

Job Description

Job Title:	Consortium Director Part-time, 3 days/week with room for growth Work from home or hybrid, flexible £65-75k pro rata depending on experience
Responsible to:	Board (line managed on behalf of the board by the Chair)
Responsible for:	• Programme Manager x1 • External consultants, suppliers, and advisors

About BRC

The Black Researcher Consortium is a newly formed community interest company (C.I.C.), designed, developed and built by people with Black heritage, for people with Black heritage. The Consortium objects are to address the systemic underrepresentation of Black researchers across educational institutions, research organisations, government, and industry environments in collaboration with Black researchers, Black-led community initiatives and all those **bridging the systemic gap, connecting Black researchers**.

By 'Black' we mean anyone who identifies as having Black or Black British African, Black or Black British Caribbean, Mixed/Multi-ethnic Black or Black British or any other Black or Black British background.

Interviews, focus groups, workshops have provided an initial proposal and draft business plan. The Consortium founding interim Board are conducting an open recruitment process for the leaders who will develop the Consortium into a useful resource for Black Researchers.

Purpose of Job

To lead the development of a newly-created C.I.C. by working with community stakeholders and the board of directors to develop and implement a strategic vision. The Consortium Director (CD) will need to build strong relationships with stakeholders including researchers, community groups, research institutes, universities, industry, government bodies, and funders. The CD will be responsible for developing a 5yr plan to meet the primary objects of the Consortium: to address the underrepresentation of Black researchers in academic and industry environments.

Despite overrepresentation of Black students in higher education (8% overall compared to UK population of 4%), researchers with Black heritage are underrepresented in the research environment (illustrated in the academy where Black professors comprise 1% of all professors). Baroness McGregor-Smith's 2018 review "Race in the Workplace" illustrates the impact of underrepresentation stating that "If BME (Black and Minority Ethnic) talent is fully utilised, the economy could receive a £24 billion boost". Too often, Black employees are excluded in the workplace which has negative implications for individuals as well as for research outcomes and the economy.

As BRC's first employee this is a unique opportunity to shape and develop the direction of an organisation looking to tackle this under-addressed area: the underrepresentation of Black Researchers. This is a transformative opportunity to build and lead a mission-driven team and organization dedicated to tackling systemic inequities in research. As Consortium Director, you

will work collaboratively internally and externally as well as work closely with an external evaluation team to drive impactful change for Black Researchers.

Main Duties and Responsibilities

- **Strategic Leadership:** Develop and implement a 5-year strategic plan with SMART objectives. Based on initial interviews, focus groups, and workshopping as well as your findings from conducting nation-wide community focus groups you will identify the priorities community wishes the Consortium to address.
- **Team Leadership:** Recruit, develop, and support a team who are committed to the Consortium's mission and values. Recruitment of a programme manager to take place within 6-12 months.
- **Stakeholder Engagement:** Build and maintain strong relationships with funders, collaborator organisations, and the wider community.
- **Programme Management:** Take ownership of and oversee the design and implementation of programmes and initiatives.
- **Fundraising and Grant Writing:** Identify and secure funding opportunities including but not limited to writing grant proposals; organising high profile events; developing individual giving relationships, and building a diversified self-sustaining business model.
- **Policy and Advocacy:** Advocate for the needs of Black researchers and contribute in policy making environments.
- **Financial Management:** Oversee the organisation's financial health, including budgeting, fundraising, and financial reporting.
- **Operational Management:** Ensure the smooth running of the organisation's operations, setting up robust systems and processes upon which to build across Programme Management, Governance and Compliance.
- **Governance:** Provide secretariat for the C.I.C. and maintain good reporting structures in line with the requirements of Companies House, HMRC, and the C.I.C. Regulator.
- **Impact Evaluation:** work with external evaluator to develop and implement monitoring and evaluation frameworks to assess the success and reach of the Consortium's initiatives
- **Reporting:** Report directly to the Board of Directors and provide regular updates on strategic objectives, financial performance, and program impact.

Person Specification

Essential Criteria:

- A leader who actively advances the Consortium's objectives, with
- Experience in mentoring, coaching, or empowering teams to achieve measurable outcomes.
- Demonstrate inclusive leadership by fostering a collaborative environment that values a diversity of perspectives, ensures opportunities for all and builds trust through active listening and understanding
- History of managing teams and projects (from initiation to completion), including budget planning and management
- Proven experience developing organisational strategy and business planning, and the ability to influence and work closely with a Board/ELT.
- Strong stakeholder management experience: someone who can engage both with the community as well as with current and prospective external funders and collaborators.
- Experience of preparing and pitching to funders, collaborators and/or other stakeholders
- An understanding of the broad diversity, equity and inclusion (DEI) landscape

Desirable Criteria:

- An understanding of the challenges and systemic inequities facing Black researchers.
- The cultural competence to authentically engage with and advocate for Black researchers

and potential Black researchers.

- Previous experience in governance and compliance, understanding of common and inclusive practices for implementing effective processes in these areas.
- Experience of building and leading teams in dynamic or startup environments, demonstrating resilience and adaptability.
- Advocacy knowledge, and an understanding of how to advocate for underrepresented groups.
- Experience with budget oversight and auditing including financial forecasting, allocation, tracking and ensuring financial objectives are met
- Exposure to Fundraising; able to bring innovative Fundraising ideas to the table.
- Grant writing experience
- Event management skills.
- Experience in or a detailed understanding of the Higher Education/Research environments

Additional Information:

- There will be at least four Board meetings annually, held once per quarter.
- There will be at least one strategy day each year which will take place in person.
- Additionally, the Consortium Director may be required to attend extraordinary Board meetings as needed, which could occur outside of the regular schedule.
- Some travel will be required for events, stakeholder and networking meetings, funder presentations and other occasions

BRC's Desired Behaviours

1. Inclusive leadership
2. Strategic thinking and Critical Analysis
3. Self-awareness and Empathy, Emotional Intelligence
4. Building and managing collaborative relationships (internal and external)
5. Responsible use of resources
6. Communicating to influence (internal and external)