

An aerial photograph of a city street featuring a prominent zebra crossing with white diagonal stripes. Several pedestrians are walking across the crossing, and their long shadows are cast onto the dark asphalt. The scene is brightly lit, suggesting a sunny day.

# Economic Change Unit

**Recruitment Pack**

**Treasurer (voluntary)**

## Economic Change Unit

# Treasurer

Are you passionate about building a more inclusive, sustainable and resilient economy? Are you looking for a meaningful way to use your finance expertise?

ECU is a small, dynamic non-profit working to transform the economy so that everyone has the freedom and security to live a good life.

ECU's board members (Directors) are responsible for ensuring that ECU is well-run and delivers on our ambition to accelerate the transition to a fair, sustainable and resilient economy. They are responsible for fulfilling the legal duties of a Company Director, as set out by Companies House. Although ECU is not a charity, it is focused on delivering a public purpose, so most aspects of the role are similar to that of a charity trustee role.

We are now recruiting for ECU's first Treasurer, who will lead at board level on monitoring ECU's financial performance and sustainability, ensuring that we have robust financial policies and processes in place, and supporting other board members to fulfil their collective responsibilities around finance.

This is an exciting time to join ECU. We have an ambitious vision for change, a strong analysis of the opportunities and barriers to progress, and a clear view of our role in building a better economy. Our board is committed, collaborative and inclusive, with a strong understanding of its role and remit, and a culture of open dialogue. Our work is challenging, fascinating, and fulfilling – and, with rising levels of inequality, an unfolding climate emergency, overstretched public services and a growing concentration of corporate power, it couldn't be more important.

Closing date:

**9am, Monday 9th February 2026**

**For questions on the recruitment process or to  
arrange an informal discussion about the role:  
[recruitment@econchange.org](mailto:recruitment@econchange.org)**

Thank you for your interest in the Economic Change Unit.

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# Role Information

<b>Remuneration</b>	This is a voluntary position, but you will be reimbursed for reasonable expenses involved in fulfilling your role (such as travel or care costs)
<b>Time commitment</b>	Three meetings (online) plus preparation time, an annual away day (in person), occasional ad hoc calls, some engagement by email between meetings, and liaison with ECU's Director of Operations
<b>Term</b>	Board members serve for three-year terms and can stand for a maximum of three terms

ECU's board members are responsible for ensuring that ECU is well-run and delivers on our ambition to accelerate the transition to a fair, sustainable, prosperous and resilient economy.

In addition to the responsibilities of all board members, the Treasurer leads at board level on monitoring ECU's financial performance and sustainability, ensuring that ECU has robust financial policies and processes in place, and supporting others to fulfil their collective responsibilities around finance.

## Time commitment

Board members must be able to attend online board meetings three times a year, which usually last two to three hours and take place during the working day (mornings). They also need time to read board papers, which are usually circulated a week in advance of meetings, to attend an in-person board & staff away day once a year, and to respond promptly to emails about board business.

In addition, the Treasurer will meet with ECU's Director of Operations (DOO) at least quarterly, and will periodically review internal financial documents and drafts of board papers, and conduct spot checks on financial processes.

Board members are sometimes asked to take time-sensitive decisions between meetings, usually by email, but occasionally in a call (which would be scheduled in consultation with the board). Board members may also volunteer to take responsibility for actions agreed at a meeting, or to provide additional input on an issue where they have specialist expertise.

# About you

The Person Specification (below) sets out the qualities we are looking for in our Treasurer. This includes experience of finance management, appropriate qualifications, along with the ability to help fellow board members understand the figures and help them fulfil their financial responsibilities.

Prior experience of acting as a Treasurer, Director or Trustee is not required, although it is an advantage. You do not need to be an expert in economic policy in order to apply for this role, but you do need to be interested in and committed to our mission to accelerate the transition to a fair, sustainable and resilient economy.

We are committed to becoming a more inclusive workplace with a diverse staff and board. We believe this is essential to our effectiveness as an organisation and our ability to fulfil our mission.

We welcome applications from people of all backgrounds, and would particularly like to encourage applications from the following groups who are currently underrepresented in our sector: people who are Black, Asian or from other marginalised ethnic backgrounds, and people who are working class or from a working class background.

The board and team have committed to an ongoing journey of anti-oppression learning and action. Responsibility for embedding an anti-oppression approach in ECU's work is shared by the whole board and team, and led by the Chair and Executive Director.

## Support for board members

Board members receive a full induction into the work of ECU, the role of the board and their responsibilities. We also support board members with external additional training where appropriate. First-time board members will also have the opportunity to receive mentoring from more experienced board members. Our board are committed to ongoing reflection and learning, including conversations about our culture, our effectiveness, and the areas of knowledge or skills that we need to develop further.

We are currently undertaking a review of our governance structure and our board culture, with the aim of increasing the effectiveness of our governance and ensuring the board culture is inclusive as possible. The review outcomes will not affect the Treasurer role specifically, but may lead to changes in the wider board processes, i.e. the frequency of meetings and the overall expectations of board members. We are aiming to make the structure more light touch, while maintaining robust oversight and effective governance.



We cover reasonable expenses to support board members to carry out their roles, including reimbursing for childcare or other care costs for attending meetings, and travel, accommodation and food for in-person meetings. We also have an optional stipend board members can claim for non-ordinary, time-consuming board business. We are reviewing the question of board remuneration as part of our governance review. We are able to arrange upfront payments for expenses where this is a barrier to participation. (Please note that we cannot pay travel expenses from locations outside of the UK.)

## Role Profile: Board members

### ECU's board members have five main areas of focus:

1. Ensure ECU is focused on achieving its mission and delivers public benefit
  - Oversee and advise on the development and delivery of ECU's strategy and annual plans, and ensure our activities are aligned with our purpose.
  - Ensure that ECU is attentive to the needs and priorities of civil society partners, our funders, the wider network of organisations working for economic systems change, and those experiencing significant hardship as a result of our current economic system.
2. Oversee ECU's operations and organisational development
  - Ensure ECU has robust operational systems and team policies that align with our values.
  - Oversee the management of risks to ECU's delivery, reputation and impact.
  - Ensure that ECU works within the rules set out in our governing document and complies with all relevant laws.
3. Ensure that ECU uses its resources responsibly and is financially sustainable
  - Maintain an overview of ECU's finances, including approving its annual budget and reviewing quarterly reports against this.
  - Ensure that ECU has robust financial policies and processes, and that funds are used in line with ECU's purpose and our funders' requirements.
  - Oversee the financial health of ECU and monitor financial risks
  - Support the ECU team to develop and deliver our fundraising strategy.
4. Make decisions in the best interests of ECU
  - Contribute to collective board decisions about ECU's strategy, finances and organisational development.
  - Ensure that the board makes balanced, informed decisions that consider opportunities and risks over the short and long term.

5. Ensure that the board is effective in its work
  - Prepare for, attend and actively engage in board meetings.
  - Respect the delegated powers of staff and build strong relationships with the team.
  - Reflect on your effectiveness as a board member and contribute to collective appraisals of the board.
  - Contribute to a board culture that embodies ECU's values and enables effective decision-making.

## Additional Responsibilities: Treasurer

**In addition to the responsibilities of all board members, the Treasurer will:**

1. Support the Board to review and monitor ECU's financial performance and sustainability
  - Work with the DOO to build a detailed understanding of ECU's financial performance and sustainability, and provide commentary and recommendations on this to the Board.
  - Ensure board members are aware of their financial obligations and support them to interpret financial data.
2. Ensure the Board receives timely, accessible and accurate financial information
  - Support the Executive Director and DOO to produce high quality budgets and timely financial reporting for the board.
  - Provide advice to the DOO on the presentation of management accounts and other financial information.
  - Support the DOO in presenting the annual accounts to the board, drawing board members' attention to important points.
  - Oversee the appointment of auditors and ensure that annual audits are carried out satisfactorily.
3. Support the team to develop and maintain robust and proportionate financial policies, processes and risk management systems
  - Advise on and input into the ongoing development of ECU's financial policies and processes, including those to ensure the proper use and reporting of charitable and restricted funds.
  - Maintain a close overview of ECU's financial risk management and support the DOO to develop effective risk mitigations.
  - Conduct periodic spotchecks on financial systems, and undertake some sign-off (e.g. the expenses of the Executive Director)
  - Ensure that ECU's accounts are prepared, approved and submitted in a timely manner.

# Person Specification

## Essential Attributes, Skills & Experience

### General

- Commitment to ECU's mission to accelerate the transition to a fair, sustainable and resilient economy
- A good understanding of, and commitment and acceptance of the legal duties and responsibilities of board members and/or Trustees, including the difference between governance functions and management functions
- Integrity and independent judgement, with the ability to take decisions for the good of ECU's mission
- Experience of financial management in a company, charity or not-for-profit organisation
- Appropriate financial qualifications i.e. a qualified member of one of the member bodies of the Consultative Committee of Accountancy Bodies (CCAB)
- A strong ability to interpret and interrogate financial information, and communicate financial information to non-specialists
- A good understanding of financial policies, processes and risk management
- Able to work well as part of a diverse team, including active listening, sharing views considerately, and seeking common ground
- A strong commitment to ECU's values of justice, inclusivity and collaboration, and the ability to demonstrate these in practice
- Able and willing to devote the necessary time to the role

### Desirable Skills & Experience

- Prior experience of being a Treasurer on the board of a not-for-profit organisation
- Experience of financial management or oversight in a grant-funded organisation



# How to apply

To apply please [complete this form](#) by: **9am, Monday 9th February 2026**

## You will be asked to:

- Create an application ID - your initials and two numbers e.g. AA54
- Upload responses to the following questions:
  - Please tell us why you are interested in this role in ECU's work and what you could bring to the role of Treasurer (300 words).
  - What would you personally want to learn and gain from the experience of being ECU's Treasurer (300 words).
  - What you think are the main financial challenges likely to be faced by small not-for-profit organisations like ECU, and how you would support the organisation to rise to them (500 words).
- Upload a copy of your CV (max 3 pages saved as a PDF with your application ID as the file name). Please remove all references to your name (including your email and social media handles).
- Respond to the declaration questions.
- Respond to the equal opportunities monitoring questions.

We know AI can be very helpful for applications, however we want to see personalised applications, therefore we ask that you try to limit your use of it to refining text rather than production.

If you have any questions about the application process, if you're not sure whether your skills and experience fit the criteria, or if you require adjustments to assist your application please email [recruitment@econchange.org](mailto:recruitment@econchange.org) as soon as possible.

# Interview information

The closing date for applications is: **9am, Monday 9th February 2026.**

We assess applications based on the criteria in the role specification above. The assessors review responses to the initial application questions anonymously. If you are not invited for an interview, this means your application scored lower relative to others.

We can pay all reasonable costs associated with attending the interviews as outlined above.

Interviews will take place on **Wednesday 25th February 2026** in person in central London. To help you prepare, we will send you the interview questions a few days before your interview. The second stage of the process will include an informal virtual interview with our Chair and the Treasurer of an organisation in our community.

We hope the successful applicant will join the board meeting on 17th March 2026 (9.30am to 12:30pm on zoom).

Due to the volume of applications we usually receive, we regret that we are unable to offer feedback at the initial application stage. We will offer feedback to all candidates who are invited to interview.

# About ECU

Founded in 2018, the Economic Change Unit is a small, agile, people-centred non-profit organisation focused on convening and campaigning for economic systems change.

Our vision is of **a fair, sustainable and resilient economy where everyone has the freedom and security to live a good life.**

We believe that the UK's economic model is profoundly unjust and unsustainable. It drives a complex web of intersecting economic, environmental, social and political harms, including poverty, inequality, ecosystem destruction, increasingly severe climate impacts, social polarisation and the weakening of our democratic institutions.

This model is hurting people and communities here in the UK and also many people and communities across the global South. This is because of the UK's colonial history, and the role of our government in preserving an international system which enables the ongoing exploitation of, and extraction of wealth from, countries across Africa, Asia and Latin America.

## Our mission is to accelerate the transformation of the UK economy by:

- Building support for 'new economy' ideas in politics and society to ensure economic policy rises to the scale and urgency of modern social and environmental challenges.
- Growing the power and impact of the movement of progressive think tanks, campaigners, academics and others who share our goal of economic systems change.

## Our strategic aims for the period 2022-2026 are:

1. **Change-making:** Deliver impactful influencing activities to increase support for, and adoption of, new economy proposals by political decision-makers.
2. **Movement Power & Effectiveness:** Build the breadth, strategic alignment, connections and effectiveness of the new economy movement and its accountability to directly affected people.
3. **Movement Allies & Resources:** Grow the new economy movement's network of influential allies, and help secure a sustained, major increase in movement funding.
4. **ECU Effectiveness:** Ensure ECU has the people, skills, resources, policies and infrastructure needed to deliver this strategy with maximum effectiveness and impact, and in full alignment with our values.

# Our Values

The core values which guide us are:

**Humility:** To be most effective, we believe we need to be brave, humble, patient, and low ego. This means constantly reflecting, seeking feedback, and not being afraid to fail.

**Solidarity:** Our commitment to fairness is a proactive one – meaning we will work in an ongoing way to challenge injustice and to dismantle systems of oppression.

**Kindness:** We are committed to assuming best intentions, treating everyone with kindness and care, and working to build understanding and bridges across differences.

**Collaboration:** We believe we will only win the change we seek if we build broad-based, powerful alliances with people from a wide variety of backgrounds and perspectives.

We aim to fully embody these values in our individual behaviours, our team culture, our organisational activities, and our ways of working with external stakeholders.

## People, Culture & Structure

We currently have seven members of staff (6.6 full-time equivalent). Our aspiration is to grow to around 10-12 people. We value agility and cross-team relationships and collaboration, so we don't plan to grow much bigger than that.

This is a really exciting time to join, as we move from a focus on clarifying our role, strengthening our foundations and building out our priority programmes, to driving forward these programmes and delivering impactful real-world change.

We aspire to a highly inclusive, caring, and supportive organisational culture with an emphasis on sustainability, wellbeing and learning, and supporting staff to thrive and grow in their roles. We also have a big focus on participation, ensuring that wherever possible team members have a voice in decisions that affect them and their work.

We are governed by a board of Directors who are responsible for setting the overall organisational strategy and budget, ensuring the management and mitigation of risks, and carrying out their legal duties as company directors.

## Equity, Diversity & Inclusion

We are committed to becoming a more inclusive workplace with a diverse staff body. We believe this is essential to our effectiveness as an organisation and our ability to fulfil our mission.

We recognise that people face systemic oppression based on factors including their gender, class background, ethnicity, sexual orientation, age and disability. We know that people with certain backgrounds and characteristics are underrepresented in our team and in the wider new economy movement, and we're committed to doing what we can to address this. We are committed to working proactively to dismantle these systems of oppression and ensure equal opportunities for everyone, regardless of their background.

We welcome applications from people of all backgrounds, and would particularly like to encourage applications from the following groups who are currently underrepresented in our sector: people who are Black, Asian or from other marginalised ethnic backgrounds, and people who are working class or from a working class background.

Please note that we conduct anonymous shortlisting (with CVs and responses to questions anonymised). This means we ask applicants to create an application ID (your initials and two numbers) to use instead of your name. Please see [How to Apply](#).

## Our Funding & Finance

We are a not-for-profit company and receive all of our funding from charitable and philanthropic trusts and foundations, largely in the form of 1-3 year grants. All of our current funders are listed on our website. Like most small campaigning organisations, our secure financial pipeline usually extends approximately 12 months into the future. It is a strategic priority to grow and diversify our funding base, and to extend the secure funding horizon.

## Our Track Record

Despite being a relatively young organisation, we have already established a strong track record of impact through our programmes. Key achievements include:

- **Through our *Invest in Britain* campaign**, playing a key role in securing reform of the UK's fiscal framework and an extra £100bn of public sector investment announced at the 2024 Budget, including billions more injected into public services and green infrastructure.
- **Bringing together the *Stop the Squeeze* campaign**, a coalition of 56 civil society organisations from across the new economy, climate and poverty sectors and delivering an ongoing series of impactful campaign interventions which have helped keep the cost of living crisis high on the political agenda, e.g. this impactful piece of *public opinion work* on the importance of the cost of living to voters.
- **Growing understanding of 'new economy' ideas and analysis through *New Economy Brief* (NEB)**, our weekly economics email digest which disseminates high-quality and timely economic policy analysis to an audience of political influencers and decision-makers, including Parliamentarians and their staff, and mainstream media journalists.
- **Helping secure the Government's 2022 'Energy Price Guarantee' scheme** by commissioning *research* to strengthen the policy case and undertaking advocacy and communications to build awareness of it. The resultant decision by the UK government in September 2022 to freeze the energy price cap applied to 29 million households, and the government estimated that it saved the typical household £1500.
- **Launching a funded anti-oppression learning journey** for the leaders of UK civil society organisations focused on ideas, policy and influencing for economic systems change, to support these organisations to strengthen their diversity, representation and anti-oppressive practise, in order to increase their impact.
- **Strengthening diversity and representation in the new economy movement**, by providing fundraising support to various small, volunteer-led new economy organisations led by people from marginalised groups, enabling them to employ staff, build their foundations and deliver activities.

## How to get in touch

If you have any questions about the application process, if you require adjustments to assist your application, or if you would like to arrange an informal discussion about the role please email [recruitment@econchange.org](mailto:recruitment@econchange.org) as soon as possible.