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|  | **Member of Resources Committee – HR****Role Description** |
| **Governance area** | Finance, Central Properties, Church House Management, Human Resources, Compliance inc. GDPR and Health and Safety, IT services, Communications and Records and Archives (as outlined in the Terms of Reference) |
| **Main points of contact**  | Chief Operating Officer as Head of the Admin and Resources TeamPA to the Chief Operating Officer and Chief Finance OfficerHR Officer |
| **Connected roles** | Member of Nominations CommitteeMember of Remuneration Committee |
| **Sources of support** | Administrative support for the committee is provided by PA to the Chief Operating Officer and Chief Finance OfficerSecretary to the Committee is Chief Operating Committee |
| **Location** | The majority of meetings will be online. Where meetings are in person, these are likely to take place at URC Church House, London. |
| **Time commitment** | *Resources Committee*: Four online meetings and two in-person meetings per annum (dates and times suitable for the membership of committee) plus additional follow-up work between meetings.*Nominations Committee*: Three online meetings per annum (dates and times suitable for the membership of committee).Remuneration Committee: Two meetings per annum (which will link to the work of the Resources Committee). |
| **Remuneration** | Volunteers are not remunerated. The URC will ensure financial expenses incurred by volunteers whilst supporting the work of the Resources Committee will be reimbursed, in accordance with the URC expenses policy. |

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| **Background:** In 2023, General Assembly agreed to create this new Resources Committee to draw together the work of four committees (Human Resources Advisory Group, Communications Committee, Finance Committee, Church House Management Group). It is therefore an exciting opportunity to shape and develop the strategic leadership and coordinated approach to governance in key areas in the life of Church House and the wider denomination also. |
| **Committee summary:**  The work of this committee covers operational aspects of the life of Church House through the management of the offices as a place of work and through the provision of HR. This is not just about governance; it is also about shaping culture and demonstrating the ethos of the URC in our care for the team. Similarly, the work relating to the portfolio of central housing is both an exercise in managing assets and in taking appropriate care and provision for Moderators and other General Assembly Appointed ministers. Through the work on finance and communications, this committee will play an important part in serving the wider denomination at a key moment in the life of the denomination with the Church Life Review work and the planning to tackle the deficit budget.The work of this committee in terms of finance, HR, properties and matters of Compliance requires collaboration with the URC Trust and the Terms of Reference detail the reporting duties in this regard.The work of the committee will be at a strategic level, allowing the operational implementation to be undertaken by those employed in the relevant roles within the Admin and Resources team. |

**Principal responsibilities and duties**

**Attending and participation in meetings**

1. Attend as many of the Committee’s meetings as practicably possible.
2. Read all papers carefully in advance of each meeting in order to participate in discussions and ask appropriate questions.
3. Familiarise yourself with the Committee’s Terms of Reference and delegated authority from General Assembly and the URC Trust.
4. Familiarise yourself with the relevant policies and procedures which relate to the work of the Resources Committee, especially where these relate to HR.

**Specialist area related**

1. Offer guidance, views and recommendations where these relate to your particular area of specialism.
2. Be willing to support particular pieces of committee work outside of the meetings from time to time, especially where these relate to HR.
3. Be willing to undertake investigations as part of HR procedures relating to employed team members.

**Training**

1. Undertake training in key areas as highlighted within the induction and through
ongoing conversation with the Convenor and Secretary, such training is to include
anti-racism training.

**Working with other Committees and volunteers**

*This section lists the type and level of interaction that this role has with committees and other groups. It may vary from time to time and as directed by the Business Committee/General Secretariat.*

*This Member of the Resources Committee will work closely with:*

* The Chief Operating Officer and the PA to the Chief Operating Officer and Chief Finance Officer
* The Convenor of Resources Committee
* Remuneration Committee Convenor
* Nominations Committee Convenor
* HR Officer and HR Assistant.

**Expected standards**

*This section refers to the way in which the role should be done rather than the duties/responsibilities.*

1. Promote a culture of open and effective communication.
2. Actively foster an environment which nurtures equality and cherishes diversity.
3. Take responsibility for own personal development and develop skills and knowledge applicable to this role.
4. Ensure compliance with Safeguarding practice.

*This role description reflects the overall scope and responsibilities of the role. However, it may change and evolve over time in order to meet organisational needs and this job description will therefore be subject to periodic review and change if required.*

**Person specification**

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| **Role: Member of Resources Committee – HR** |

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| **Requirements** | **Essential** | **Desirable** |
| **Experience and knowledge** | 1. HR experience as an HR specialist or senior manager.
2. Understanding of equality, diversity and inclusion.
 | * Knowledge of URC governance structures or a willingness to learn
* Experience of organisational culture setting
* Experience of change management.
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| **Skills and** **abilities** | 1. Work collaboratively with a diverse range of people.
2. Strategic thinking.
3. Attention to detail.
4. Good IT skills including Microsoft Office, Zoom and email.
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| **Other** | 1. Member of the United Reformed Church.
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