

RECRUITMENT PACK 2026

CHAIR OF THE BOARD

Helping Lincolnshire & Rutland businesses
to grow and succeed – and looking for the
next person to help lead that mission.

A Word From Our Chief Executive

Thank you for your interest in becoming the next Chair of Lincolnshire Chamber of Commerce.

We've represented and supported businesses across our region for more than 130 years, and today we're proud to be part of a strong and ambitious network of 51 accredited Chambers across the UK. Our Board has just set an ambitious budget for 2026/27 and we're investing in new products, new member benefits, new sectors and new relationships — from Wellbeing and AI.

We're looking for a Chair who shares our belief that Lincolnshire and Rutland's businesses deserve a strong, connected voice — someone who brings sound judgement, real energy and genuine curiosity about our region to the Board table, and who is excited to help shape what comes next for the Chamber.

I would be delighted to tell you more about the role. Please don't hesitate to get in touch for an informal, confidential conversation.

Simon Beardsley
Chief Executive, Lincolnshire Chamber of Commerce

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Who We Are

Lincolnshire Chamber of Commerce is an independent, not-for-profit membership organisation that has supported, represented and protected the interests of local businesses since 1889 — over 130 years championing Lincolnshire's commercial life.

We're part of the British Chambers of Commerce (BCC) network: one of 51 Accredited Chambers across the UK, backed by an international network spanning more than 75 global markets. Our operational area covers the district authorities of Boston, East Lindsey, Lincoln, North Kesteven, South Holland and South Kesteven (including Stamford), West Lindsey, together with the county of Rutland — territory the BCC awarded us in 2021.

The Chamber is a company limited by guarantee, and part of a group that includes our commercial trading arm, LCCI Services Limited, which owns and runs Commerce House, our managed office and meeting space in Lincoln.

Our Vision & Mission

Vision: To help create a sustainable and connected economy for Lincolnshire & Rutland businesses.

Mission: We connect and support Lincolnshire & Rutland businesses to grow and prosper.

Our Strategic Priorities

- Develop People — through skills, training, employment and health & wellbeing.
- Protect the Planet — supporting members to work smarter, build sustainable practices and deliver clean growth toward Net Zero.
- Deliver Progress — seeking new funding, investment and markets, and influencing policy, transformation and innovation.

The Opportunity

This is a pivotal moment to join the Chamber. Following a challenging 2025/26, in which reserves reduced further as we continued to invest in our people, the Board has set a 2026/27 budget that returns the Chamber to surplus — while continuing to invest in membership growth, product development, and diversifying our income.

New Wellbeing and AI products are in development, our International Trade team recently scored 100% in its Chamber Customs audit, and we’re building on our Rutland territory and sector strengths in Manufacturing, Property & Construction, and Food & Hospitality. As Chair, you’ll help guide the Board through this next stage — working alongside an experienced executive team and a Chief Executive who is keen to have a strong sounding board and strategic partner at the table.

Chamber Facts

Est. 1889 130+ years serving Lincolnshire’s business community	51 Accredited Chambers in the BCC network, reaching 75+ global markets	9 Local authority areas covered, from Boston to Rutland
£1m (approx.) Current expected turnover 2026/27	100% Score achieved in our most recent Chamber Customs audit (Nov 2025)	Commerce House Our managed office & meeting space in the heart of Lincoln
800 Members of various sizes	100% Accreditation score with British Chamber	£2 form £1 From £1 of membership income we generate £2 more from other activities

Role Description: Chair of the Board

The Chair is pivotal in creating the conditions for overall Board and individual Director effectiveness, both inside and outside the boardroom.

Specifically, it is the Responsibility of The Chair to:

- Chair the Lincolnshire Chamber Board and LCCI Services Ltd.
- Run the Board and set its agenda — forward-looking and focused on strategic matters rather than formulaic approvals of proposals that can properly be left to management.
- Ensure Directors receive accurate, timely and clear information about the Chamber's performance, so the Board can take sound decisions, monitor effectively and promote the Chamber's success.
- Ensure effective communication with Members, and that Directors understand the views of Members from across the region.
- Manage the Board's time well, particularly for complex or contentious issues, arranging informal discussion beforehand where useful — and ensure Non-Executive Directors have enough time to consider critical issues without unrealistic deadlines.
- Lead a comprehensive, tailored induction programme for new Directors.
- Takes the lead in identifying and meeting the development needs of individual Directors, and of the Board as a whole.
- Ensure the performance of individuals, of the Board as a whole and of its Committees is evaluated at least once a year.
- Encourage active engagement from every member of the Board.

The Effective Chair:

- Upholds the highest standards of integrity and probity.
- Sets the agenda, style and tone of Board discussions to promote effective decision-making and constructive debate.
- Promotes effective communication, inside and outside the boardroom, between Non-Executive Directors and the executive team.
- Builds an effective and complementary Board, initiating change and planning succession in Board appointments.
- Promotes the highest standards of corporate governance.
- Ensures effective implementation of Board decisions.
- Establishes a close relationship of trust with the Chief Executive, providing support and advice while respecting executive responsibility.
- Provides coherent leadership of the Chamber, including representing it externally and understanding the views of Members.

Governance, Eligibility & Time Commitment

About The Board

Our Board is made up of senior business leaders from across the Chamber's membership. Under our Articles of Association, it currently consists of:

- The Chair, elected by the Board from among its Directors;
- The Vice-Chair, also elected by the Board from among its Directors;
- Up to nine further Non-Executive Directors, each a Member of the Chamber or a person connected with a Member; and
- Up to two Executive Directors, including our Chief Executive.

The Board is supported by sub-committees — currently the Strategy Group, Nominations Committee and HR & Remunerations Committee — with further groups planned as new Directors join.

Eligibility

Directors must be either a Member of the Chamber, a person connected with a Member (for example, a partner, director, employee or consultant of a Member organisation), or an executive of the Chamber. If you're not currently connected to the Chamber in one of these ways, do get in touch before applying — this is usually straightforward to resolve.

If you are not already a Board Director, your application will first be considered by our Nominations Committee for appointment to the Board. The full Board then formally elects the Chair from among its Directors.

Term	An initial three-year term, renewable for up to two further three-year terms (nine years in total).
Remuneration	This is a voluntary, unremunerated role. Reasonable expenses incurred in carrying out your duties are reimbursed.
Board meetings	The Board meets four to five times a year at Commerce House in Lincoln, with shorter Director check-ins in between.
Wider commitment	As Chair, you'll also chair LCCI Services Ltd, represent the Chamber as an ambassador at events across the region, and stay in regular contact with the Chief Executive between formal meetings.

What We're Looking For

We're looking for someone who can bring:

- Genuine passion for, and commitment to, the economic success of Lincolnshire & Rutland.
- Experience operating at Board or senior leadership level, ideally including chairing or vice-chairing a board or committee.
- Strong, credible relationships across the Lincolnshire & Rutland business community, or the ability to build them quickly.
- Sound commercial judgement and a good understanding of governance and financial oversight.
- Excellent listening and communication skills, with the ability to bring differing views to a consensus.
- A collaborative, values-led leadership style that builds trust with the Board, the Chief Executive and the wider membership.
- The time and flexibility the role requires, including regular contact with the Chief Executive between formal meetings.
- Enthusiasm for our strategic priorities — Develop People, Protect the Planet and Deliver Progress.

How to Apply

If you feel you could fulfil the role of Chair and can commit to the time required, please submit a CV and covering letter to Simon Beardsley, Chief Executive, via simon.beardsley@lincs-chamber.co.uk.

For an informal, confidential discussion about the role, please contact Simon directly using the same address.

Closing date for applications: **Sunday 13th September 5pm**

