

**The Institute of Business Ethics is seeking a new Chair to replace the outgoing Chair, Professor David Grayson, who will retire in July 2025 having served two terms of office.**

## **About the Institute of Business Ethics**

The Institute champions ethical business practice and culture through advice, training, networking, and advocacy, emphasising leadership and values-based decision-making.

Founded nearly forty years ago, the Institute has helped to define the field of ethical business and has been a champion for ethics and integrity in business ever since. The Institute is a supporter-funded non-profit that supports businesses, organisations, professional bodies and individuals in building ethical cultures, developing ethical leadership and making values-based decisions, based on awareness of real-world impact.

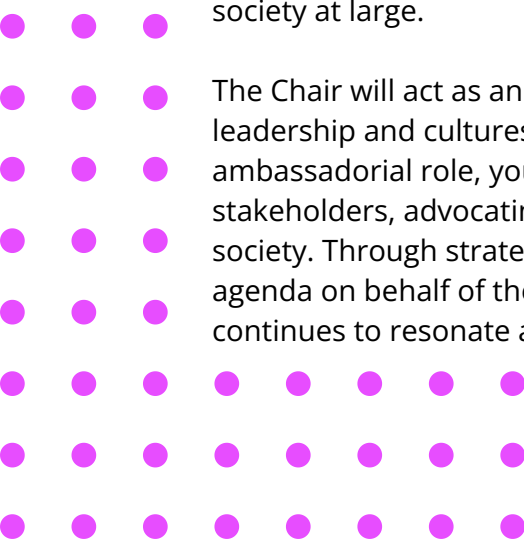
The Institute is embarking on a new and exciting chapter under the leadership of a newly appointed Chief Executive. It is striving to increase its impact and attract more supporters by becoming the place where leaders come to share how to successfully change business practice and culture for the better, through listening, learning, action and imagining. It aspires to be known for creating spaces where leaders and professionals come together to reflect on their values, impact, leadership and contributions to the emerging future.

## **Role Overview**

The Chair leads the Board of Trustees in shaping the Institute's strategic direction, embedding effective governance structures and ensuring that the Board and the Executive work together to achieve its agreed objectives.

The Chair will work closely with the new Chief Executive, supporting the development of plans, and challenging where appropriate. The Chair is entrusted with fostering an engaged and collaborative Board, guiding Trustees in contributing effectively to the Institute's mission and cultivating a culture that values diversity of thought and informed, ethical decision-making. By facilitating balanced and open discussions, the Chair will ensure Board decisions are consistently aligned with the Institute's long-term objectives, with particular regard to the impact on the wider community and society at large.

The Chair will act as an ambassador and advocate for ethical business practices, leadership and cultures, in partnership with the Chief Executive. In your ambassadorial role, you will represent the Institute's interests to external stakeholders, advocating for ethical business as a foundational element of trust in society. Through strategic relationship-building, you will champion the Institute's agenda on behalf of the public interest, ensuring that the organisation's voice continues to resonate as a leading authority in business ethics.

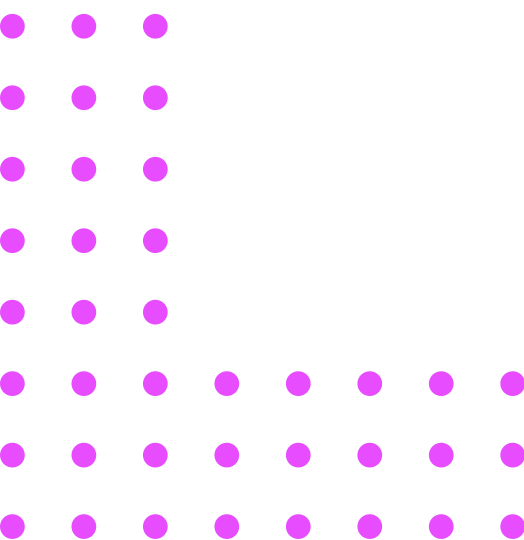




## Role Description

The Chair of the Board of Trustees at the Institute of Business Ethics (IBE) is responsible for providing visionary leadership to the Board, ensuring that the IBE's mission, values, and long-term strategic goals are upheld and advanced.

The Chair will:

1. **Lead the Board of Trustees** in aligning with the IBE's purpose, fostering a governance culture that champions transparency, accountability, and values-based decision-making.
  2. Ensure **effective governance** by embedding robust compliance and risk management frameworks to fulfil IBE's nonprofit regulatory obligations and promote sustainable practices.
  3. **Guide strategy and oversight** by overseeing the development, approval, and implementation of the organisation's strategic objectives, financial resources, and priorities, ensuring they reflect the IBE's commitment to the public interest and ethical integrity.
  4. **Appoint and support** leadership by leading the appointment of the CEO including performance evaluation, annual appraisals, and succession planning e.g., Vice Chair of the Board of Trustees.
  5. **Facilitate Board collaboration** by cultivating a Board environment that values diversity of thought, encouraging active Trustee participation and balanced, transparent decision-making.
  6. **Chair the Nominations Committee**, leading the recruitment of new Trustees, evaluating Board effectiveness, and managing Trustee performance to uphold IBE's standards.
  7. **Support the Executive Team** in achieving strategic objectives without assuming operational responsibilities, providing guidance and oversight while empowering senior leadership.
  8. **Represent the IBE publicly** as its ambassador, advocating for ethical business practices, expanding the organisation's influence, and fostering relationships with stakeholders in support of the IBE's mission.
  9. **Strengthen networks and partnerships** by utilising personal and professional networks to facilitate the recruitment of subscribers, partners, and supporters, bolstering the IBE's reach and impact.
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## Personal Attributes and Qualifications

- **Passion for ethical business:** Demonstrating a strong commitment to the principles and mission of the IBE, with an unwavering dedication to ethical business practices, leadership and culture and public trust.
- **Time commitment:** Availability of approximately 2-3 days per month, with flexibility to increase involvement as required to meet organisational needs.
- **Senior leadership experience:** Proven experience at a senior management or Board level, ideally with a history of supporting governance, compliance, and strategic planning within varied sectors.
- **Ethics and governance expertise:** Knowledge of best practices in ethics and governance, particularly in risk management, regulatory compliance, and responding to ethical challenges in a rapidly evolving landscape.
- **Influential leadership and advocacy skills:** Ability to lead a diverse Board confidently, articulating the IBE's values and mission with clarity and authority to both internal and external stakeholders.
- **Collaborative and strategic mindset:** Skilled in facilitating open, balanced discussions and fostering a Board culture that promotes informed decision-making and respects diverse perspectives.
- **Diversity and inclusion:** We are committed to fostering diversity and inclusion in all that we do and are actively seeking candidates who share our values and will contribute to creating an environment where everyone can thrive.
- **Sensitivity and integrity:** Demonstrates discretion and diplomacy, handling sensitive issues with the highest ethical standards and attention to detail.
- **Public speaking and ambassadorship:** Confident in representing the IBE publicly, with a well-established network and the ability to build strategic relationships that further the organisation's mission.
- **Mentoring and development skills:** Experienced in mentoring and supporting Trustees and senior executives, fostering an inclusive environment that encourages personal and professional growth. This role offers the opportunity to make a significant impact on the ethics agenda in business, working with a dedicated team and leading an organisation that champions ethical integrity as a cornerstone of business success.

## Additional Specifications

- **Location:** Ability to be in London for regular meetings as required, with flexibility for some remote attendance.
  - **Commitment:** Approximately 2-3 days per month on a flexible basis, with capacity to increase involvement if required.
  - **Reporting to:** Board of Trustees.
  - **Term:** The Chair will be appointed for an initial three-year term, with the option to extend.
  - **Remuneration:** The Chair role is unpaid, commensurate with IBE's charitable status.
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