



**RESTORATIVE  
SOLUTIONS**

reducing harm, resolving conflict

Restorative Solutions CIC,  
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## **NON EXECUTIVE DIRECTOR, RESTORATIVE SOLUTIONS CIC ROLE DESCRIPTION**

**Role title: Non-Executive Director**

**Remuneration: £2,000 per annum plus expenses**

**Reports to: Executive Chair**

### **Background**

As a Community Interest Company (CIC) we are a not for profit organisation, committed to delivering innovative restorative solutions for the benefit of the community as a whole, by reducing harm and resolving conflict.

RS CIC delivers (1) hands on restorative justice services for Police and Crime Commissioners and other clients, (2) training in all aspects of restorative approaches, and (3) consultancy and management at both strategic and operational levels.

We innovate in restorative approaches and we are developing pioneering programmes in the sectors of health, prisons, education and child to parent aggression.

We continue to advise and influence senior decision makers in the government and we contribute to publications and conferences.

### **Accountability:**

Non-executive directors work alongside executive directors, and are equal members of the Board. You will share responsibility with the other directors for the decisions made by the Board and for the success of the organisation. You will be accountable and report to the Executive Chair.

### **Main Duties and Responsibilities:**

As a non-executive director, you will bring innovation and experience, and drive forward the strategic agenda of the Board. There should be constructive challenge of proposals so that decisions made by the Board achieve the best outcome.

You will balance the need to remain independent of the operational day-to-day business of the organisation with maintaining a level of knowledge that will enable you to ask tough, objective questions. You will be able to scrutinise operational and financial performance and satisfy yourself as to the integrity of financial, operational and other information, and that financial and operational quality controls and systems of risk management are robust.

**Skills:**

- You do not require any previous restorative approaches experience, but will have experience of operating at a senior level, in a complex commercial or not for profit service organisation, and have strong business acumen.
- You will be able to analyse and interpret complex data.
- You will have an understanding of providing strategic direction and knowledge of governance and how boards should add value.
- You will be able to lead an organisation through periods of change and demonstrate a thorough understanding and appreciation of the issues facing a complex and developing organisation in a changing environment.
- You will demonstrate commercial and financial literacy.
- You will have experience of commissioning processes.
- You will have some understanding of the processes of public sector bodies who may commission our services.

**Personal Qualities:**

- You will have an interest in restorative approaches.
- You will have personal integrity.
- You will be able to empathise with, communicate with, lead and inspire a wide range of people, both internally and externally.
- You will apply any specialist knowledge and experience appropriately.
- You will develop and maintain constructive relationships with other directors and, when necessary, other bodies through excellent interpersonal skills, team working and good communication style.
- You will have the ability to lead and participate in making difficult evidence-based decisions.
- You will foster an ethos of continual improvement and a learning culture in the Board and be passionate about the continual improvement and development of the organisation.

**Application Process:**

If you would like to be considered for this role, please send us a CV, together with a statement of no more than 2 sides of A4 outlining both how you meet the skills and personal qualities outlined above and why you would like to work with the Board of Restorative Solutions as a non-executive director.

Applications should be made via email to our Executive Chair, Gary Stephenson, at [GaryStephenson@restorativesolutions.org.uk](mailto:GaryStephenson@restorativesolutions.org.uk) If you would like to discuss the role with Gary prior to submitting an application, please email him at that address or call him on 07505 128568.

Deadline for receipt of applications is Tuesday 31<sup>st</sup> March 2020.

Interviews with the Board will be held in Birmingham on Thursday 30<sup>th</sup> April.