of office will come to an end in March 2024. 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. It would be desirable if the successful candidate had good knowledge of one or more of the following: sustainable economy, partnership working, finance, or audit and risk.

The Board of Directors currently consists of seven members with a range of property, finance, and governance experience, together with a shared commitment to sustainable impact. The Board sets the direction of the company and balances the interests of tenants, shareholders, and staff. 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 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



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WHO WE ARE

Formed in 1998, EPC owns or manages 18 Centres in England, Scotland, and Wales and supports over 1,000 changemaking organisations. Our tenants work across a wide range of activities from the provision of welfare services, to campaigning groups, through to farmers' markets selling local produce. We currently have Centres in Bath, Brighton, Bristol, Cardiff, Edinburgh, London, Manchester, Oxford, and Sheffield, and our workspaces are as diverse in scale and style as our tenants.

We build close relationships with our partners – tenants, investors, and other strategic partners – to understand their needs and to explore and design ways in which places can be used to meet their objectives, and thus to unlock the potential that exists in their communities. We set up and manage these places, working closely with the communities that use them, to deliver positive outcomes. We measure, audit, and then report on the impacts we

have achieved, relating them to externally validated frameworks of sustainable impact.

Further information can be found at www.ethicalproperty.co.uk.

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 Governance & HR 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 impact on the main challenges facing 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 Alpey 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.



Jennifer Ekelund is a Director of Green Transition at The Partnering Initiative (TPI), and serves on the Board of Soha, an Oxfordshire housing association and mutual. Jennifer was the first head of the University of Oxford's Environmental Sustainability Estates and has experience working within the third sector. Jennifer joined the Board in November 2022 prior to being elected at our March 2023 AGM. She is a member of the Audit & Risk Committee.

NEXT STEPS: HOW TO APPLY

You will need to provide a CV and a letter of application, summarising your skills and experience, and which sets out why you are interested in becoming a non-executive Director of EPC. The CV and letter combined should comprise no more than five pages of A4 at standard font size.

To discuss this opportunity in more detail, please contact Juliana Otalora, our HR Manager: recruitment@ethicalproperty.co.uk

To view the job description and start your application please [click here](#).
Completed applications should be sent by Friday 22 of December.

The first round of interviews will be held on **Wednesday 17 January 2024 in Bristol** with the second round being held on **Thursday 1 February in London**.

The successful candidate will attend our Board meeting on the afternoon of **Wednesday 3 April 2024**.

The existing directors have the power to appoint new directors until the next AGM, to be held on 21 March, 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

