

## Role Description

### Chair – Preventable Surprises

Remuneration:	To facilitate fundraising for staff and project expenditure, the role of Chair is unpaid, although expenses for travel may be claimed.
Location:	Any location, ideally UK with frequent meetings in London, but the hub of this virtual organisation could be re-located to a major financial centre.
Time commitment:	At least 4 board meetings per year. The Chair will have regular meetings with the Chief Executive, and also represent Preventable Surprises at various meetings and events with key stakeholders.
Accountable to:	The Board (mutual accountability)

## Job Description

### Objective

Preventable Surprises is a research and advocacy organisation focused on how investors can be a bigger part of the solution vis a vis systemic risks and market dysfunctionality. Our progressive agenda aims to push both traditional investors away from business as usual denialism and ESG investors beyond their incrementalism towards bold practical steps for a socially just and environmentally sustainable global economy. As Chair, you will play a critical leadership role in this small but highly leveraged organisation.

### Context

Founded by Raj Thamotheram, formerly with USS and AXA IM and a well recognised thought leader and innovator, Preventable Surprises has proven that its theory of change works. Operating at a cottage industry level, it has achieved much but with things getting worse in the world, now is the time to take this beta tested operation to more industrial scale. This requires more leadership experience and higher level contacts than we have had to date. With the departure of David Murray, who was appointed as CEO in 2017, and with Raj needing to reduce his involvement due to health concerns, the Board has unanimously agreed that the right sequence of appointments for this small and nimble organisation is to appoint a new Chair who would then recruit the new CEO.

The Chair will provide a central leadership role, holding Board members and CEO to account for the organisation's mission and vision, through an inclusive leadership approach that sets tone for the organisation. We expect Preventable Surprises will have most impact by taking a nimble, emergent strategy approach, creating and filling gaps and then moving on. The Chair will ensure that the CEO operationalises this approach, mobilising the whole network to achieve agreed objectives. The Chair will also act as an ambassador and the public face of the organisation in partnership with the CEO, and building relationships with major donors, senior executives in the investment industry, financial media, senior political and regulatory officials and the leaders of like-minded organisations.

Preventable Surprises has secured funding from Joseph Rowntree Charitable Trust which will cover the CEO's salary for six months, and has been invited to apply for funding from the Friend Provident Foundation to support the push on forceful stewardship. Connections with senior/middle management within the investment industry has previously allowed major donor funding. In short, the fundraising potential is good assuming suitable appointments in the leadership positions and this has been confirmed by a recent fundraising review (available to short-listed candidates).

### Principal responsibilities

## Strategic leadership

- Develop a strategy to execute Preventable Surprises' mission, working with the Board members and the CEO when appointed, adapting this strategy as regularly as needed.
- Play a collaborative leadership role with the Board members and to the Senior Advisers.
- Ensure the CEO, when appointed, plays a collaborative leadership role with the Staff and the Positive Maverick Network, ensuring network members are well supported and that the benefits gained from working with Preventable Surprises outweigh any costs.
- Ensure financial stability and sound financial management.
- Develop strategic partnerships with organisations that share Preventable Surprises' worldview.

## External Relations

- Build on existing relationships with key decision-shapers with the investment industry, taking them to a higher level.
- Build strong relationships with current and prospective donors including foundations and (U)HNWIs, to enable the financial stability and growth of the organisation.
- Along with the CEO, when appointed, act as a lead ambassador for Preventable Surprises and one of its key spokespeople, representing the organisation at events and with the media and other important stakeholders (government officials, media, NGO leaders etc).

**Corporate Governance** – *the Chair may wish to recruit a board member to ensure this aspect is delivered effectively or may prefer to do it him/herself*

- Ensure that the Board operates within its formal objectives with particular regard to any legal/charitable requirements.
- Ensure that the Board regularly reviews major risks and opportunities, and has updated strategy and plans for managing these.
- Ensure that Board members fulfil their duties and responsibilities and where there are committees, ensuring the Chairs are held accountable.
- Ensure that conflicts of interests and other ethical challenges are prevented and where this is not possible, well managed with transparency and accountability.
- Conduct yearly appraisals of members of the Board to ensure appropriate learning and change, developing the knowledge and capability of Board members.
- Ensure that the Board is regularly refreshed and has the right balance of skills, knowledge and experience needed to govern and lead the organisation effectively, and that it reflects the key stakeholders and wider beneficiaries
- Lead the transition from a CIC to charity registration status, and explore options for additional charity status in other nations (e.g. 501 status in the US).

## Behaviours Governance - Effectiveness

- Chair the Board meetings to ensure effective, efficient and well-informed decision-making and that the Board operates as a team.
- Work closely with the Chief Executive, when appointed, to ensure that the preparation for meeting is good and follow up is effective.
- Encourage positive change where appropriate and manage conflicts as they arise.

## Relationship with the Chief Executive

- Establish and build a constructive working relationship with the Chief Executive, supporting and holding him/her to account for achieving agreed strategic objectives and respecting the boundaries which exist between the two roles.
- Conduct an annual appraisal and remuneration review for the Chief Executive in consultation with other Board members and key members of the Network.

- Ensure that the Chief Executive has the opportunity for professional development and has appropriate external professional support and ensure the Chief Executive is doing the same with the staff.

### **Additional information**

The Vice-Chair acts for the Chair when the Chair is not available and undertakes assignments at the request of the Chair.

The above list is indicative only and not exhaustive. The Chair will be expected to perform all such additional duties as are reasonably commensurate with the role.

## **Person Specification**

We are seeking an unusual combination of previous experiences and personal make up:

- A strong commitment to Preventable Surprises mission and vision with good alignment with its values and theory of change and the passion to grow the organisation's impact.
  - Ability to commit the time needed to conduct the role well, including travel and attending events out of office hours.
  - Proven commitment to progressive social change and or proven affinity with such NGOs.
  - Free of conflicts of interests – specifically not seeking to re-enter the investment world in a paid capacity after this role.
  - Good emotional intelligence and comfortable in a senior ambassadorial role, with the tact and diplomacy needed to listen and engage effectively, so fostering a collaborative ethos.
  - We are seeking an individual who has the financial resources to support themselves for at least a 4 year term of office.
- Personal gravitas to lead a small but significant international organisation which works collaboratively, sharing this leadership role with the Chief Executive, when appointed.
  - Experience of working within the investment management industry at a senior level.
  - Experience of successfully securing funding from foundations and or (U)HNWIs.
  - Strong networks and personal credibility with decision-shapers and a willing to make use of these networks to push forward the organisation's objectives.
  - Experience of start-ups and leading major organisational growth using emergent strategy approaches.
  - Experience of being part of a Board, ideally having chaired it and managing inevitable tensions.
  - Experience of external representation, delivering presentations and managing stakeholders.

## **Terms**

The Chair (and board members) will serve a 4 year term to be eligible for re-appointment for an additional term.

In addition to chairing the main Board meetings, the Chair has the right to attend any sub-committees or working groups as required to effectively carry out their role as Chair.