

Enginuity®

Deputy Chair Recruitment Pack

October/November 2025

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 Deputy Chair 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 Organisation and End Point 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.

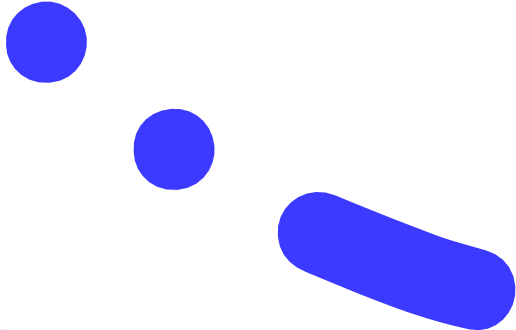
I have been Chair of Enginuity for just over 12 months, and I truly believe the work we do with others will help UK engineering businesses adapt faster to change, resulting in a more productive sector that is a global leader in advanced manufacturing and net zero.

If you're interested in joining us, please have an informal discussion with our Chief Executive Officer, Ann Watson, and 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 deliver on its exciting strategic refresh, with new products to further support engineering employers, particularly SMEs, with their engineering skills needs.

Although our investment in technology to support the engineering sector has increased over the past 5 years, 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 silver accreditation, working towards gold status. Sustainability and having a positive impact on the world around us is also an important part 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 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. It's a brilliant organisation to work within and 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 Deputy Chair 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

Charitable aim

Enginuity is dedicated to closing the skills gap in UK engineering and manufacturing, creating a thriving and more productive sector that is at the forefront of delivering solutions to society's greatest challenges

Objectives

- Expand Our Reach
- Remove Barriers
- Deliver Research and Insight
- Champion SME's
- Maximise Partnerships
- Deliver Impact

Principles

- Employer Focused
- Engineering Focused
- Offering Unique Services
- Sector Connector
- Partnership & Collaboration

Convene

- National policy centre
- Information hubs
- Skills data & commentary
- Roles & skills forecasting

Connect

- Alliance - allies & alumnis
- Marketing, media & brand awareness
- Creating value add connections & communities
- Sector engagement

Deliver

- Impact for our beneficiaries
- Products & services
- Bursaries & scholarships
- Impactful interventions & solutions
- Research, insights & policy advocacy

Productive Workforce

Thriving Workforce

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 2025, our income was just over £15 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 Deputy Chair



The Deputy Chair role

We are seeking a Deputy Chair to support our Chair and Board of Trustees.

Working closely with our Chair, the Deputy Chair will help to ensure that Enginuity Group remains a beacon of positive impact for the engineering and manufacturing sector it serves and as a model of good governance. Alongside the Chair, you will act as a figurehead, representing the organisation to external stakeholders and fostering positive relationships with beneficiaries and other key stakeholders. You will deputise for the Chair as appropriate at internal board meetings and external beneficiary or stakeholder meetings, represent Enginuity and its subsidiaries at functions, and utilise your professional network to benefit the Enginuity Group.

In addition to your Deputy Chair role, your role as a Trustee is to ensure Enginuity pursues its stated charitable objectives, achieves its vision, mission and charitable 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. The board of trustees oversee the overall management and administration of the charity and ensure that Enginuity has a clear strategy and that our work and goals are in line with our vision.

Just as importantly, they support and challenge the executive team to enable the charity and its subsidiaries to grow and thrive, and through this achieve our mission and deliver public benefit.

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.

Deputy Chair 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 contributing to the development of 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 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.

As Deputy Chair:

In addition to the general responsibilities of a charity trustee; specific duties of the Deputy Chair include the following:

- Supporting the Chair in ensuring that the delivery of the organisation's charitable purposes provide public benefit and that the subsidiary organisations fulfil their roles in support of the charity.
- Chairing and facilitating board meetings and any other internal meetings where required, as agreed with the Chair.
- Deputise for the Chair as appropriate at any external beneficiary or stakeholder meetings for example the National Manufacturing Skills Task Force meetings and Strategic Advisory group.
- At the request of the Chair, provide senior level sponsorship/oversight to significant projects or activities that the charity will undertake.
- Supporting the Chair and CEO on building relationships for the benefit of the charity and its beneficiaries with policy makers across the four nations.
- Representing Enginuity and its subsidiaries at functions, meetings where a senior level presence is required.
- Make the connections and influence at a senior level with the 4 nation Governments and other stakeholder organisations.
- Use and develop professional network for benefit of Enginuity Group and to widen that network for benefit of the charity.
- Acting as an external and media spokesperson when required. Take part in relevant communications and media engagement activities on behalf of the charity and help increase the awareness/raise the profile of Enginuity
- With the Chair and CEO, support the induction and training of new trustees. Undertake a mentoring role to new trustees.
- Any other duties or responsibilities that the Chair may ask the Deputy Chair to undertake.

Person specification

- Previous demonstrable experience of chairing boards (ideally in the capacity of Chair or Deputy Chair) including planning the agenda, ensuring input from all members, clarity of decisions and actions.
- Active within the sector and has the experience and standing to enhance Enginuity's role.
- Passion and knowledge for skills and the engineering and manufacturing sector and a willingness to lead the charity and effect positive change.
- Understanding of the legal responsibilities of being a trustee.
- Honesty, reliability, willingness and commitment to the role.
- Ability to understand nuances between the role of the Chair, Deputy Chair and the CEO and to know when to support and challenge without stepping into executive activities.
- Excellent written and verbal communication skills.
- Experience of public speaking and media engagement.
- Good listening skills and openness to other views and feedback.
- Ability to influence and challenge constructively, bringing out the best of the Board members to maximise their skillsets and contributions.
- Ability to make connections and influence at a senior level with Government and other stakeholder organisations
- Championing and advocating for the needs of the sector and beneficiaries.
- Excellent facilitator: can make everyone feel confident and create an inclusive environment.
- 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.

Desirable skills, qualifications and experience

- Professional engineer or extensive experience of working with the sector
- Experience of having been a board member of a charity or not for profit organisation and an understanding of the Charity Commission requirements.
- Experience of international business development/ expansion

Appointment terms

Time commitments

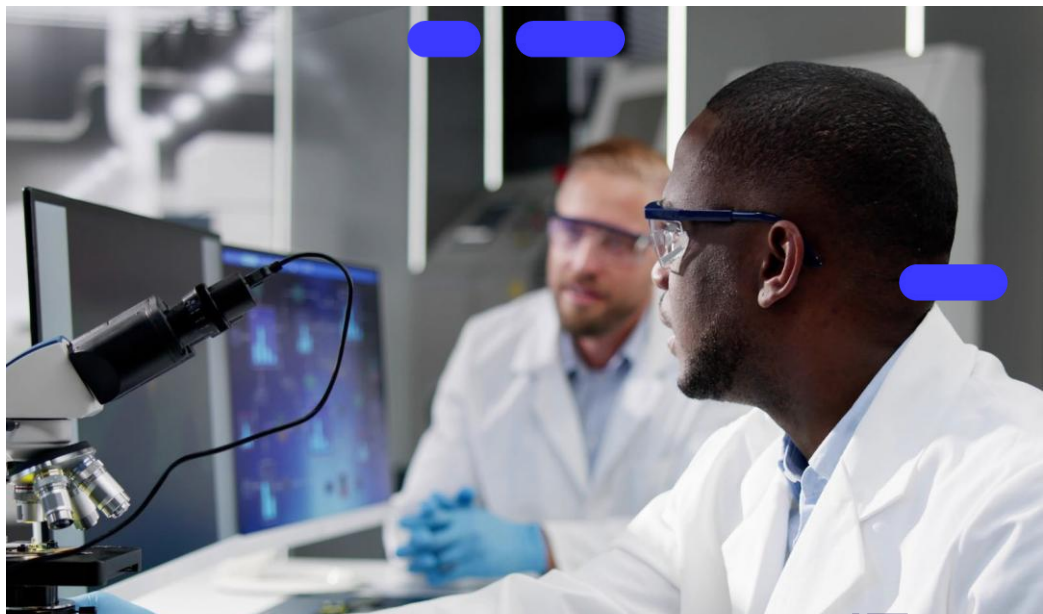
- Trustees are expected to attend Board Meetings four times a year which are normally held in London but may also be held in other parts of the UK. Each meeting lasts approximately 4 hours. Board meetings are often preceded the evening before with a board dinner including stakeholders and beneficiaries.
- The Deputy Chair will be expected to chair, facilitate and attend other meetings with external stakeholders, attend events as required and to deputise for the Chair of Trustees as required.
- 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

- The tenure of the Deputy Chair will be 18 months with a view to extend to mirror the tenure of the current Chair whilst in post.

Remuneration

- The Deputy Chair is a remunerated role, £7,058 for 16 days work per year, increasing by £440 for each additional day of work up to a maximum of £15,000 per annum for a maximum of 34 days per work in the role.
- Trustees also 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.

For an informal discussion about the Deputy Chair role at the Enginuity Group please contact our CEO Ann Watson via Fay Saunders, Executive Assistant, at fay.saunders@enginuity.org

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

Key Dates:

Closing Date: Sunday 23rd November 2025

Shortlisting: Tuesday 25th November 2025

First stage interviews: Monday 1st and Tuesday 2nd December 2025

Second stage interviews: Monday 8th December 2025

Thank you for your interest.

Enginuity®