

## **BCS Early Career Executive - Chair**

### **Context**

BCS is committed to providing support to individuals seeking a career in IT.

It is essential that as a professional body we provide a clear proposition and support individuals at every stage of their career. This is especially true for individuals starting their career.

The Early Careers Executive (ECE) has been established to provide a strategic focus for BCS in ensuring that our community activities support and nurture individuals who are in the early stages of their IT career, regardless of their age or route into the profession.

The Chair will be responsible for ensuring that BCS establishes and maintains a vibrant community of students and apprentices as well as ensuring that our existing branch and specialist groups provide engagement opportunities that support individuals embarking on a career in IT and helping them to develop into their mid-career.

The successful candidate will have the opportunity to shape the creation of a new Executive under the governance of Community Board, which will involve seeking out candidates to form the Executive and setting a strategy for engaging early career professionals within the BCS Community as well as attracting them to it.

This role will suit individuals seeking an opportunity to develop senior leadership skills and who are passionate about supporting the growth of early career professionals.

### **Board Membership**

Community Board will make the appointment as the relevant governance board. The Chair will have the scope to agree appropriate connections with other relevant BCS Boards such as the Society and the Organisation and Employers Boards in consultation with the relevant Vice-Presidents.

All other appointments are based on nominations by the Early Careers Executive to Community Board for ratification.

## BCS Early Careers Executive Chair

### Responsibilities

The Chair will be responsible for setting an early careers community strategy, which:

- Aligns with the objectives and scope of the membership strategy to attract, engage and retain individuals in their early career stages
- Establishes and maintains a vibrant community of students and apprentices
- Ensures that branches and specialist groups provide engagement opportunities to support those embarking on a career in IT
- Provides a development pathway for these individuals into their mid-career

### Person Specification

	Essential	Desirable
Experience in the application and use of information and technology	√	
A strategic thinker	√	
A skilled communicator with the ability to debate topical issues and draw succinct conclusions to express the views of the majority	√	
Ability to contribute positively and to challenge constructively	√	
Experience of community building		√
Understanding of the early career landscape	√	
Experience in public or professional policy development, or public affairs		√
Willingness to commit the time required for preparation and participation (including leading the Executive and attending Community Board meetings)	√	
Professional Member of BCS	√	

Preference will be given to candidates who:

- Can demonstrate relevance and credibility within early career networks
- Have knowledge and expertise of community building / engagement and leadership
- Are skilled communicators and strategic thinkers with the ability to debate topical issues and draw succinct conclusions to express the views of the majority and determine key focus areas