



HR director role description

GO is a social enterprise that provides training and support to disadvantaged people in Guernsey but aims to do so in a financially self-sustaining way by providing recycling and retail services. More information about GO is available below and on our website: <https://www.gocharity.gg/>

Our board of directors plays a central role in ensuring that we achieve our core purpose. It develops and implements a clear vision and strategy, oversees the charity's management and administration, and supports and challenges the executive team to help us grow and thrive.

The board has collective responsibility for decision-making, but it is also structured to give clear authority and accountability to each member in key business areas. Following the recent retirement of a director, we are now seeking to appoint a new director. We are looking for someone currently or has been a seasoned HR/employment professional or employment lawyer.

As a board member:

- Specifically, you would lead and develop our People workstream implementation, supporting the General Manager, Training Manager and other staff and volunteers.

More generally, you would play your part to:

- Help shape our purpose, vision, strategy and activities.
- Oversee our financial plans and budgets and monitor and evaluate progress.
- Ensure the effective and efficient administration of the organisation.
- Ensure that key risks are being identified, monitored and controlled effectively.
- Attend board meetings, adequately prepared to contribute to discussions.
- Use independent judgment, acting legally and in good faith, to promote and protect GO's interests, excluding personal or third-party interests.

What we are looking for

We are looking for someone willing to bring energy, enthusiasm, and commitment to the role, as well as skills and experience. We want someone who will broaden the diversity of thinking on our board.

You do not need previous governance or board experience – we will provide a full induction and support.

Personal skills and qualities

- Ability to think creatively and strategically and exercise sound independent
- Act as a team player but be willing to accept the authority and accountability of leading the People work stream.



- Effective communication skills and willingness to participate actively in discussion.
- A strong personal commitment to equity, diversity and inclusion.
- Enthusiasm for our vision and mission.
- Willingness to be involved in GO beyond board meetings, helping us make a difference.
- Commitment to Nolan’s seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

Terms of appointment

Terms of office

- Directors are appointed for an initial 3-year term of office, which may be renewed.
- This is a voluntary, pro bono position; reasonable, necessary expenses would be reimbursed.

Time commitment

- There are usually around 6 board meetings annually and occasional ad-hoc calls. Meetings are usually held in the early evening, out of office hours.
- Supporting management in implementing the People workstream will require some time commitment during working hours.

How to apply

Please send a CV and a brief covering letter explaining why you are interested in the role and your relevant skills to Paul Meader, Chairman, at paul.meader@outlook.com by 14 June 2024. We will meet short-listed candidates in late June/early July, with appointments following shortly thereafter.



About GO

GO is a social enterprise that focuses primarily on providing training and support to disadvantaged people in Guernsey. It aims to do this in a financially self-sustaining way by providing recycling and retail services.

We seek to give everyone we help a brighter future. We help anyone who will benefit in finding employment through our training and support packages by giving them the skills, confidence and experience to be able to manage their lives and to enter the mainstream employment markets. Individuals who benefit from this are from a wide range of backgrounds, including those with learning disabilities, mental health issues and conditions such as autism. Our services have been extended to include those with short-term mental health issues, ex-offenders and those who are educationally disadvantaged.

The key to our success has been to provide our trainees with a safe, secure and nurturing environment where they can gain confidence, key life skills and specific employment skills. Since 2021, we have taken 66 trainees who would otherwise be unoccupied, unstimulated and without any prospect of gaining access to employment or independence. Of those, 21 have already found mainstream employment, 5 are now permanently employed at GO, and only 16 have been unable to benefit from our structured programmes (the remainder continue with our training programmes).

We work closely with several agencies on the island. Most of our referrals come from ESS or the Guernsey Employment Trust, but we also work closely with the prison to rehabilitate offenders and other charities.

Reuse and recycling are also at the heart of our ethos and social mission. Since 2020, we are proud to have diverted nearly 500 tons of waste from landfills by upcycling and selling these goods. We sell items donated directly by the public and also from the recycling facility at Longue Hougue, and we work closely with Guernsey Waste as their preferred partner in taking items out of the waste stream.

We are trying to give both people and items a second chance in life. And we are succeeding.

Our main interface with the public in Guernsey has been through our shop. This retail environment is one of our key training opportunities. However, we also have dedicated training workshops. These teach a range of skills as we upcycle bicycles, give furniture a new lease of life and we have just opened an IT suite to teach IT and administrative skills. In early 2024, we secured our new premises in St Sampson until at least the end of the decade. As well as the security this brings to the charity, we aim to offer more training to those in need than we have ever done before.

Our funding comes from two main sources. The significant majority comes from our sales from our retail premises but we also receive grant funding from ESS, a programme that we hope to expand, and support from the Guernsey Community Foundation and other charitable trusts.

We are governed by an experienced and professional board who provide their time on a pro-bono basis. The board has a range of skills across finance, management, logistics and people. We manage the business as any board would in the commercial sector but we do so for people, not profit.