



Impetus



Digital Advisory Group Members
Information Pack

Introduction from the CEO

"Impetus is a dynamic, impact focused organisation, passionate about enabling lasting improvements in educational and economic outcomes for young people from disadvantaged backgrounds.

To deliver continued and better growth, we are investing in our digital and information capabilities, and are keen for creative, forward-thinking, experienced people from all backgrounds to join our Digital Advisory Group. This group will provide insight and challenge to how we use technology within Impetus and improve our information and knowledge management so our staff can operate at the top of their abilities.

We are both rigorous in our work and caring, inclusive and fun in our culture. We have an ambitious new strategy and would welcome applications from digital experts who can help us grow further and better."

Eleanor Harrison OBE

CEO, Impetus

A note from the Digital Advisory Group Chair

"I'm delighted to be chairing the new Digital Advisory Group at Impetus on behalf of the Board of Trustees, that will bring together leading experts from across the digital industry to help shape our strategy and deploy digital technologies to the benefit of Impetus, our charity partners, and the young people we seek to impact.

Being a part of Impetus has been incredibly rewarding, and with the challenges facing young people in our country only increasing, the work the organisation does is becoming more important than ever.

If you're an executive with digital expertise and a desire to gain exposure to the nonprofit sector, this is a great opportunity to give back, broaden your knowledge of the challenges facing young people, and meaningfully impact their future pathways."

Andy Thoms

Head of Broadcast, Sports and Entertainment and EMEA Partnerships, Google
Impetus Trustee and Chair of the Digital Advisory Group



Overview

Are you passionate about giving all young people the best chance in life?

Could you lend your digital skills, experience and perspective to our Digital Advisory Group to help us improve our information and knowledge management, to maximise effective collaboration and decision making and drive further efficiency in our work?

Impetus is seeking new members for its newly created Digital Advisory Group, which helps guide the direction of digital development across the organisation and our charity portfolio.

We are looking for advisors with experience in change management, project management of digital transformations, strong awareness of developments in the digital landscape, and understanding of the challenges faced by smaller organisations with limited digital roles.

Our mission is to support young people from disadvantaged backgrounds succeed in school, work and life. We are committed to harnessing the benefits of becoming more diverse in background, experience and thought and welcome applications from people of all ages and genders, particularly those with lived experience of the issues our young people face.



About Impetus

Impetus transforms the lives of young people from disadvantaged backgrounds by ensuring they get the right support to succeed in school, in work and in life.

We find, fund and build the most promising organisations working with these young people, providing core funding and working shoulder-to-shoulder with their leaders to help them become stronger.

We currently support a portfolio of 23 high potential charities in the youth sector, helping them deliver benchmark-beating employment and education outcomes for young people.

In partnership with other funders, we also help our charities to scale their interventions, and we influence policy and decision makers so that all young people get the support they need.

Impetus currently has more than 44 members of staff, supporting programmes across England, Wales and Scotland.

Impetus is a registered charity and our charity number is 1152262.

Background

In October 2022, Impetus created a digital function, headed by a Director of Digital and Information to 'lead us through a modernisation process that will update our choice of technologies and our use of those systems' and 'help us change the way we work, not just the systems we use.'

While progress has been made on both fronts, to date this has been greater on the former goal than the latter, though we remain some way short of our ideal position on both.

The Digital Advisory Group is therefore being created to give direction on how we can move quickly to close these gaps, to optimise our ways of working and embed digital across the organisation.



Our Values

Evidence led and results driven for young people

We pursue excellence for the young people we work with, are wholly committed to better outcomes, unapologetically results driven, and accountable for our actions.

High trust, high challenge

We invest the time, kindness, integrity and honesty needed to build and sustain long-term relationships. We focus on developing high trust, to allow for high challenge, helping our colleagues, partners and supporters to be our very best selves in pursuit of our mission.

Diversity enables us to thrive

We seek to embed diversity of thought, background and experience in every aspect of our work. We are open, thoughtful and proactive in better understanding and challenging our assumptions to better deliver the change we seek.

Brave and open

We are brave and open; exploring new solutions to long-term problems, asking difficult questions well; learning from mistakes and challenging the status quo when needed.

Collaboration always

We will not succeed alone. We seek meaningful, productive partnership with others to achieve our mission and drive systems change for young people.

Purpose

The Digital Advisory Group's dual purpose is to:

- Keep Impetus abreast of best practice, relevant developments, and opportunities and risks related to the use of digital in our key functions – for example, grant-making, fundraising, and communications
- Provide advice and insight on the implementation of digital initiatives, including both technical and related change-management and cultural aspects.

Digital Advisory Group objectives

- Review and advise on digital strategy, and digital aspects of organisational strategy
- Advise on priority areas of focus for development, based on the quality of Impetus' current performance across functional areas, available resources, and distance from current state to best practice
- Identify and discuss emerging digital trends for consideration within Impetus
- Challenge and stress-test significant new initiatives proposed by Impetus' Digital Department
- Provide advice and support for our charity partners to develop and scale operationally
- Advise on areas where we could better use existing systems and processes, build digital skills across the organisation, and create deep and lasting engagement with digital development across Impetus
- Challenge Impetus to face outwards, and proactively seek and learn from best practice elsewhere
- Advise on, and suggest external organisations for, effective collaboration for achieving strategic goals.

Person Specification

We are looking for members who have:

- Strong awareness of developments in the digital landscape, particularly those that might help Impetus achieve greater organisational effectiveness, more efficient ways of working, and better knowledge management
- Experience in change management or project management of digital transformations, particularly those focused on the above
- Understanding of the challenges faced by smaller organisations with limited or no specialist digital roles - as may be the case with charity partners we support
- A commitment to Impetus' mission
- A commitment to equality, diversity and inclusion
- Knowledge of technology in the education sector
- Familiarity with partnership and consultancy working.



Structure and meeting frequency

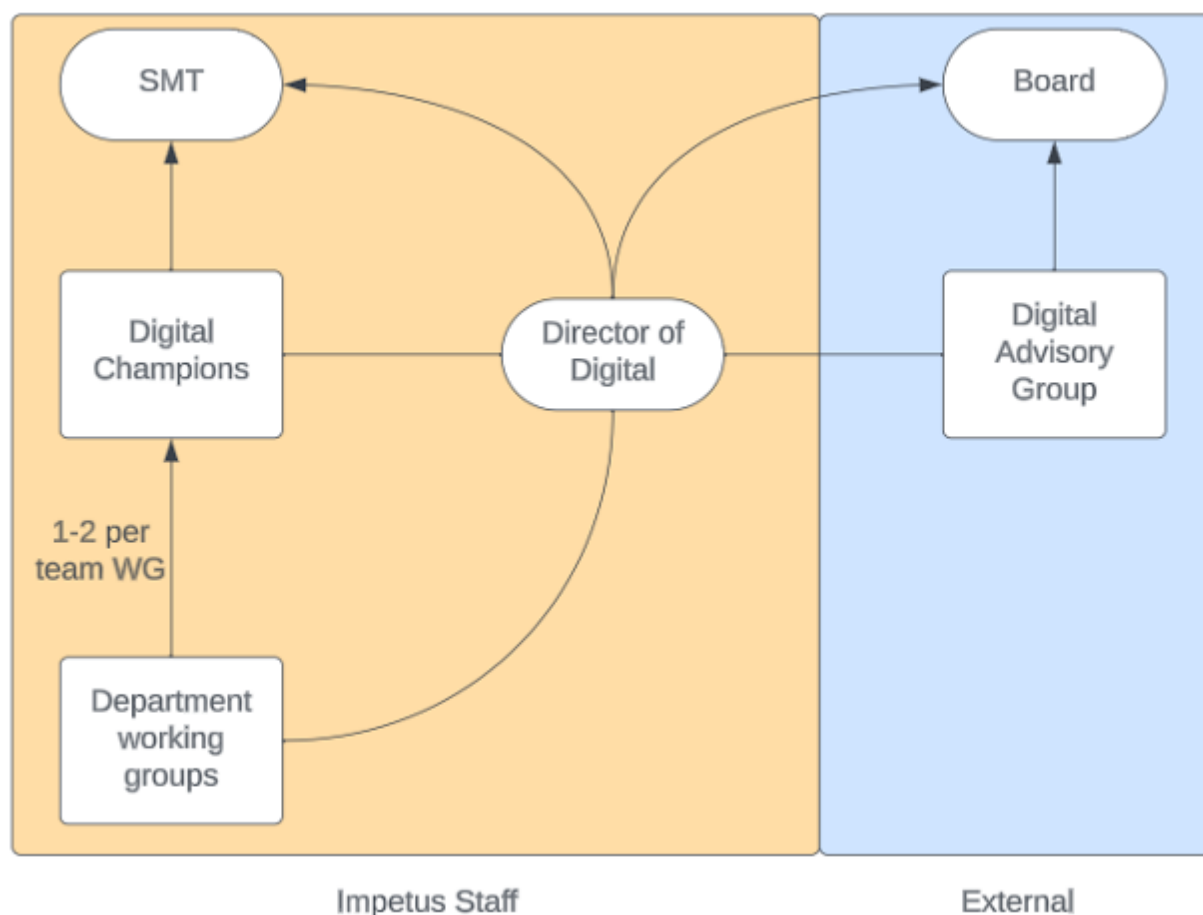
The Digital Advisory Group will consist of around 6-7 members, Chaired by Impetus Trustee Andy Thoms. Rob Mitchell (Director of Digital and Information, Impetus) will report to this Group.

The Group will meet quarterly, with meetings hosted either at the Impetus office or another London location. In-person attendance is encouraged but not mandatory. The Group will also form an email or Teams group for ad hoc discussion of relevant questions between meetings.

We anticipate that the average time commitment would be around 2 hours per month, across the quarterly meeting and this ad hoc advice. This post is unremunerated, but reasonable expenses will be reimbursed.

External members should be willing to serve for a minimum of two years.

The Chair is a member of the Board and will report key updates back to the Board. The Digital Advisory Group will operate alongside internal working groups in the below structure:



Governance

Impetus is a charitable company registered with the Charities Commission (Charity number 1152262) registered in 2013 under its Memorandum and Articles (governing document). The governing body of the charity is the Board of Trustees, led by our Chair.

Trustees are aware of and comply with the duty to act in the public benefit in accordance with section 17 of the Charities Act 2011 and members are listed on the administrative details page of our website. The governing body also meets as the sole corporate Trustee of The Youth Endowment Fund, a registered charitable trust.

The Board sets strategy and reviews policy. Day-to-day responsibility is delegated to the Chief Executive Officer, who works closely with the Chair. We have a number of committees and advisory groups made up of experts from a range of fields, providing in-depth review and oversight of our activities led, where possible, by Trustees.

Our commitment to equality, diversity and inclusion

At Impetus, we believe that a diverse workforce leads to an organisation that is more open, creative and gets better results.

We want our team at Impetus to represent the diversity of the people and communities we serve. We also want our team to be one where different experiences, expertise and perspectives are valued, and where everyone is encouraged to grow and develop.

We welcome applications from people of all backgrounds, ages and genders and particularly those with lived experience of the issues our young people face. We are happy to consider any reasonable adjustments that may be needed in order to be successful.



How to apply

Please apply via [PeopleHR](#). You will need to:

- Complete the online form (including the equal opportunities monitoring form – this is for monitoring purposes only and is not treated as part of your application)
- Upload your CV
- Upload a supporting statement that sets out why you are interested in joining our organisation and how you meet the person specification for this role

The deadline for applications is 1st December 2023.

For an informal discussion about the role please email Rob Mitchell, Director of Digital and Information at Rob.Mitchell@impetus.org.uk

Apply now

Personal Data

Please note, your personal data may be shared with our HR team and Group members for the purposes of the recruitment exercise. We do not share your data with other third parties.

