



# NON-EXECUTIVE DIRECTOR ESG



This is an opportunity for a values-driven and inspiring Non-Executive Director to join the BFA Board with a strong background in Environmental, Social and Governance (ESG) to provide oversight, governance, leadership, and scrutiny as part of a cohesive and dynamic Board. As a recognised industry expert, the ESG Director would provide advice and expertise across a range of sustainability and impact issues including supporting the CEO with the BFA's annual Sustainability Summit.

N O V E M B E R 2 0 2 4

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**Job title:** Non-Executive Director (NED) – ESG  
**Company:** British Footwear Association  
**Location:** Flexible  
**Reporting to:** Chairman of the Board  
**Area of Expertise:** Senior leadership role in ESG

### Who we are

The British Footwear Association or BFA to use our shorthand name, has been in existence for 125 years and is a non-profit trade Association which represents some 200 members in the British footwear sector including design, retailing, manufacturing, sourcing, distribution and services. This £16 Billion Industry is a vital part of the UK economy and employs several hundred thousand staff. The BFA exists to represent footwear businesses big and small, it offers advice, education representation as well as events and opportunities to network with partners and members for the benefit of their companies. We create an environment for knowledge sharing, keeping up to date with emerging themes around trade, sustainability, routes to market, legislation etc. to help companies achieve their aims and goals.

### We are looking for a Non-Executive Director

This is an opportunity for a values-driven and inspiring Non-Executive Director to join the BFA Board with a strong background in Environmental, Social and Governance (ESG) to provide oversight, governance, leadership, and scrutiny as part of a cohesive and dynamic Board. As a recognised industry expert, the ESG Director would provide advice and expertise across a range of sustainability and impact issues including supporting the CEO with the BFA's annual Sustainability Summit. See below.

### What's on Offer

Being a non-executive director with the BFA is an intellectually stimulating meaningful role with the opportunity to influence strategic direction within a renowned Trade Association and be the voice for ESG at the BFA embracing the challenge of delivering change at pace. An opportunity for you to make a difference and share your expertise, tackle real – world challenges and broaden your knowledge base and build a network of connections. Attending 4 Board and Committee meetings per year, as well as 8 informal catchups and any ad hoc meetings via online Teams meetings. Flexible location.

### Key Responsibilities

- Collaborate with board members to set the strategic direction of the BFA for the next 5 years, contributing and shaping. decision-making.
- Provide insights and recommendations as to the key enablers for the future success of the BFA.
- Provide advice and expertise on a wide range of ESG issues.
- Support the CEO with the BFA's annual Sustainability Summit that brings together businesses at all stages of their ESG Governance journey. The summit features several expert presentations and discussions on current key ESG issues and provides a yearly outlook to help companies better plan for challenges and opportunities.

British Footwear Association

Contact

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VAT number 353 958 756 | Company registration number 59737



- Maintain the BFA's ESG commitments, policies and standards.
- Cultivate relationships with Members supporting progression of their ESG goals and support the BFA team with insight into success stories and new developments across footwear as they arise.
- Play a key role in supporting the CEO in establishing the ESG working group.
- Contribute to all aspects of the board agenda, bring a breadth of perspective and the ability to understand complex strategic issues.
- Contribute to board committees and actively participate in relevant meetings (both virtual and in-person).
- Attend the Annual General Meeting.
- Commit to a specified term of office, see Term below\*
- Ensure Board succession planning is enacted in line with agreed recommendations from the nominations committee.
- Appoint a Chief Executive when necessary to lead the day-to-day operations of the Association.
- Build and maintain relationships with members, partners and other stakeholders, recognising the evolving nature of the industry within the UK and ensuring the association remains relevant.
- Offer independent advice, challenge and support.
- Promote the highest standards of integrity and corporate governance.
- Act as an ambassador for the organisation within the Footwear Industry.

### **Experience & qualifications required**

- Board-level experience or demonstrably Board-ready.
- Extensive (10+ years) senior expertise in leadership and influential roles focused on driving ESG strategies that deliver real impact, i.e., has a track record in implementing any of the ESG strategies, such as supply chain sustainability, waste management, energy consumption, human rights, Equality Diversity and Inclusion.
- Well-developed technical understanding of critical ESG topics such as climate change and the circular economy with proven ability to implement effective solutions that resonate across the industry.
- Reputation for building strong relationships with key stakeholders, including employees, consumers, suppliers and communities.
- Deeply committed and passionate about fostering meaningful change in the footwear industry creating a positive legacy for future generations.
- Demonstrated success in leveraging data for strategic and financial improvement
- The ability to liaise, present, negotiate and discuss at Board Level.
- Solid and detailed P&L Management experience in a commercial environment.
- A strong understanding of robust governance and compliance regulations.
- Strategic management experience thinking and decision-making skills gained from previous roles.
- The successful applicant should be up for a challenge.

### **Personal attributes required**

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- Confident and agile with strategic decision making.
- Strong leadership and influencing skills.
- Team player with strong influencing skills.
- An excellent communicator and motivator.
- Ambitious with a high energy levels.
- An achiever - to be simultaneously a strategist and a doer.
- Maturity and credibility.
- Sense of humour.
- Strong commitment to the role and the board.

**\*Term:** The normal term of service for Board members of BFA is for 4 years with a potential to renew for a second term giving a maximum service of 8 years. Board members may indicate their wish to remain on the Board at the end of the first 4-year term and the remaining active Board members will vote to accept or decline.

*We believe in fair treatment of all our employees and commit to promoting diversity in our employment practices. We do not discriminate in employment based on race, religion, sexual orientation, national origin, political affiliation, disability, age, marital status, medical history, parental status or genetic information. We base all our employment decisions on merit, job requirements and business needs.*

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