



# **WiN Non Executive Director (NED) Scheme**

A pilot scheme designed by WiN UK aiming to provide training, mentoring and board placements to women looking to take the step up into a senior board and leadership position.

# What you need to know before applying for the WiN Non Executive Director (NED) Scheme:

## Why was the WiN NED Scheme set up?

The WiN NED 'pilot' Scheme was set up to focus on increasing the proportion of women in senior management positions following research that found women made up only 13% of senior leadership roles in nuclear industry companies. Limited opportunities for women exist and practical board experiences are often not offered to women in the sector, which encouraged the idea of the NED pilot scheme.

The programme is designed to provide training, mentoring and board placements to women looking to take the step up into a senior board and leadership position.

## What is the scheme?

- The WiN NED scheme is a year-long programme which provides a practical learning experience for participants. During the scheme participants have monthly (online) training sessions on subjects related to undertaking successful non-executive director roles. In addition, the scheme aims to place the participant on an active board within the industry (this is dependent on current availability on the boards).
- To support the training and practical experience, participants are matched with an experienced mentor to support their individual needs and guided by the WiN project team.
- The programme is supported by a dedicated and enthusiastic WiN project team who schedule annual programme of events and learning. All of the training is mandatory to ensure NEDs are equipped with essential knowledge and other talks and events are optional.
- The programme also gives an opportunity to build a network of professional contacts in the Nuclear Industry.

## How will I be matched with a mentor?

- The WiN project team will select the Mentor for the Mentee from a pool of experienced volunteers who work in the Nuclear Industry. Typically, this will be based on skill set, personality, and the ambitions of the mentee.
- If you already have a mentor, you are welcome to continue with them, however you will still be matched with a mentor specifically for the scheme.

## When will the scheme start?

- The next cohort will start January 2025 with interviews and onboarding being held in the autumn 2024. Notifications and reminders will be sent out for the next cohort through communication channels like LinkedIn and from the WiN website.

## How long does the programme run for?

- The programme runs for roughly one year with a time commitment of 7-12 hours per month required.
- A company may wish to extend the Board position beyond the programme and that is entirely up to the discretion of the company and candidate to consider.

## Is it a paid NED position?

- This is an unpaid position. As a training programme, it is expected (and will be confirmed at interview) that you have the support of your company, to take part either inside or outside of company time (the former is expected, the latter in exceptional circumstances).

- The scheme aims to be of no cost to yourself, the company you work for or the company providing the position. There may be some costs that occur i.e. travel costs – these are expected to be covered by your host company (NED position) but this will be discussed on a case-by-case basis if needed.
- If, after a year, the company decides to keep a NED on, any payment would be entirely at the discretion of the company.

### How will I be matched with a company?

- Candidates will specify preferences in terms of what type and size of company they wish to work for and alongside their ambitions and experience, the project team will try and source a board position that suits the individual.
- The companies participating will also be requested to specify their candidate requirements in terms of personality, fit and knowledge/skill.
- Matching will then try to align the company and individual requirements. A further interview will be required to ensure the fit is right for both. Potential conflicts of interest will be discussed at this stage.

### How does the training work?

- The training is varied in terms of subjects and will equip the candidates with the necessary knowledge to partake and contribute effectively to a board meeting. The training is mandatory, but online sessions are recorded.
- The training is a mix of face-to-face and virtual sessions by a variety of trainers from across different disciplines.
- Events and inspirational speakers will also be part of the programme to allow candidates to learn from others – these are optional.

### How often is the training and what is the general time commitment?

- The WiN project team set up monthly online training sessions after a face-to-face kick off session. Once placed onto a board you will be required to attend board meetings based on the company's requirements (typically once a quarter) and allow time for preparation for those meetings. You will also need to allow time to meet with your mentor as you require.
- Note that there are roughly three in-person day events for the programme that will take place in either London or Manchester and will require your attendance.
- Travel may be required for face-to-face training sessions. Costs can be covered by the candidates' employment company or the host company. If not, in exceptional circumstances WiN may consider the reimbursement of some fees.

### What kind of companies could I be matched with?

- We have a range of companies signed up as WiN Charter signatories who are, signed up to the scheme such as governmental companies like Great British Nuclear and other SME companies like Ada Moda. All of our companies are WiN sponsors and support the WiN mission of diversity in Nuclear.

### How do I apply?

- Applications will open on September 9th and will CLOSE on October 25th 2024.
- You will need to provide a copy of your CV and most importantly, a covering letter explaining what being a NED would mean to you and why you should be chosen for the programme. Further details will be available closer to the time. [To find out more about our programme, please contact winukned@gmail.com](mailto:winukned@gmail.com)

### What does the application process involve?

- Once the WIN project team receive your application it will be analysed and reviewed and if you are selected you will then be offered to attend an interview based on suitability and the pre-set criteria.

- Candidates will be interviewed in October/November. More details will be provided by the WiN team who will guide you through the process in terms of requirements and help with the preparation.
- Candidates will be selected through a fair and transparent recruitment process by the WIN project team and supported by senior members in WiN. Post-interview feedback can be provided on request.

### What are you looking for in an ideal candidate?

- NEDs represent in some cases the top tier of corporate advisors and reaching that level will take hard individual work and effort.
- Whatever your background the ability to think strategically, excellent communication and interpersonal skills, working as a team handling confidential information, effective influencing, and unwavering drive and diplomatic determination are essential.
- Any background is welcome.

### What level or type of experience is preferred?

- We are looking for Women who are currently in medium to senior managerial/leadership roles within their company with ambition to succeed and where the next step in their career could be to a board position.
- Our aim is to support all women in many situations e.g returner-ships, career break or currently on maternity leave, we welcome your application.

### How do you deal with conflicts of interest between parent company (my employer) and the NED hos company?

- The WiN team have dedicated lawyers and experts on hand who can help with drafting confidentiality agreements and managing any potential conflicts of interest between your current employer and the NED company chosen from the programme

### What approvals do I need to get from my work?

- If you are in employment, you will need approval from your manager to participate in the programme which could be considered as part of your career development and training pathway. You will need support and time from your day job to meet the expectations of the programme.

### What do I do if I still have a question?

- Please contact [winukned@gmail.com](mailto:winukned@gmail.com) with "WiN NED" in the subject line. You will then be forwarded through to the WiN project team to help. Please note that we are all volunteers so you may not get an immediate response.
- If your query is related to the experience of being on the programme and you would like to hear from one of the cohorts, then please keep an eye on the website and LinkedIn page as we will be running Q&A sessions closer to the time of recruitment for 2025. We will not put an individual in direct contact with one of the cohorts – please respect this and do not reach out to them individually via social media.

## COMPANIES

### What is the NED Programme?

- The WiN NED Scheme was set up following research that found that women made up just 13% of senior leadership roles in the Nuclear industry. Further research found that there were limited opportunities for practical experience in senior leadership roles; the scheme aims to provide women with the practical skills and mentorship in senior leadership roles.

- The WiN NED scheme is a year-long programme which provides a practical learning experience for participants. During the scheme participants have monthly (online) training sessions on subjects closely related to senior leadership roles. In addition, the scheme aims to place the participant on an active board within the industry. To support the training and practical experience participants are matched with an experienced mentor to support them.

#### **What is the benefit to my company of being part of this programme and hosting a NED?**

- Your company will be provided with a free resource to help challenge the boards thinking, set strategic direction and grow the business. This diversity of thought and knowledge helps companies look at the business through a different lens with independent oversight and critic and to drive organisational development.
- Your company will pioneer the programme and be leading the way to promote gender diversity in the nuclear industry.

#### **I run an SME; is my company too small?**

- No company is too small. Any company that benefits from board discussions and driving strategic directions
- can participate.

#### **I am part of a large corporate, is there any way we can support the programme without taking on a NED ourselves?**

- If your company cannot participate in the WiN NED programme, then you can still promote the programme to others using various communicate channels. Spreading the word will promote diversity of thought and may allow other companies to benefit from the learning. Additionally, if you have an executive member who would be interested in providing mentoring then please let the WiN project team know via [info@winuk.org.uk](mailto:info@winuk.org.uk).

#### **What will the scheme cost for the company?**

- The programme is free for a year. You will be asked to support the travel costs for the individual (however this is negotiable).

#### **Does the company have a say in which candidate they take on?**

- The initial screening, recruiting and interviews will be carried out by the WiN team. However, the company will have the final selection of the candidates who have passed the WiN interview process. This will speed up the selection process for the company. It is however very important the company has the final say to ensure it is the right fit for their organisation's culture and needs.

#### **Is there a required level of support?**

- The company will be required to support and onboard the NED and provide knowledge transfer to allow the candidate to get up to speed quickly with background reading on previous board meetings and possibly a preparation session.

#### **Is there flexibility in the number of board meetings the individual can be requested to attend?**

- It would be expected the NED would attend all board meetings held by the company once signed up.

#### **Can we take them on as an Observer instead of a registered NED?**

- There is a possibility to sign a NED as an observer which can be discussed with the WiN project team



**Encouraging more women to pursue a career in nuclear**