MINERVA

Board Prospects

Board Prospects is an initiative administered and facilitated by Minerva to provide boards with apprentice members, and people from under-represented backgrounds (especially those from the global majority, those with disabilities and younger individuals) with the opportunity to develop their experience of governance. Participating in the scheme provides professional development and enables them to build their CVs for their future careers.

We are now recruiting member organisations and participants for a start in Autumn 2023.

How does it work?

Participants are placed on the boards of member organisations for a full annual cycle. Throughout this time the participant is treated as a full contributing (although non-voting) member of the board. They attend all main board meetings, and ideally a sub-committee.

As well as the main activities, the scheme includes mentoring from a fellow board member, and from a member of an external board. Throughout the year there will be virtual development sessions that include networking, action-learning and training facilitated by Minerva and its partners.

At the end of the scheme, participants receive a completion statement and references. Member organisations can renew or make the participant a full board member if they wish to and have a vacancy. We are developing an alumni network to support ongoing development. Member organisations can place details of vacancies within this.

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Who is it for?

Participants:

- You will have ideally 10-15 years' work experience (a degree is not a requirement).
- You will be progressing in your career and have had some experience of making a strategic and/or leadership contribution in your own organisation.
- You will bring characteristics which are currently under-represented at board level (e.g. women and global majority representation).

Member organisations:

- You will be an organisation which seeks to make social impact and with a board-level commitment to engaging diverse voices and perspectives.
- You will fully commit to the scheme, with the willingness of at least two board members to mentor either your own participant, or someone from another organisation.

What does it cost?

For the first cycle of the programme, the scheme will be free for both participants and member organisations. In future cycles, member organisations will pay a modest fee to help recoup some of our administration costs.

For more information

If you are interested in a discussion about being a participant or a member organisation, please contact **boardprospects@minervasearch.com**.

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