



MINERVA

Aspire

Enriching careers and fulfilling potential

Aspire is an initiative we have developed to help maximise opportunities for talented minority ethnic professionals to enrich their careers and take on roles that fulfil their potential.

Across nearly all sectors, the proportion of minority ethnic staff diminishes considerably in proportion to seniority and is almost nowhere representative of the overall community. A number of factors are believed to contribute to this, ranging from selection bias in appointment panels to specific cultural constraints within top team cultures and to challenges in individual confidence.

Aspire, a Minerva initiative run in partnership with the British Council, is a cross-sector career support and guidance programme targeted at those who have their sights set on reaching a senior leadership position.

How do participants benefit from the initiative?

The programme is offered through a mix of face-to-face engagement in the Minerva offices in London and online participation. It comprises contributions from external speakers alongside insights which we, as headhunters, are able to give on what it takes to be successful in a recruitment process for either executive or non-executive appointments. Each participant will also be offered the chance to have an individual session with a member of the Minerva team, allowing the time and space for more personalised career support.

To ensure equity of access, Aspire is entirely pro-bono.

What is covered in the programme?

The curriculum includes the following sessions:

- How to plan your career and different career pathways
- Writing an effective CV and cover letter
- Preparing for interviews
- Building your social media profile
- Building a personal brand inside and outside your organisation

Who is the initiative for?

Ideal participants will:

- Have 10-15 years' work experience
- Be ready and at a key career stage to develop behaviours and skills leading to high-level leadership
- Be willing to invest time to network with others at similar career stages
- Be interested in gaining insight into what it take to get to a leadership position from recruiters

What is the commitment?

The programme will comprise of three, two-hour sessions spaced over a period of six weeks. It will be a blend of in-person, held in the Minerva London office, and virtual sessions with a mixed format of lectures and discussion groups. The three sessions will be complemented by an additional one-on-one consultation to provide more personalised career and development advice to participants. There will also be an informal networking session in early summer.

About British Council

The British Council is the UK's international organisation for cultural relations and educational opportunities founded in 1934. We create friendly knowledge and understanding between the people of the UK and other countries by making a positive contribution to the UK and the countries we work with – changing lives by creating opportunities, building connections and engendering trust. Equality, diversity and inclusion are important to all that we do, and we take pride in a strong related strategy and practices and the learning about other cultures that we enjoy and that enriches us.

www.britishcouncil.org



About Minerva

Minerva is an executive search firm founded in 2013. We work with a range of clients on senior level executive and non-executive appointments, and also offer governance advice and contribute to broader strategic projects. Diversity is at the heart of all we do. Since Minerva's inception, over 50% of all appointees in processes we have worked on are women and 10% are minority ethnic professionals. We are keen to ensure that we do all we can to improve the balance of appointments of minority ethnic candidates, and this scheme represents a core part of our effort to achieve this. Our partnership with the British Council reflects a shared commitment to this end. Together we aim to provide an enriching opportunity for participants drawing on our distinct and shared experiences.

For more information

If you think this programme may be for you, or if you have someone to recommend to us, please get in touch at aspire@minervasearch.com

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