

KindaElders

Collective guidance for social business growth

Terms of Reference

DEFINITION

A team of experienced, professional people delivering the commercial ambitions of the KindaMovement.

ROLE OBJECTIVE

Working with tMK trustees and network owners/directors/managers, their objective is to maximise profitable income-generating activities across tMK network, taking joint ownership of the KindaBusiness Hub. They will support companies within the network who are set up to contribute profits to tMK, develop new commercial interests and troubleshoot existing ones. They will also give advice to other social enterprise companies and projects within the broader tMK community.

KEY RESPONSIBILITIES

Working as a collective team, and in conjunction with tMK trustee board and network business owners/directors/managers, give business management guidance and support to each enterprise or project, to the level mutually agreed ie. some work will require 'hands-on' project management and other work will be mentoring others to perform tasks themselves. Initiating income-generating projects to benefit tMK and its network, eg. KindaCuisine, KindaMerchandise, etc.

PERSON SPECIFICATION, SKILLS & EXPERIENCE

The people most suited to this role are those with a sufficiency mindset, who have worked and succeeded to a satisfactory level of comfort. **It is essential to have a successful and broad experience in business at owner/senior executive level.**

Personal Qualities:

- Self-motivated and professional
- Mature approach
- Team-player
- Confident and articulate but without ego
- Motivated to help others succeed
- Professional communicator
- Patient
- Good people skills
- At least one senior management specialty, ie. Finance, Governance, Business Development, Project Management, etc.
- Training and mentoring skills

Expectations:

- Commitment to supporting the ambitions of tMK and its network social businesses
- Gaining a full understanding of tMK; its aims and its values
- A non-hourly-paid mindset
- Flexibility in contract hours should there be higher resource demand
- Flexibility in work contact outside of standard working hours
- To take up an additional volunteer trustee role on the board of tMK after an agreed period

REMUNERATION:

To be determined dependent on skills, experience and agreed duties.

Work pattern self-regulated on a self-employed basis.

Fees will be chargeable via KindaBusiness hub, split out to tMK and its network businesses on a cost-usage basis.