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## EQUALITY, DIVERSITY & INCLUSION EXTERNAL ADVISORY BOARD

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### **Role description:**

The Equality, Diversity & Inclusion (ED&I) External Advisory Board will provide challenge and advice in developing STFC as an inclusive organisation with practices, policies and processes that promote equality, diversity and inclusion across all of STFC's activities as an employer, funder and partner.

#### The ED&I External Advisory Board will:

- Provide strategic advice on the content, balance and priorities of STFC's existing ED&I strategy and framework, and guidance on its future direction;
- Identify key areas of STFC's work where ED&I is not practised (or not practiced sufficiently) and challenge this;
- Ensure that STFC leads by example in the UK and internationally within STFC's research and innovation remit, key partners and stakeholders;
- Work in partnership with STFC's Head of ED&I and the Chair of the ED&I External Advisory Board.

The full, published terms of reference for this board can be found [here](#).

#### Terms and Expectations:

The term of membership will ordinarily be for 2 years, commencing September 2019. We anticipate a commitment from members to attend 2-3 half day meetings per year with an additional 1-2 days commitment for emails and teleconferences. Please note, these roles are not remunerated.

Members will be reimbursed for travel and subsistence. Meetings could take place at any of our office/campus locations, which include: London, Swindon, Oxfordshire, Cheshire and Edinburgh. The meeting location will be discussed and agreed with members, to maximise convenience.

**Selection/shortlisting criteria:**

Criteria based on the following person specification will be used to assess candidates for this role.

***Person Specification: Knowledge, Experience and Approach***

1. Experience of making a significant contribution to culture and process change and improving outcomes for equality, diversity and inclusion.
2. Experience of developing ED&I strategies with significant ED&I objectives that reflect organisational (and where relevant national/industry) priorities.
3. Critical understanding of equality, diversity and inclusion theory and emerging practice with the ability to translate this into evidence-based, responsive, contextual and sustainable recommendations.
4. Ability to critically review existing ED&I strategies and frameworks and provide advice on content, balance and future direction.
5. Ability to provide advice and guidance on organisational approaches to capturing, measuring and communicating the impact derived from ED&I activities, both in the shorter term and longer term, including the criteria for success.
6. Collaborative, partnership-approach to developing ED&I strategy and associated recommendations.

You may also have:

7. Experience of multidisciplinary organisational contexts and multi-stakeholder environments.
8. Experience of leveraging organisational influence to have broader impact on EDI in the sector and/or wider community.
9. Knowledge and experience of ED&I challenges in STEM.
10. ED&I CPD and/or qualifications.

## How to apply

To apply, please visit STFC's [ED&I External Advisory Board web page](#) to complete an online application form. The application form contains important guidance notes throughout, to support you in your application.

For any queries relating to this role/the application process and/or any support you might need to complete the application, please email Jo Lawton, STFC's Head of Equality, Diversity & Inclusion: [jo.lawton@stfc.ac.uk](mailto:jo.lawton@stfc.ac.uk).

### Timetable for Recruitment:

- Application closing date: midnight GMT Thursday 20<sup>th</sup> June 2019
- Candidates notified of shortlisting decisions: 3-5<sup>th</sup> July
- Candidate Interviews: Wednesday 17<sup>th</sup> July  
Interview location: [Daresbury Laboratory, Cheshire](#).
- Board members confirmed in post : 22<sup>nd</sup> July 2019

The meeting of the ED&I External Board Meeting will take place in September 2019.