Candidate Briefing & Application Pack

Non-Executive Director

Candidate Briefing & Application Pack

Application Deadline: 24 September 2026
Location: Remote/UK-based (with occasional in-person meetings and events)
Remuneration: £8,000 per annum
Term of Appointment: Three years

About Common Ground

Common Ground is a new breed of campaigning company - we use the income from our industry-leading consulting expertise to disrupt and smash the status quo in the property and built environment sectors.

We want to help lay foundations, build careers and open up the industry for the first time to all those who are currently excluded by an established elitist culture. We believe that too many careers continue to be shaped by informal networks, privilege and access to connections. Through our consultancy work, networking events,

mentoring, work experience opportunities and our Network for Life, we aim to create fairer pathways into the sector for young people who may otherwise face barriers. Our mission is not simply to support young people; it is to help reshape the systems and cultures that determine who succeeds and who has access to opportunity - we need to be part of the conversation.

Welcome

Thank you for your interest in joining our Board.

We are now seeking an exceptional individual to join our Board as a Non-Executive Director with responsibility for supporting our new Young People's Shadow Board.

This is a rare opportunity to help shape an ambitious initiative from the beginning and ensure that young people's voices meaningfully influence how our organisation develops, makes decisions and delivers impact.

About the Shadow Board

The Common Ground Shadow Board is being established to ensure that young people help shape the future direction of our organisation.

The Shadow Board will bring together diverse young people with lived experience, insight and ambition to provide challenge, ideas and perspectives directly into our governance and decision-making. The intention is for the Shadow Board to have genuine influence rather than acting as a symbolic advisory group.

Recommendations from the Shadow Board will be formally communicated to the main Board and considered as part of our strategic discussions.

The successful candidate will play a leading role in helping us create a model of meaningful youth participation that reflects our values and social mission.

The Role

As a Non-Executive Director, you will:

- Contribute to the overall governance, strategy and success of Common Ground
- Serve as the principal link between the Common Ground Board and the Shadow Board
- Champion the views, insights and recommendations of Shadow Board members
- Help ensure that young people's perspectives inform strategic decisions and organisational priorities
- Support the development, wellbeing and success of Shadow Board members
- Provide guidance on creating an inclusive and empowering experience for participants
- Act as an ambassador for the organisation and its mission

You will work closely with fellow Board members, the Chief Executive and Shadow Board participants to help establish a governance model that gives young people a genuine seat at the table.

We are seeking someone who demonstrates:

Essential

- A strong track record of supporting, developing or advocating for young people
- Experience in one or more of:
    - Education
    - Careers guidance and destinations
    - Social mobility initiatives
    - Outreach and widening participation
    - Youth development
    - Employability programmes
- A genuine commitment to widening access to careers and opportunities
- Strong interpersonal and communication skills

- The ability to listen, challenge constructively and build trust
- A commitment to equality, diversity, inclusion and social mobility
- An understanding of governance or strategic decision-making

Desirable

- Experience of working with boards, advisory groups or governance structures
- Knowledge of the property, construction, infrastructure or built environment sectors
- Experience of co-production or youth participation programmes
- Experience supporting individuals from underrepresented backgrounds or those facing barriers to opportunity

What we are looking for above all else

We are less interested in traditional governance credentials than we are in the ability to support and empower young people effectively.

- We are seeking somebody who believes that:
- Young people should influence decisions that affect them
- Leadership opportunities should be accessible to people from all backgrounds
- Organisations make better decisions when diverse perspectives are included
- Inclusion requires action rather than aspiration

Time commitment

We anticipate the role will involve:

- Attendance at quarterly Board meetings
- Attendance at Shadow Board meetings or engagement activities
- Occasional participation in events, recruitment activities and strategy sessions
- Ad hoc support and mentoring where appropriate

We expect the overall commitment to average approximately 1–2 days per month.

What you will gain

This role offers an opportunity to:

- Help shape a new and innovative governance initiative from the outset
- Influence the future direction of a mission-driven organisation
- Support the development of future industry leaders
- Expand your professional network across education, property, construction and social impact sectors
- Contribute to meaningful and measurable social change

Most importantly, you will help ensure that the voices of young people directly influence how Common Ground grows and delivers impact.

Equality, Diversity and Inclusion

Common Ground is committed to creating an inclusive organisation and a sector that reflects the communities it serves.

We particularly welcome applications from individuals who can bring diverse perspectives, experiences and insights. We are committed to ensuring an accessible recruitment process and will provide reasonable adjustments where required.

How to apply

Please submit:

1. A short supporting statement (maximum two pages)

Tell us:

- Why you are interested in this role
- Your experience supporting or developing young people
- What you believe makes effective youth participation genuinely meaningful
- What you would bring to Common Ground and the Shadow Board programme

2. A CV or LinkedIn profile

We are interested in understanding your experience and background, but we are more focused on your commitment to our mission and your potential contribution than on specific titles or credentials.

3. Equal Opportunities Monitoring Form (optional)

This will be separated from applications and used only to help us assess the inclusivity of our recruitment process.

Recruitment timeline

Stage	Date
Applications open	July 2026
Applications close	**24 September 2026**
Shortlisting	End September 2026
Conversations/interviews	October 2026
Appointment confirmed	Mid October 2026

A final word

At Common Ground, we believe that if we are serious about creating fairer pathways into property, construction and the built environment, young people must be involved in shaping the solutions.

This role offers a unique chance to help build something meaningful from the ground up. If that excites you, we would love to hear from you.

To apply or request an informal conversation, please contact:
lara.newman@commongroundcic.org.uk