



## Shadow Board Role Profile

The aim is to recruit up to 15 volunteers to the Shadow Board with the following composition:

- 2 representatives from the existing I@L Partner networks
- 2 volunteers who are new to the Lloyd's market (*'new to market' is defined as less than 2 years and having worked outside of insurance before*)
- 2 volunteers who are experienced in the Lloyd's market (*'experienced' is defined as having spent much of your career in the market / insurance – 10+ years*)
- 2 volunteers from the Emerging Talent community (*'emerging talent' refers to graduates and apprentices who expect to be employed for the duration of the appointment*)

*The other volunteer positions are not limited to the above categories, ensuring the broadest range of representation from our insurance market*

The Shadow Board will be asked to nominate the Chair and Deputy Chair at the first formal meeting planned for Q2 2021 and therefore expressions of interest in these roles are requested at the point of application.

### What you will do

As a volunteer on the Shadow Board, you will be responsible for challenging and influencing the Main Board in order to support and inform inclusive decision-making processes. The key responsibilities of the role include:

- Generate innovative approaches to advancing diversity and inclusion across the Lloyd's market and beyond
- Bring diversity of experience and thought to Inclusion@Lloyd's to effectively represent diverse talent across the market
- Pro-actively seek and listen to feedback from colleagues and stakeholders to inform the Inclusion@Lloyd's agenda and actions
- Play an active role in influencing and implementing the future plans of Inclusion@Lloyd's
- Be a champion of diversity and inclusion in your own organisation and an advocate for the market

In addition, the role of Chair and Co-Chair will in addition be responsible for leading and chairing the Shadow Board.

Shadow Board members will be required to attend quarterly meetings and will be appointed for a 2-year term. It is key that members have the capacity to contribute and play an active role with Inclusion@Lloyd's beyond the meeting schedule.



### **What will you bring to the role?**

You will bring passion, commitment and the willingness to learn and to make change happen. Lived experience of difference or an understanding and appreciation of both the challenges and opportunities that difference can create, is key to the success of the Shadow Board.

Competencies:

- Communication and influencing
- Solutions focus
- Teamwork and collaboration
- Innovation
- Championing Change

Plus, for the role of Chair and Deputy Chair:

- Leadership skills

### **What we offer**

As well as the opportunity to influence and affect authentic change in diversity and inclusion, across the Lloyd's market and beyond, you will also benefit from:

- Access to diversity and inclusion experts to advance and extend your knowledge and skills
- Support and mentoring from the Inclusion@Lloyd's Main Board
- Becoming part of a team passionate about change

### **How to find out more**

Please visit: <https://inclusionatlloyds.com/inclusion-at-lloyds/shadow-board/>

### **The application process:**

- 25<sup>th</sup> January 2021: Applications open
- 5<sup>th</sup> February 2021: Applications close
- 8<sup>th</sup> February - 12<sup>th</sup> March 2021: Shortlisting and assessments
- 15<sup>th</sup> March - 20<sup>th</sup> March: Appointments made
- 30<sup>th</sup> March: 1<sup>st</sup> meeting as part of induction