

Dec 2021



## Become a director of Tiny House Community Bristol!

Tiny House Community Bristol Limited (THCB) is welcoming enthusiastic, responsible directors to take the project to the next level.

Founded in 2017, THCB is a self-governing group of people from Bristol and beyond. We work together within the legal framework of a Community Benefit Society (CBS - [here is a link to our rules](#)) to challenge the converging crises of human-caused climate breakdown and biodiversity loss, and market system injustices. THCB uses a decentralised governance system called Sociocracy which has values of efficacy (producing impact), efficiency (no time wasted) and equivalence (shared power). We meet for two hours on alternating weeks at 6-8pm on a Monday.

In Sociocratic terms, the board of directors is called the Mission Circle. We are really interested in working with people who are inspired by our [Vision, Mission and Aims](#) and who feel they have something to contribute to their realisation.

We welcome interest from people from all walks of life including those with lived experience of housing vulnerability and other forms of marginalisation.

### To apply

Firstly, look through our website, take in our [Vision, Mission and Aims](#), and read through the rest of this document. If you would then like to find out more and have questions, email us with Director Inquiry in the subject line, telling us a bit about yourself and your interest in the role.

We'll invite you to have a chat, after which we will invite you to put into writing any feedback from our conversation, and to tell us what you feel you can bring to THCB. This will be the formal application part. We will also invite you to join a mission Circle meeting and observe other circles in action.

**Email it to [hello@tinyhousecommunitybristol.org](mailto:hello@tinyhousecommunitybristol.org)**

**Deadline 31 Jan 2022**

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The following will help you understand a bit more about the role. If it seems overwhelming in any way, please don't be put off! All the current directors are learning and developing the role as we go along. This is more about bringing together a great crew than finding an experienced captain.

### Purpose of Director role:

- To provide appropriate oversight, governance and leadership to Tiny House Community Bristol in the pursuit of its objects.
- To support and hold accountable fellow mission circle members and paid staff, in meeting the objects and upholding agreed governance responsibilities and protocols.
- To help shape and guide the direction of THCB
- To intervene to address organisational wellbeing issues where necessary
- Review and evaluate progress against agreed aims
- Agree and monitor lines of delegation for decision making
- Ensure the integrity and appropriate transparency of financial and other information, and that systems of risk management are robust and defensible.
- Determine appropriate levels of remuneration of executive directors and have a prime role in appointing and where necessary removing directors, and in succession planning.
- To ensure that decisions are made in the best interest of THCB and that the interests of members, employees and other stakeholders are integrated into Board decisions.

### Directors will:

- Attend Mission Circle (fortnightly) and General Circle (monthly) meetings.
- Complete an induction process including director-related training where necessary
- Commit to learning, understanding and using Sociocracy as an ongoing practice
- Build generative relationships with other active THCB members according to the spirit of Sociocracy and our Inclusion, Diversity and Equity policy
- Build generative relationships with stakeholders in the wider community-led housing movement, host communities, future members, professional advisors and contractors, including the auditors.
- Be willing to bring their experience and insight to the role

## Key areas of knowledge, learning and action:

- A commitment to THCB, its Vision, Mission and Aims/Objects.
- A sound knowledge of the operating environment of THCB
- Knowledge of the governance and legal framework applicable to THCB
- A sound understanding and acceptance of the legal duties, responsibilities and liabilities of directors.
- Strategic vision and some commercial experience.
- Experience of financial management and budget setting.
- An interest in and some understanding of community building, social enterprise development and community led housing.
- Some experience of managing risk and risk management tools.
- A willingness to devote the necessary time and effort to their duties as a non executive director.
- Sound, independent judgment and an ability to listen to, question and challenge self and others.
- An ability to think and sense creatively.
- Willingness to embrace new technologies and ways of working.
- An ability to work effectively as a member of a team.
- Demonstrable experience of building and maintaining sustainable relationships with stakeholders and colleagues to achieve organisational objectives.
- Enjoyment of collaborative, dynamic working and working with emergence.