

Welcome

Thank you for your interest in becoming the Chairperson of The Magenta Project. We are very excited to be recruiting for this role at such an important time for our organisation.

In this information pack we have provided a brief introduction to our organisation, along with the job description and person specification for the Chairperson's role.

About us

The Magenta Project (TMP) is a collective of passionate people committed to creating equal access and opportunities for women in sailing and working with a wide range of individuals and organisations in the UK and worldwide to make that happen.

It was started in 2015 by members of the all-female 'Team SCA' who successfully competed in the 2014-15 Volvo Ocean Race campaign. Many of those founders, including Abby Ehler, Libby Greenhalgh, Annie Lush and Sally Barkow, remain actively involved.

TMP is currently run entirely by volunteers, overseen by a small Board of Directors consisting of four Trustees of the charity and two additional Directors. Although we have big plans for the next two years, we are currently a small organisation without any paid staff or major sponsorship or funding. We have achieved a lot to date through partnership working but now want to build on that, strengthening and enhancing those partnerships and finding new partners and funders in order to be able to achieve even more. In November 2018 TMP became a UK registered charity and we see this as an important opportunity to grow our support so that we can deliver even more public benefit.

Our objectives

As a charity our aim is to promote equality and diversity in sailing. Our work is focused on three key areas:

- **Upskilling female sailors** through on water training, learning and development opportunities and through building networks/relationships that connect individuals and organisations
- **Inspiring generations** of female sailors through raising awareness and the visibility of women in sailing and celebrating their achievements
- **Driving change** in the sailing industry through providing solutions and sharing evidence of what works, influencing and advising on policy and offering support to event and race organisers to introduce change initiatives.

A few examples of what we do include:

- The recently launched TMP **Mentoring Programme** with 34 applicants from 12 different nationalities matched with mentors across the globe on a six-month programme to help them climb the inshore or offshore yacht racing routes or transition from dinghy classes into the yacht racing world
- The **Magenta Coaching Days** piloted last year providing race training to women wanting to participate in club racing. This is about to be extended in partnership with the RYA at clubs across the UK this summer
- Working with key boat owners and event organisers to provide aspiring and developing female sailors with **coaching and major regatta experience on performance boats** including in the 2017 Sydney Hobart Race through a partnership with Lisa Blair, the 2018 New Caledonia Race on Ave Gitane through a partnership with Antonio Pasquale, on the M32s in Auckland at the Volvo Ocean race stopover and on Scallywag at the race finish, supported by the Volvo Ocean Race 2017-18
- Our ongoing **awareness and profile raising** of the successes and achievements of women in sailing through our own website and social media platforms and the wider media.

For further information about our organisation and what we do see our [website](#) or [Facebook page](#).

Applying for the role

In the remainder of this information pack we have set out the job description and person specification for the Chairperson. Please read these carefully and when you are ready to apply please send your CV and a cover letter to contact@themagentaproject.org marked 'TMP Chairperson Application' no later than February 10th 2019. Please clearly outline in your cover letter why you are the right person to lead us, how you meet the person specification and how you will help us deliver our objectives.

If after reading the information provided you would like to have a further conversation with one of the existing board members please email yvonne@themagentaproject.org with your contact details and we will arrange a mutually convenient time for one of the board members to speak to you.

Thank you for your interest in being a part of The Magenta Project. We look forward to receiving your application.

Job Description

CHAIRPERSON – THE MAGENTA PROJECT

Objective

The Chairperson will provide support, direction, vision and leadership to The Magenta Project Board of Directors.

She/he will be an inclusive leader, hold the Board to account for the Magenta Project's vision and mission and ensure that each Board Member fulfils their duties and responsibilities for the effective governance of the charity. The Chairperson will also ensure that the Board functions as a unit and works closely with the founders and our supporters, volunteers and partners to achieve our charitable objectives. She/he will act as an ambassador and the public face of the organisation.

The Magenta Project (the organisation) is currently run by a small Board consisting of four Charity Trustees plus two of the original founders (collectively the Non-Executive Directors), working with the organisation's individual supporters, volunteers and partners.

Currently there are no paid executives and at the current time this is a more 'hands on' Chairperson role than in larger resourced organisations. When the Magenta Project secures resources to be able to employ an Operations Manager or other senior staff member the Chairperson will support their recruitment and management, ensuring that the organisation works effectively together to achieve agreed objectives.

Principal responsibilities

Strategic leadership

- Provide leadership to the organisation and its Board, ensuring that the Magenta Project has maximum impact for its beneficiaries
- Ensure that the Non-Executive Directors (NEDs) fulfil their duties and responsibilities for the effective governance of the organisation
- Ensure that the Board operates within its charitable objectives, and provides a clear strategic direction for the Magenta Project
- Ensure that the Board is able to regularly review major risks and associated opportunities, and satisfy itself that systems are in place to take advantage of opportunities, and manage and mitigate the risks
- Ensure that the Board fulfils its duties to ensure sound financial health of the organisation, with systems in place to ensure financial accountability

External Relations

- Act as an ambassador for the cause and the organisation
- Develop and maintain close relationships with key stakeholders including members of the sailing world, potential and actual partners, sponsors and funders and other key influencers and contributors who can assist in the delivery of the organisation's vision
- Act as a spokesperson for the organisation when appropriate
- Represent the organisation at external functions, meetings and events
- Facilitate change and address any potential conflict with external stakeholders

Governance

- Ensure that the governance arrangements are working in the most effective way for the organisation and in compliance with the requirements of a UK charity
- Develop the knowledge and capability of the NEDs
- Encourage positive change and, if required, address and resolve any conflicts within the Board
- Appraise the performance of the individual NEDs and the Board on an annual basis
- Ensure that Board membership is regularly refreshed and incorporates the right balance of skills, knowledge and experience needed to govern and lead the organisation effectively and which also reflects the wider population and the beneficiaries of the organisation's work
- Work within any agreed policies adopted by the organisation.

Efficiency and effectiveness

- Ensure regular meetings of the Board take place
- Chair meetings of the Board effectively and efficiently, bringing impartiality and objectivity to the decision-making process
- Ensure that the NEDs are fully engaged and that decisions are taken in the best, long-term interests of the organisation and that the Board takes collective ownership
- Foster, maintain and ensure that constructive relationships exist with and between the NEDs and between the NEDs and Founders
- Work closely with the Lead Directors for each area of work (and the Operations Manager if appointed) to give direction to Board policy-making and to ensure that meetings are well planned, meaningful and reflect the responsibilities of Directors
- Monitor that decisions taken at meetings are implemented.

Relationship with the Operations Manager

Only applicable once an executive Operations Manager or senior staff member is appointed

- Establish and build a strong, effective and constructive working relationships with the Operations Manager ensuring they are held to account for achieving agreed strategic objectives
- Support them in their role, whilst respecting the boundaries which exist between their role and those of the Board
- Ensure regular contact with them and develop and maintain an open and supportive relationship within which each can speak openly about concerns, worries and challenges
- Liaise with the Operations Manager to maintain an overview of the organisation's affairs, providing support as necessary
- Conduct an annual appraisal and remuneration review for the Operations Manager in consultation with other Directors
- Ensure that the Operations Manager has the opportunity for professional development and has appropriate external professional support

Additional information

The Chairperson will be required to become a charity trustee.

A Vice-Chair may be appointed who acts for the Chairperson when they are not available and undertakes assignments at the request of the Chairperson.

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

Remuneration: The role of Chairperson is not accompanied by any financial remuneration, expenses for travel may be claimed subject to funding being available.

Location: The Magenta Project does not have fixed premises. Meetings are held through a combination of in person and virtual methods (Skype, teleconferencing etc.) using the resources of the Board members and partners.

Time commitment: Minimum of 6-8 Board meetings per year, though currently meetings are held monthly. Outside of those meetings the Chairperson is also expected to have regular contact and meetings with other NEDs as required and with the Operations manager, and also to represent the organisation at a small number of events and meetings with key stakeholders.

Reporting to Board of Directors Executive Committee (The 4 founding Charity Trustees)

Person Specification

CHAIRPERSON – THE MAGENTA PROJECT

In addition to the qualities required of a Director of the organisation, the Chairperson must also meet the following requirements:-

Personal Qualities

- Demonstrate a strong and visible passion and commitment to the organisation, our strategic objectives and cause
- Personal gravitas to lead a growing charity, delivering on an international stage
- Exhibit strong interpersonal and relationship building abilities and be comfortable in an ambassadorial role
- Demonstrate tact and diplomacy, with the ability to listen and engage effectively
- Strong networking capabilities that can be utilised for the benefit of the organisation
- Ability to foster and promote a collaborative team environment
- Ability to commit time to conduct the role well, including travel and attending events out of office hours

Experience

- Experience of operating at a senior strategic leadership level within an organisation
- Successful track record of achievement
- Experience of organisation governance and working with or as part of a Board of Directors
- Experience of external representation, delivering presentations and managing stakeholders
- Significant experience of chairing meetings and events

Knowledge and skills

- Strong leadership skills, ability to motivate the whole Magenta Project Team and bring people together
- Core I.T skills and capability to chair effective virtual meetings using conference calling/video conferencing
- Financial management knowledge and a broad understanding of organisation finance issues
- Good understanding of organisation governance issues
- Broad knowledge and understanding of the not for profit sector and current issues affecting it (*Desirable*)
- Experience of and familiarity with the world of sailing and sail racing (*Desirable*)

Terms

The Chairperson will serve a three-year term to be eligible for re-appointment for one additional term.