**Role:** Board Member

**Reporting to:** Chair of the Board

**Salary:**  Voluntary (expenses covered)

**Based:**  UK-wide

**Start date:**  Autumn 2025

**About Firstport**

The Firstport Group is Scotland’s leading agency supporting social entrepreneurs, social enterprises, and social businesses. Encompassing Firstport for Social Entrepreneurs, Firstimpact and Firstfund, the group has over 16 years’ experience supporting thousands of entrepreneurs to develop, start, and grow their businesses.

* **Firstport** is the first port of call for social entrepreneurs. Its mission is to make social enterprise accessible, achievable and aspirational. Since 2007, Firstport has helped budding social entrepreneurs make their ideas happen.
* **FirstImpact** aims to cultivate a purpose-led approach to business beyond social enterprise. It works with the public, private and third sectors to deliver initiatives that support businesses to start and grow in a way that is profitable, purpose-led, and impact-focused.
* **Firstfund**’s mission is to offer finance options that are culturally and commercially compatible with creating positive impact. It currently manages the Catalyst Fund, a £15m fund from the Scottish Government that invests in impact through an innovative finance model.

Our group vision is a society in which doing business is synonymous with doing good. Deliberately ambitious, our vision describes the prospect of a society where all businesses operate to the benefit of their communities, in harmony with nature, and with respect for future generations.

Find out more about us on our website - [www.firstport.org.uk](http://www.firstport.org.uk)

**About the role(s):**

We are looking for new members to join the Firstport board and compliment the skills, experience, and diversity of our [Chair and existing members](https://www.firstport.org.uk/meet-the-board/). As a team and together with the Chair, we have recently reviewed the skill set of our existing board and identified the skills, knowledge, and attributes which we believe are crucial to drive forward our strategic aims. These are reflected in the role specification below.

We expect all board members to have some general skills and personal attributes that enable them to make a full contribution to the work of the board. These skills and experience may not necessarily come from working in the social enterprise or business sectors. We are interested in members who can introduce new ideas and make connections between the different sectors our board members come from.

**A diverse board**

At Firstport, we prioritise and protect an inclusive environment that respects and values diverse perspectives and where all individuals regardless of their age, backgrounds or identities feel able contribute to their fullest potential. This extends to our clients, partners, employees and trustees of all the companies within the Firstport Group.

As accredited [Investors in Diversity](https://www.firstport.org.uk/news/firstport-becomes-an-accredited-investor-in-diversity/), we are committed to having a balanced and diverse board, reflecting the people and communities we work with. To strengthen this commitment, in 2024 we amended our Articles of Association to lock diversity into our Board into our Governance. These changes include:

* No more than 50% of the Directors in post at any one time should identify as male, female, non-binary
* At least 25% of the Directors in post have lived experience of running a social enterprise
* At least 25% of the Directors in post are considered to bring a diverse perspective

In this context diverse refers to individuals from a global majority background, members of the LGBTQ+ community, individuals living with a disability and young people aged 18-26.

With a couple of board members reaching the end of their terms, we are specifically looking to appoint two individuals who are, or identify as female and who **also** bring a diverse perspective or lived experience of one the following:

* Global majority
* the LGBTQ+ community
* Living with a disability
* Aged between 18-26

**Role Specification**

As a Firstport Board member, you will:

* Oversee appropriate governance and financial management arrangements for the organisation, ensuring compliance with all relevant legislation
* Together with the Chair, provide strategic direction to the company whilst avoiding becoming involved in day-to-day operational matters
* Maintain and regularly review Firstport’s systems of internal controls, performance reporting, policies, and procedures
* Review and assess the risks to which Firstport is subject, and take action to avoid or mitigate identified risks
* Attend quarterly board meetings – online & in Edinburgh - and actively participate in Board and sub-committees’ work
* Communicate effectively both within the board and on behalf of Firstport externally to a variety of stakeholders
* Maintain links with the wider social enterprise, business, and public sector, where these are relevant to the work of Firstport
* Prepare for funding panels and making decisions on seed funding applications
* When possible, attend events and activities organised by or on behalf of Firstport, Firstimpact, or Firstfund
* Uphold the highest ethical standards of integrity and comply with the Board’s code of conduct

**Skills and Attributes**

Candidates will need to demonstrate:

* Commercial acumen and business experience, with an understanding of the challenges faced by small businesses, start-ups, and in raising investment
* Effective communication, able to build relationships and partnerships with key stakeholders and work co-operatively within a team setting
* A commitment to the vision, mission, and values of the Firstport Group
* A general understanding of the knowledge and skills needed to successfully perform the tasks of running and developing the organisation. These include finance, HR, communications, operational planning, etc.
* Experience of strategic management with the ability to analyse, review and challenge complex issues and make balanced judgements
* Passion for and with proven interest in the social enterprise sector
* Confidence in networking, with a wide range of contacts in the sectors mentioned above
* An openness to new ideas and able to work cooperatively within a team
* Positivity, proactiveness and able to motivate and support the board and the Chief Executive

Board members must ensure that the Board organises its work to make the most effective use of time, skills, and knowledge. This includes preparing for board meetings and attending training or events that enhance their ability to serve successfully as a member and perform their role and responsibilities effectively. A full induction will be provided, including meeting with the Chair and the wider Board and Firstport team.

The role of Board Member for Firstport is a voluntary position and as such is not remunerated. However, travel and other associated expenses are reimbursed.