



**Engineering UK**

**Appointment of Chair**

January 2023

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# 1. Welcome from Dr Rashada Harry, Co-Chair Chair Selection Working Group

I am delighted you are interested in exploring the opportunity to become EngineeringUK's next Chair of the Board of Trustees. We exist to inform and inspire young people and grow the number and diversity of tomorrow's engineers. Through our members and partners, we aim to nurture the next generation of engineers. We are passionate about making sure that all young people understand the breadth, societal impact and excitement of modern engineering and technology careers and that they know how to get into them.

The ongoing shortage of engineers remains a critical challenge for us as a country. It is a problem that will only become more acute as we build the workforce to achieve Net Zero – now on an accelerated timeline. Our mission has never been more vital to the UK than now given the considerable headwinds, and we will achieve it through the delivery of our 2023-2028 strategy.

Established in 2001 we are a charitable organisation created to promote education and engagement in engineering and technology. We are privileged to receive a share of the registration fees of professionally registered engineers and technicians and our work is also supported by our Corporate Members as well as other funders of our activities. Our cross-sector approach places us at the heart of engineering and technology with a responsibility to work collaboratively with professional engineering institutions, industry, government and educational institutions and focus on activities that we are best placed to deliver and add the most value.

If like us you believe **that more young people from all backgrounds should be informed, inspired and progress into engineering and technology related careers** and you bring the skills and experiences needed in the role of Chair, we would love to hear from you.

We look forward to discussing the role, organisation and our work with you in due course.

**Dr Rashada Harry**  
**Trustee and Chair of the Chair Selection Working Group**



## 2. Who we are

**EngineeringUK is a not-for-profit organisation, which works in partnership with the engineering community to inspire tomorrow's engineers and increase the number and diversity of young people choosing academic and vocational pathways into engineering.**

We work locally, regionally and nationally with a wide range of organisations across business and industry, government, education, and outreach, including Professional Engineering Institutions. We partner with these organisations to develop and promote effective initiatives and programmes to inspire young people to consider a career in engineering.

Engineering is a varied, stimulating and valuable career and we need to ensure that it is accessible for this generation of young people – for their own life chances and so that we have a diverse and insightful workforce that enables the UK to thrive. We urge those in education, government and industry to work together to foster the critical engineering and technology skills needed for the UK to be a leader in innovation and improve societal and economic resilience and environmental sustainability.

EngineeringUK aims to grow the collective impact of work across the sector to help young people understand what engineering is, how to get into it, and be motivated and able to access the educational and training opportunities on the way. Over 180 signatories of our Tomorrow's Engineers Code, launched in October 2021, have committed to working more collaboratively and effectively together to reach these shared goals, helped along by our digital platform for teachers, Neon.

We aim to inspire, engage and inform the next generation of engineers directly via programmes designed to excite young people about the variety and opportunity presented by a career in modern engineering and give them the chance to meet people already working as engineers.

Through The Big Bang, Energy Quest, Robotics Challenge and Tomorrow's Engineers Week and careers resources, we're showing young people from all backgrounds how their studies could lead to a rewarding career as a STEM professional.



We work with employers and institutions, driving up the quality and collective impact of engagement activities. We analyse what enables, inspires or deters young people from choosing a career in engineering and share and apply our learnings widely.

We participate in and drive inspirational campaigns which transform the perception of engineering of young people and their influencers. Our work aims to grow overall investment in quality, engineering-focused, STEM engagement activities, run by EngineeringUK and others.

We form strategic partnerships to broaden reach especially to under-represented groups, including with Royal Academy of Engineering, Careers & Enterprise Company, Department for Education, Engineering Council and STEM Learning.

Our corporate members comprise some of the country's best-known engineering companies, such as, Arm, EDF, National Grid, Shell and Siemens, while hundreds more work with us as sponsors of The Big Bang, Energy Quest and Robotics Challenge, as signatories of the Tomorrow's Engineers Code, as contributors to Neon and as partners in our research.

The Chair will be leading the organisation in its delivery of its new 5 year strategy from September 2023.

## Our Vision

The UK has the workforce needed for engineering and technology to thrive, to improve sustainability and to achieve net zero.

## Our Mission

EngineeringUK will enable more young people from all backgrounds to be informed, inspired and progress into engineering and technology.

We aim to achieve our ambition through the 3 core strands of work:

**Increasing reach and inspiration** - Reach more, and more diverse, young people with inspiring messages about careers in engineering.

**Developing and sharing insight** - Be the recognised and trusted voice on the pathways to engineering, related enablers and blockers for young people and good practice for engagement activities.

**Growing collective impact** - Simplify the landscape and enable partnerships and collaborations to inspire more, and more diverse, young people into engineering.

## Our Values

**We are insightful** - and open and honest with our insight so that everything we do to inspire young people into engineering is based on clear and up-to-date evidence, gained by listening to and learning from our community.

**We are courageous** - and dynamic in the development, piloting and promotion of ideas and activities which can help us all to inspire tomorrow's engineers and increase the talent pipeline for engineering.

**We are passionate** - about inspiring a new generation of engineers and making a positive difference to young people's lives.

**We are inclusive** - with partnership and collaboration at the heart of what we do. We are determined to reach those people who are under-represented in modern engineering.

## We'll work with stakeholders to achieve the following.

1. Establishing the composition of the current engineering and technology workforce, future workforce needs and how to address them
2. Leading efforts to grow the collective impact of all engineering and technology inspiration and careers activities with young people of school age
3. Expanding EngineeringUK's activities to encourage more, and more diverse, young people into engineering, technician and tech roles
4. Advocacy and support to address policy and delivery challenges in STEM and careers education and workforce planning for engineering and tech



### 3. Research and Policy

We base everything we do on evidence and we share our analysis and insight widely, with government, media, education and the engineering community.

For more than 20 years, we've undertaken comprehensive research into the state of engineering in the UK – providing a detailed examination of engineering's economic contribution and the composition of its workforce, as well as the extent to which the supply through education and training pathways is likely to meet future needs and demand for engineering skills. This flagship research, once produced as a single report, is now available in a range of formats, providing the most up-to-date analysis.

Additionally, we regularly measure public perceptions of engineers and engineering and produce regular research reports, briefings and interactive dashboards.

Our research covers a range of themes:

- [Educational pathways into engineering](#)
- [Industry & workforce](#)
- [Diversity in engineering](#)
- [Careers provision and engineering outreach](#)
- [Perceptions and knowledge of engineers and engineering](#)

### Membership

Our Members play a fundamental part in inspiring the next generation and helping to deliver impactful engineering focused STEM engagement activities and opportunities at a national and strategic level. As part of this network of employers, they also benefit from insight and analysis together with strategic support and advice, backed up by a regular communications programme and profiling opportunities.

Our members include Drax, Jacobs, Leonardo, Network Rail and Pearson. A full list of our members can be found [here](#).

## 4. Equality, Diversity and Inclusion

We developed a 3-year equality, diversity and inclusion (2019-2022) (EDI) sub-strategy to provide clarity on what we aim to achieve and help prioritise actions, eventually helping to create a diverse and inclusive engineering workforce, reflective of the UK population. Our work focusses on bringing young people onto engineering pathways at the age of 19, but we will continue to support the work of other organisations to ensure that further and higher education and employment are increasingly inclusive and with improved diversity. We will also continue to provide sectoral data on EDI with respect to the engineering sector's workforce and associated education and training at all ages.

EngineeringUK has been working to improve the diversity of young people participating in our programmes for many years – we will continue to do this while investing more in understanding how participation affects different groups. We will gather and share evidence and best practice that already exists and test how we can improve our own activities.

We also recognise the importance of reflecting on changes we can make within EngineeringUK. We will continue to use external progression frameworks and consultation with our staff to identify where we can improve. We are proud members of the Employers Network for Equality & Inclusion (ENEI), the UK's leading employer network covering all aspects of equality and inclusion issues in the workplace. We also use the Diversity and Inclusion Progression Framework for professional bodies to help benchmark and guide our work.

We continue to review our policies and recruitment processes through an EDI lens and are committed to becoming a more diverse and inclusive organisation.

### Why we are determined to improve EDI

- Research demonstrates that increased workforce diversity improves innovation, creativity, productivity, resilience and market insight. We have a critical role to play in helping the engineering sector to be more effective by growing the diversity of its workforce.
- As the engineering workforce becomes more diverse this provides the societal good of also diversifying the beneficiaries of engineering products and services.
- Increasing the proportion of under-represented groups progressing into engineering will not only raise the quality of engineering, but also address the engineering skills shortage at a numerical level.
- All young people should have equal opportunity in all walks of life, but particularly in pathways that lead to fulfilling and rewarding careers such as engineering. These pathways have the potential to break intergenerational cycles of poverty.
- Enhancing our own EDI will strengthen our delivery (particularly in relation to our EDI strategy). Delivering improved EDI also aligns with the priorities of many of our current funders and members and should widen our appeal to new funders and partners, also improving organisational resilience.

### Strategic Aims

We aim to simultaneously improve the diversity of:

- Those that work for EngineeringUK (staff and Trustees).
- The young people that we seek to inform and inspire into engineering.
- The organisations that we fund to work with young people (to improve their organisational diversity, to engage under-represented audiences and to measure their EDI impact).



## 5. Role description

EngineeringUK seeks an inspirational leader to become our new Chair of Trustees. As Chair, they will lead our Board and organisation as we work together to deliver our 2023-28 Strategy. Key responsibilities include, but are not limited to:

### Governance

- Chairing the Board of Trustees to achieve our Vision and Mission, and ensuring the best use of EUK's resources to achieve the greatest impact for young people.
- Chairing the Annual General Meeting, strategy days, extraordinary Board meetings (as/when required).
- Reviewing and evaluating the composition and effectiveness of the Board and its Committees to maintain an appropriate balance of skills, knowledge, experience and diversity.
- Ability to lead a large Board and diverse committees, with an understanding of governance and the focal role of the Chair; which is the ability to bring people together through effective collaboration.
- Ensuring the Board of Trustees is kept appropriately informed by the Executive Leadership Team through formal and informal reporting at and between meetings.

### Strategic leadership

- A strategic thinker, with an appreciation for how multilateral organisations work.
- An appreciation of UK education and building skills for the future.
- An understanding and appreciation of diversity, inclusion, equity and ethics and how this informs the future work of EngineeringUK.
- You will ensure the board regularly reviews major risks, alongside opportunities, and that systems are in place to manage and mitigate risk.
- You will ensure the board fulfils its duties to the sound financial health of the charity and that there are systems in place to ensure financial sustainability.

### Championing our work

- Nurturing relationships with key stakeholders, which includes driving our partnerships with external organisations, including The Engineering Council, branches of government, industry businesses, the wider engineering community, educational institutions, and the public.
- Embody passion and energy for EngineeringUK's work to inform and inspire young people to grow the number of tomorrow's diverse engineers.
- Actively garners the support of funding for EngineeringUK, opening access to networks to encourage others to join us in our mission.
- Actively champion the work of EngineeringUK through visible promotion, supporting EUK's public profile, and representing EUK as a spokesperson; has the ability to raise the brand/profile of EUK.
- Championing EngineeringUK's commitment to ED&I, both internally and publicly

## **Relationship with the CEO and Executive Team**

- Line managing the Chief Executive and annually evaluating performance and achievements.
- Providing advice to the Chief Executive and Executive Team before new ideas, plans and projects are presented to the Board of Trustees.
- Facilitating aligned relationships between the Chief Executive and Executive Team when forming strategy and policy; ensuring delivery against agreed plans and objectives.

## **6. Person specification**

We are looking for an individual who is passionate about the role of engineering in our country's future and about how young people from all backgrounds can be informed and inspired to pursue careers in engineering and technology. You will be a will be a credible, committed, and experienced board leader, and passionate advocate for opportunities for young people.

If you are excited by the opportunity to lead the board through an exciting new era for young people's engagement with engineering and technology, then we would love to hear from you.

### **Key experience and skills:**

#### **Essential**

- Experience of working on successful and involved Boards, with comparable scale and complexities to EUK.
- An inspirational leader and experienced Chair, with a mindset of humility and openness to the different perspectives, talents and demands within the Board.
- An accomplished communicator and listener with excellent interpersonal skills, able to relate to a wide range of people and facilitate discussions on a variety of complex and sometimes difficult subjects.
- High personal standards and values regarding honesty, integrity, reliability and commitment to the Chair role.
- Ability to demonstrate diversity of thought and reflect this in board decision making.
- Diplomatic with excellent communication and relationship-building skills, and an ability to engage meaningfully, building trust across all levels and stakeholders, internally and externally.
- You will be a natural collaborator who believes in the power of partnerships to achieve outcomes.
- Understanding of charity governance processes, with acceptance of the legal duties, responsibilities and liabilities of charity trusteeship.
- Inclusive and empowering leadership – a champion of equity and inclusivity and commitment to furthering this in the organisation.

#### **Desirable**

- Possess an understanding of the relationship between PEIs and collaboration with EUK.
- An understanding of the way in which engineering is taught currently.
- Views on education and building skills for the future.
- Experience of managing media and press dialogue.

## 7. Terms of appointment

This is a voluntary position, and the role of the Chair of Trustees is unremunerated, although expenses are covered. We expect the role to require a time commitment of 20 - 30 days per year.

There are 4 Board meetings per year. The Chair is invited to all committee meetings, but it is not a requirement to attend all.

### The following meetings are expected for 2023:

- Board of Trustee Meeting 17 July (PM) and/or 18 September (PM) (TBC)
- Nominations and Remuneration Committee – 4 December (AM)
- Board of Trustee Meeting – 4 December (PM)
- Business and Industry Panel – 5 December (AM)

We aim for all Board meetings to take place at our London HQ or remotely. At least one meeting per year will be held outside London and may require an overnight stay.

Should the need arise, ad-hoc meetings may occur, for example to recruit a Trustee Director, or for the Board to review an important matter out of session.

In addition, all Trustees Directors are invited to internal all staff events, which are held monthly and are a mix of virtual and in-person formats.

### Length of term:

This appointment would be for a four-year term, renewable for an additional term of four years.



## 8. How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to EngineeringUK on this appointment.

Candidates should apply for this role through our website at [www.saxbam.com/appointments](http://www.saxbam.com/appointments) using code **RAJCB**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring\* form.

The closing date for applications is **noon on Monday 6<sup>th</sup> February**

Please note EngineeringUK works to promote the breadth of engineering and is funded from across the engineering sector including organisations involved in defence, oil and gas, and nuclear energy.

We therefore need to clarify that you:

- are aware of EngineeringUK's support for the breadth of engineering sectors, and
- would be comfortable representing EngineeringUK

\* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

### GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.



# Saxton Bampfylde

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