

Enginuity®

Trustee Recruitment Pack

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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 becoming a member of the Enginuity Board and 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 am proud to be Chair of Enginuity as 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 160 colleagues who share our passion and who work incredibly hard to help us meet our ambitious growth plans.

We have grown 20% year on year over the past two years, and have ambitious plans to continue this growth. 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 digital products to further support engineering employers 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 in 2021, 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 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 Trustee opportunities.

Ann Watson



About us



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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've created a 'common language' for engineering and manufacturing occupation and skills data. We use this unique approach to 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 delivers 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.
- Using data about engineering skills needs to create 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 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.



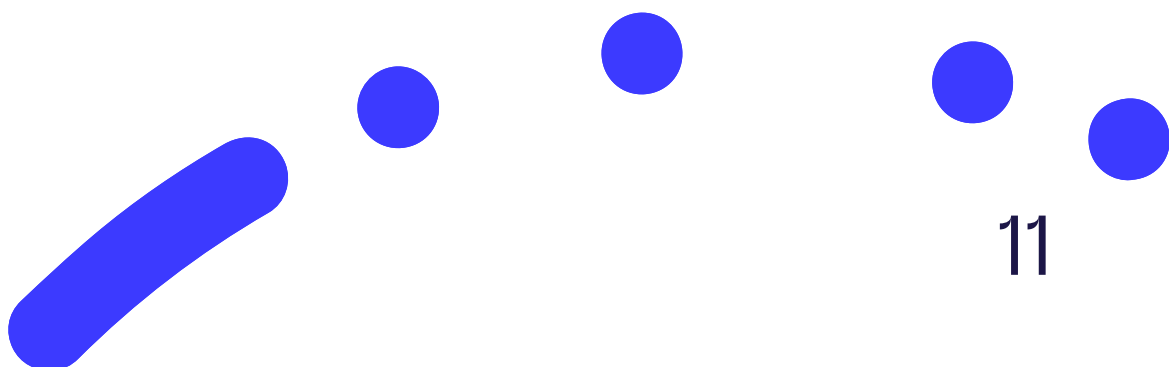
We're in it together

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 2023, our income was just over £13 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 new Board Trustees to join us and bring experience and new ideas to support us to achieve our charitable objectives and business plan goals.

Our trustees play a vital role in making sure that Enginuity Group achieves its core purpose and makes a tangible impact to skills in the engineering and manufacturing sector. The board of trustees oversee the overall management and administration of the charity and also 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.

Trustees have a collective responsibility. This means that they always act as a group and not as individuals.

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.


We are looking for people passionate about skills and the engineering and manufacturing sector who are willing to bring energy, enthusiasm and commitment to the role, and who will broaden the diversity of thinking on our board.

We are always looking for skills and experience to complement and strengthen the current skillset of the board, so would be particularly interested if you are an experienced Human Resources or Finance professional however we are primarily looking for people who are passionate about the skills and the sector.

Trustee Responsibilities

The duties of an Enginuity Group trustee are as follows:

- Support and provide advice on Enginuity's purpose, vision, goals and activities.
- Be an advocate for Enginuity Group and the work it does for the sector both within your own organisations, networks and the sector as a whole.
- Act as a critical friend applying skills, knowledge and connections to ensure that Enginuity's work can have a substantive impact on the sector and employers and individuals within it.
- Contribute to the broader promotion of Enginuity Group's objects, aims and reputation by applying your skills, expertise, knowledge and contacts.
- Approve strategies and business plans and monitor and evaluate their implementation and impact.
- Oversee the group's financial plans and budgets and monitor and evaluate progress.
- Ensure the effective and efficient administration of the organisation.
- Ensure that key risks are being identified, monitored and controlled effectively.
- Review and approve the group's financial statements.
- Provide support and challenge to the CEO in the exercise of their delegated authority and affairs.
- Keep abreast of changes in Enginuity's operating environment.
- Attend Board meetings, adequately prepared to contribute to discussions.
- Use independent judgment, acting legally and in good faith to promote and protect Enginuity's interests, to the exclusion of their own personal and/or any third party interests.



Other Requirements

- As a small charity, there will be times when the trustees will need to be actively involved beyond Board meetings. This may involve scrutinising board papers, leading discussions, focusing on key issues, providing advice and guidance on new initiatives, presenting externally, 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 telling us why you wish to become a Trustee and the relevant skills, knowledge and experience you would bring to the role.

For an informal discussion about being a Trustee 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 **HERE**

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

Thank you for your interest.



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