

Enginuity®

# Trustee Recruitment Pack

May/June 2026



[www.enginuity.org](http://www.enginuity.org)

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# Welcome from our Chair and CEO



# Welcome from Sir Jim McDonald, Chair



Thank you for your interest in the role of Trustee for the Enginuity Group board; I hope you enjoy reading more about us and the difference we are making to the UK manufacturing and engineering sector.

UK manufacturing and engineering is vital to our economy; it has a rich and proud heritage but also a bright future if we seize the opportunity to be a global leader in new technologies and the transition to decarbonisation. We believe that UK engineering and manufacturing businesses can change the world by being at the forefront of designing, making and maintaining the solutions society needs. But our engineering and manufacturing employers face a persistent mismatch between the skills education and training systems available, and those that employers need, alongside new skills gaps created by a rapidly changing sector and world.

Enginuity is a charity dedicated to finding new ways to close skills gaps in UK engineering and manufacturing, so that employers have the right skills to prosper. Skills that enable businesses to grow, create an engaged and productive workforce, and make a meaningful contribution to tackling global challenges.

Enginuity connects learning organisations, trade associations, professional engineering institutions, individual businesses and government departments to ensure employers, industries and individuals have the skills to seize the economic and personal growth opportunities created by digital and sustainable technologies.

EAL, the Group's specialist engineering and manufacturing Awarding and Assessment Organisation, is supporting the industry by providing high quality qualifications, assessments and skills solutions for educators and training providers, making sure employers have the right skills at the right time.

Enginuity and EAL have an ambitious 10-year plan to grow the charity to ensure that the sector continues to benefit and prosper with the engineering and manufacturing skills needed, so it's an exciting time to get involved.

I have been Chair of Enginuity for nearly two years, and I truly believe the work we do with others will help UK engineering businesses adapt faster to change, resulting in a more productive sector that is a global leader in advanced manufacturing and net zero.

If you're interested in joining us please take a further look at our website to find out more about us. I wish you the best of luck should you decide to apply.

Best wishes

Sir Jim McDonald



# Welcome from Ann Watson, Chief Executive Officer

At Enginuity we're passionate about our purpose - to find new ways to close skills gaps in UK engineering and manufacturing. We believe that UK engineers can change the world, given the opportunity, and across the Enginuity Group we work hard to ensure that existing and future engineers have access to the skills and educational routes they need to change the world for the better.

As a charity, Enginuity has two commercial subsidiaries: EAL which is a leading organisation awarding both engineering and manufacturing technical and vocational qualifications and end point assessments, and Enginuity Skills which is the much smaller trading arm of the charity. Supported by an agile organisational structure and shared services support, all parts of the Group complement each other to achieve our collective purpose.

We are a relatively small but perfectly formed charitable group of around 180 colleagues who share our passion and who work incredibly hard to help us meet our ambitious growth plans.

We have grown considerably over the past three years, and have ambitious plans to continue this growth both within the UK and internationally. EAL has great aspirations to expand its portfolio of qualifications and assessment services and contribute an increasing surplus to support the charity's objectives, whilst Enginuity continues to focus on how it delivers impact, with new products and initiatives to further support engineering employers, particularly SMEs, with their engineering skills needs.

We are at our very core a business built on the expertise, passion and creativity of our people. Our

colleagues are fundamental to the difference we make and can be directly attributed to the respect and recognition that the Enginuity and EAL brands have with our customers and external stakeholders.

We are an organisation committed to being inclusive and we are proud to hold Clear Assured gold accreditation as well as being a Disability Confident Leader. Sustainability and having a positive impact on the world around us are also important parts of our company culture.

Our corporate values, created jointly with our colleagues, help to sum up our culture and the kind of organisation we are:

We are **bold**  
We make a **difference**  
We're in it **together** We  
value all **voices**.

Our Chair and Board of Trustees play a vital role in providing support and direction to me and my Executive Leadership Team colleagues; they have a wide variety of skills, experience and backgrounds which provide rich insight and knowledge to enable us to shape and deliver our business plan.

I have been with Enginuity Group for over 25 years and it's a brilliant organisation to work within. With regular Government policy changes on skills there is always much to do, which we achieve together with the fantastic group of people we employ who always pull together to make that difference needed.

I hope you enjoy learning about us, and I look forward to meeting with you should you decide to apply for our Trustee opportunity.

Ann Watson



# About us



# Our Vision, Mission and Goals

## Our Vision

Enginuity wants to become the go-to organisation and source of information for anyone looking to help UK engineering and manufacturing employers have the right skills at the right time to adapt faster to change.

Together with others, we will enable businesses to embrace advanced manufacturing and the net zero transition.

## Our Purpose

To find new ways to close skills gaps in UK engineering and manufacturing in order to create a more productive sector at the forefront of designing, making and maintaining the solutions to society's greatest challenges. "UK engineers can change the world, given the opportunity".

## Our Mission

Enginuity is a charity dedicated to finding new ways to close skills gaps in UK engineering and manufacturing. We use sector data alongside our deep understanding of the skills needs of UK engineering and manufacturing employers to:

1. Support employers in discovering new sources of skills.
2. Provide insights and recommendations on the skills that are increasingly in demand, so businesses, sectors and government can plan ahead.
3. And through EAL, the Group's specialist awarding and end point assessment organisation and skills partner for industry, connect organisations to ensure technical education is fit for purpose and keeps pace with change.

## Our Goals

A sustainable charitable group with a

growing surplus that is invested in activities that deliver public benefit and a positive impact to the UK engineering sector.

Enginuity is a registered charity and provides public benefit by:

- Supporting Engineering and Manufacturing to drive a positive and growing contribution from the sector both in terms of jobs and contribution to GDP.
- Supporting employers in identifying future skills requirements and developing or sourcing appropriate education and skills solutions to upskill and reskill their existing workforce thereby maintaining people in employment for longer whilst also promoting the sector as an attractive and worthwhile career.
- Ensuring that individuals and employers can access high quality engineering skills training programmes, assessment, and validation to keep their skills and competency relevant, up-to-date, and evidenced.
- Inspiring individuals with latent talent who may not have considered engineering and help individuals already interested in a career in engineering to understand their potential and be given opportunities for development and progression.
- Ensuring that ethics and safety of the public is integrated into all training both directly and through partners to create the right environment for and build trust in engineers to tackle some of society's most pressing issues such as climate change.

# What We Do

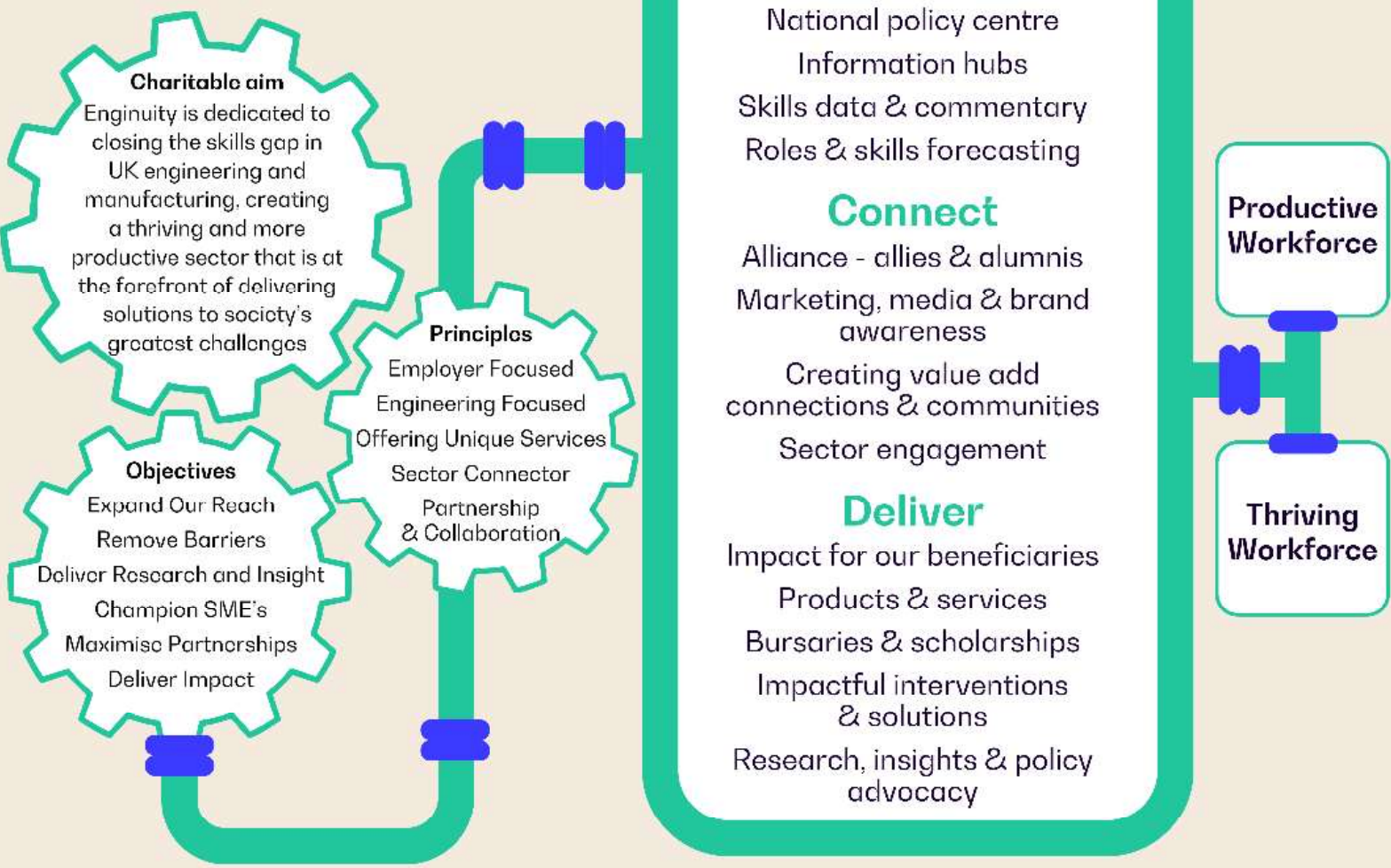
UK engineering and manufacturing industries face skills gaps, exacerbated by rapid advancements in engineering and manufacturing, combined with complex challenges.

Our unique understanding of these challenges has allowed us to create tools, resources and solutions by:

- Supporting engineering and manufacturing employers to discover new sources of skills.
- Collaborating with employers and educational institutions to inform industry insights, product development, and represent industry views.
- Creating new potential solutions for employers and the industries we serve.
- Providing employers with insights to help them plan ahead, identifying the skills their engineers need, so they can continuously improve and support their workforce.
- Connecting organisations so they prioritise the things that matter, through our understanding of the industry and employers' needs.
- Providing employers with the right skills and standards through technical education and lifelong learning so they can keep up with changing industry needs.
- Developing qualifications to meet the skills needs of employers, understanding the differences and complexities across the 4 nations we serve.
- Reinvesting any surplus from our trading subsidiaries into charitable activities, to continue to close industry skills gaps.

# Our Plan to 2027

## Enginuity Our plan to 2027



# Our Values and Behaviours

All our leaders, colleagues and Trustees have a role to play in positioning the Enginuity Group as a trusted expert and living our Group values and behaviours.

Our values and behaviours were co-created by our colleagues in 2021 and are embedded in all we do;



## **We are bold**

We are proudly ambitious, constructively challenging the status quo and pioneering new ideas, concepts and solutions. We are future focused and champion change, innovation and continuous improvement.



## **We make a difference**

We take ownership and responsibility to ensure we invoke a positive difference. Acting with intent and purpose to deliver excellent results. We place our internal and external customers at the heart of everything we do.



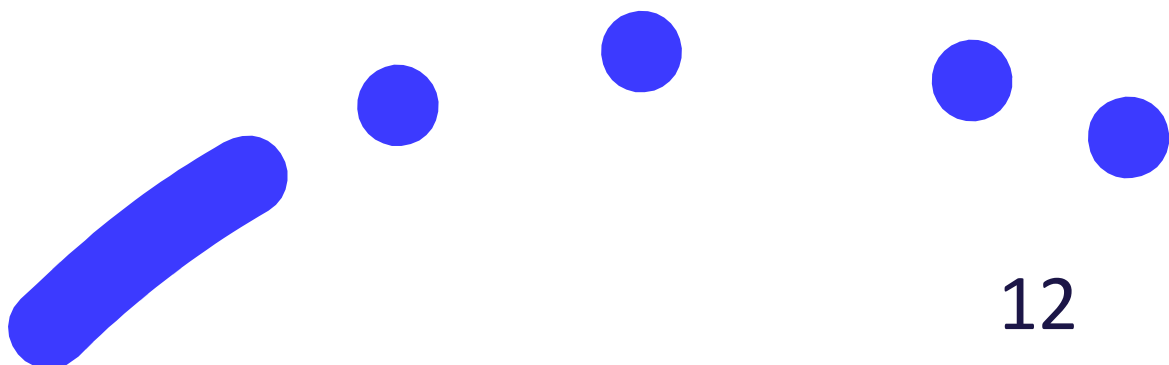
## **We're in it together**

We create meaningful relationships based on support, collaboration, mutual respect and trust. We are passionate about our common goals and committed to work in partnerships for the benefit of all.



## **We value all voices**

We value authenticity, encourage diversity and welcome the strengths individuals bring. We take time to listen, understand and be curious, welcoming and inviting feedback to ensure all voices are heard.



# Our History, Finances and Governance



We've gone by many different names, but expertise in the skills challenges affecting UK engineering and manufacturing has been a consistent thread throughout our history.

Our origins lie in the formation of the Engineering Industry Training Board in 1964.

We gained charitable status when we became the Engineering Training Authority (Entra) in 1988 and are still proud to operate as a not-for-profit today.

A merger with the Marine and Engineering Training Association in 1996 saw us become EMTA and in 1997 we launched EAL - our specialist skills, awarding and assessment services organisation for industry.

In 2003, a further merger with the Science Technology and Mathematics Council created SEMTA, a Sector Skills Council for the Advanced Manufacturing and Engineering Sector.

In 2019 we set off on a journey to become a self-funded organisation. We could see that a unique approach to engineering sector data, combined with our existing expertise, could enable individuals, employers and industries to seize growth opportunities and potentially change the world for the better.

SEMTA rebranded as Enginuity in February 2020, to better reflect our dedication to finding new ways to close UK engineering and manufacturing skills gaps.

As was the case back in 1964, a deep understanding of the skills challenges affecting our sector is still at the heart of what we do today.

## Our Finances

Enginuity Group's funding is derived from the profits of EAL and Enginuity Skills, and from delivering projects which address the productivity and skills development needs of employers and employees within the engineering sector.

In the year ending 31st March 2026, our income was just under £16 million.

## Our Governance

As a charity, we're governed by a Board of Trustees who share our passion for the sector and who provide support and direction to our Executive Leadership Team to deliver our vision and charitable objectives.

Our board is proactively engaged and keen to make a difference and an impact, each member bringing different skills and perspectives to ensure we're moving forward to deliver our mission. You can find out more about our current Board members on our [website](#).



# Appointment of Trustees



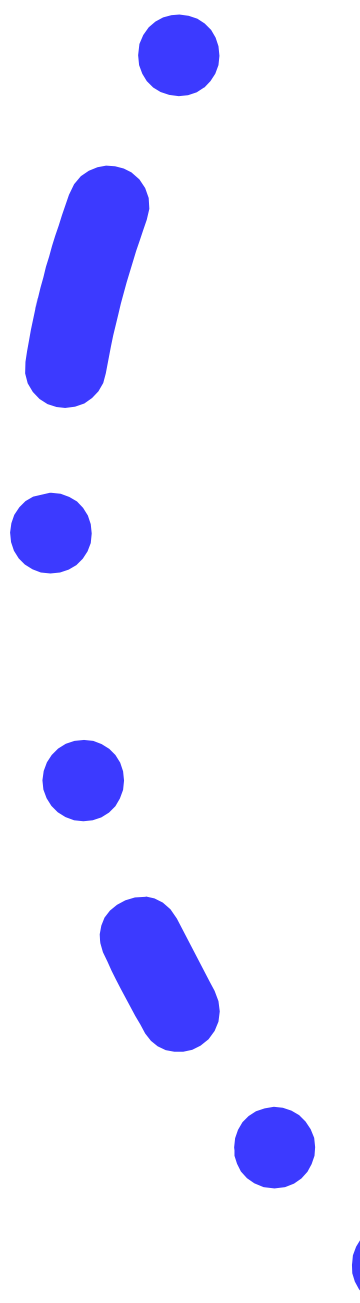
# The Trustee Role

We are seeking a new Board Trustee to join us and bring experience and new ideas to support us to achieve our charitable objects and business plan goals.

Our Trustees are responsible for ensuring Enginuity pursues its stated charitable objectives (purposes), achieves its vision, mission and business goals and is compliant with all legal and regulatory requirements. Trustees act as guardians of the charity's assets, both tangible and intangible; ensuring that Enginuity's governance is of the highest standard, they provide strategic guidance, using their skills, backgrounds and contacts to assist Enginuity in continuing to sustainably make a real difference.

SMEs are an important part of Enginuity's strategy and beneficiary group. We are particularly looking to appoint someone who can strengthen the skillset of the board by bringing skills and experience from an SME (small and medium enterprise) background, to support our mission in ensuring the voice of SMEs in the sector is represented and heard.

We are very keen to work towards a more diverse Board of Trustees and equity, diversity and inclusion are integral to everything we do as we strive to make Enginuity an inclusive place to work. We encourage applications from all backgrounds and communities and are more than happy to discuss any reasonable adjustments that you may require.



# Trustee Responsibilities

The duties of an Enginuity Group trustee are as follows:

- Ensuring that the organisation pursues its stated objects (purposes), as defined in its governing document, by developing and agreeing a long-term strategy for both Enginuity and EAL.
- Ensuring that the group complies with its governing document, charity law, company law and any other relevant legislation or regulations.
- Ensuring that the organisation applies its resources exclusively in pursuance of its charitable objects (ie the charity must not spend money on activities that are not included in its own objects, however worthwhile or charitable those activities are) for the benefit of the public.
- Ensuring that the group defines its goals and evaluates performance against agreed targets.
- Safeguarding the good name and values of the group and ensuring there is the right culture where staff feel safe and respected.
- Ensuring the effective and efficient administration of the group, including having appropriate policies and procedures in place.
- Ensuring the financial stability of the group.
- Protecting and managing the property of the charity and ensuring the proper investment of the charity's funds.
- Ensuring that all risks to the charity and its assets are identified, ideally in a risk register, and appropriate steps established to mitigate those risks.
- Report any serious incidents to the Charity Commission.
- Ensuring adequate processes are in place to deal with any conflicts of interest between Enginuity and EAL.
- Following proper and formal arrangements for the appointment, supervision, support, appraisal and remuneration of the Chief Executive.
- Participation in relevant Board sub-committees.

In addition to the above statutory duties, each trustee should use any specific skills, knowledge or experience they have to help the board of trustees reach sound decisions. This may involve scrutinising board papers, leading discussions, focusing on key issues, providing advice and guidance on new initiatives, or other issues in which the trustee has special expertise.

## Person Specification

- A commitment to the organisation.
- A willingness to devote the necessary time and effort.
- Excellent communication skills.
- Good listening skills and openness to other views and feedback.
- Strategic vision.
- Independent judgement.
- A willingness to challenge constructively.
- An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship.
- An ability to work effectively as a member of a team.
- A sharing of the company values – we are bold; we make a difference; we're in it together; we value all voices.
- A commitment to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

# Appointment Terms

## Time Commitments

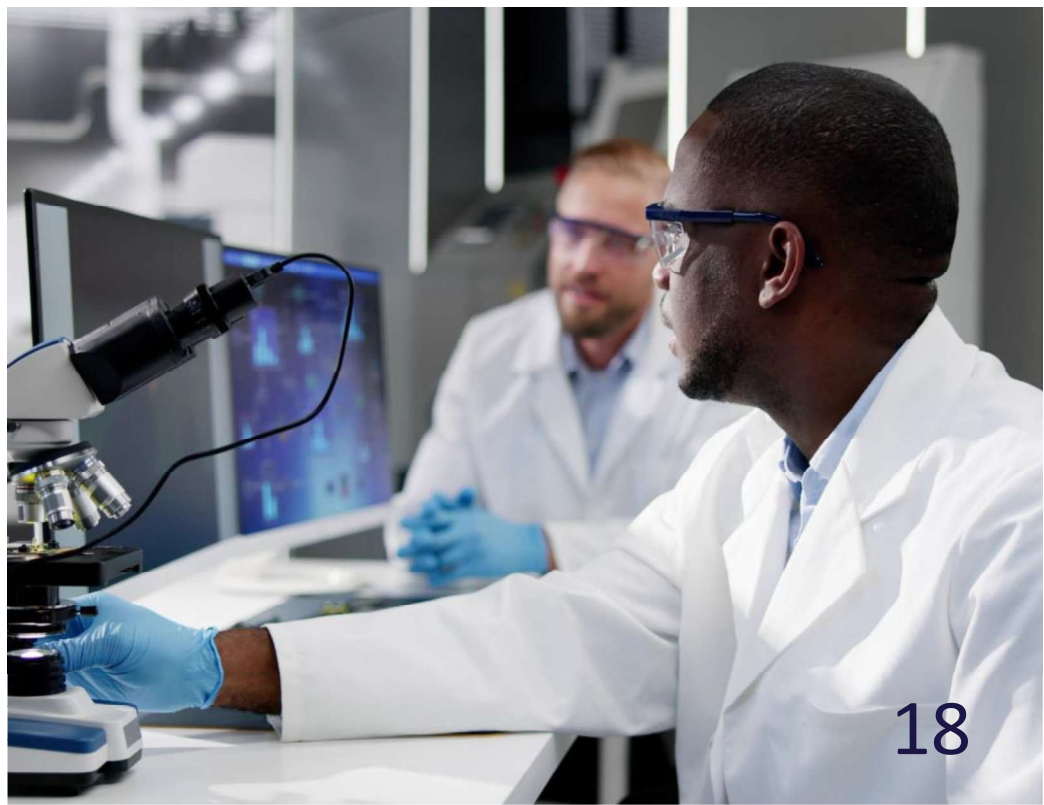
- Trustees are expected to attend Board Meetings four times a year which are normally held in London but may also be held in other parts of the UK. Each meeting lasts approximately 4 hours. Board meetings are often preceded the evening before with a board dinner including stakeholders and beneficiaries.
- In addition, you will be encouraged to serve on one of our sub-committees which also meet three or four times a year.

## Term of Office

- Trustees are elected/re-elected for a term of 3 years unless otherwise specified (maximum 9 years)

## Remuneration

- Whilst these roles are not remunerated, Trustees will receive reimbursement for reasonable expenses incurred during work on behalf of Enginuity Group.





# How To Apply

Candidates wishing to apply should submit a covering letter and CV outlining the relevant skills, knowledge and experience you would bring to the role.

Applications should be made via our Recruitment Portal, you will be re-directed to this should you apply via a job board.

If you have any questions or would like to request any adjustments to the recruitment process, our People Team will be happy to help. Email us at [peopleteam@enginuity.org](mailto:peopleteam@enginuity.org)

**Key Dates:**

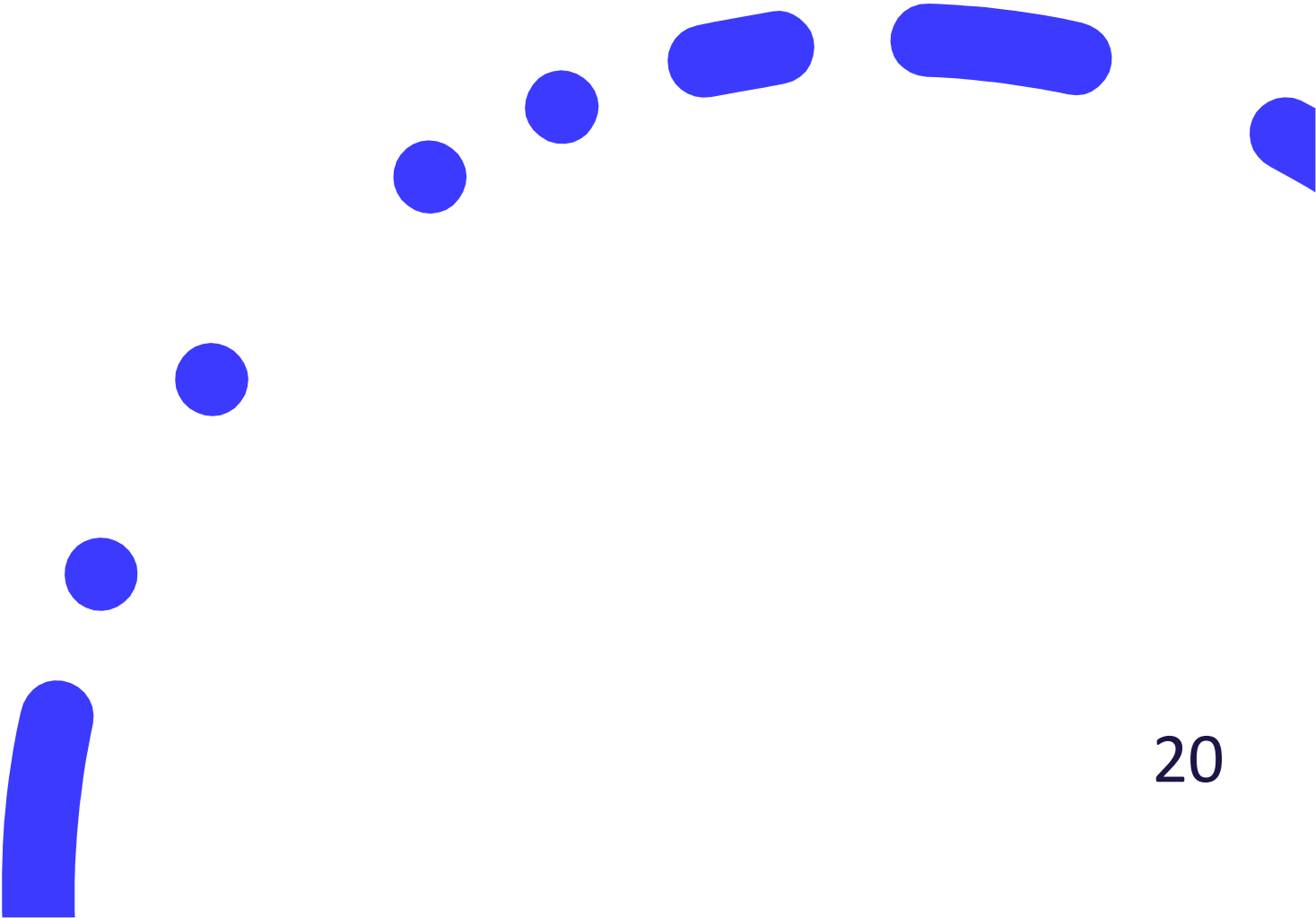
Closing Date: 15<sup>th</sup> June

Shortlisting: w/c 15<sup>th</sup> June

First stage interviews: w/c 6<sup>th</sup> & 13<sup>th</sup> July

Second stage interviews: Early August

Thank you for your interest.



**Enginuity®**