

BECBC Shadow Board Vacancies – September 2025



BECBC Shadow Board

The BECBC Shadow Board is a group of volunteer young professionals, set up in 2018 to ensure young people within BECBC's membership have a voice in key decisions, diversify thinking and provide challenge.

Our mission is to Empower the Next Generation.

James Harrison
Shadow Board Chair

Issy Shannon
Deputy Chair

Abi Symons
General Operations Administrator

Bridget Dempsey
Events Lead

Callum Hyslop
Social Value Group Lead

Georgia Routledge-Moore
Network Ambassador

Jake Iceton
Professional Services Group Lead

Katherine Dumbell
Green Group Lead

Raife Cooper
Social Media Lead

The Britain's Energy Coast Business Cluster (BECBC) Shadow Board is a group of (currently) 9 young professionals, brought together to ensure young people within the Cluster's membership have a voice in key decisions but also to support, promote and drive wider development and growth opportunities for young professionals in Cumbria. Our Shadow Board align their work to their mission of empowering the next generation, ensuring that activities are focused in the areas of greatest need while aligning to the wider BECBC principles.

Following the resignation of some long-term members, we are excited to be recruiting for a new member. The following document contains everything you need to know about the process, and applications can be submitted via the BECBC website.

Applications will open on 24/09/2025, and close on 31/10/2025 at 10:00 am.

Interviews will be held during the week commencing 10/11/2025.

If you would like to arrange an informal chat to find out more, please contact:

James Harrison, Shadow Board Chair:

Shadowboard@becbusinesscluster.co.uk

Website: [Networking events in Cumbria | BECBC](#)

LinkedIn: <https://www.linkedin.com/showcase/becbc-shadow-board>

FAQs

What is the commitment?

The time commitment will vary each month depending on activities. As these positions are voluntary, there are no mandatory requirements, however as a minimum, it is expected that members will attend the monthly Shadow Board meeting and fulfil their responsibilities as per their role. The Shadow Board meets on the first Monday of every month via Microsoft Teams with in-person meetings at the discretion of the chair, usually 5-7pm.

In between meetings there may be additional duties, but it is down the individual to manage their time. Any time you can give is gratefully appreciated.

There is no minimum or maximum term as we understand that circumstances change.

What qualifications do I need?

There are no specific qualifications needed for this position. The only requirements are that you work for a BECBC member company and are aged 18-30.

What permission do I need to seek?

As some of the activities may fall during work hours, and BECBC is a membership organisation, you will join the Shadow Board as a representative of the company you work for. Therefore, you should ensure you seek approval from your organisation and line manager before applying, if you need help with the line manager discussion feel free to reach out and we can help discuss with them.

What will my responsibilities be?

The Shadow Board is responsible for ensuring young professionals within the cluster's membership have a voice in key decisions, but also supporting, promoting and driving wider development opportunities for young professionals in Cumbria.

Individual responsibilities will align with each member's role.

What are the benefits to me?

This is a fantastic opportunity for your own personal development. Benefits include developing new skills and confidence, meeting new people and building your networks, staying up to date on what's happening in your local area, having the opportunity to have your voice heard and being involved in decision making.

BECBC Shadow Board Terms of Reference

BECBC Shadow Board

Terms of Reference

The general purpose of the BECBC Shadow Board is to:

- Enable young professionals within the Cluster's membership to have a voice.
- Support, promote and drive wider development and growth opportunities while empowering the next generation.
- Support the operational delivery of BECBC as an organisation, promote and adopt the clusters values.

Member Responsibilities:

- Attend and participate in meetings regularly. Apologies should be provided 48 hours prior to meeting to chair or deputy if unable to attend, unless an emergency/illness.
- Create engaging content to align with the Shadow Board's communications plan to support the development of transferable skills within young professionals and support the Cluster's membership, this will be the role of the social media lead but all need to provide content to support.
- Represent BECBC whenever necessary and appropriate.
- Promote the aims of BECBC and its Shadow Board to encourage participation from young people and increase visibility.

Chair:

The Chair provides overall management of the Shadow Board and its Members. The Chair will be the main link between the Shadow Board and the main Board of Directors and CEO. The SB Chair will be offered a Director position with voting rights when they take up the post, with the expectation to resign as a Director when they resign as SB Chair. The Chair is elected by Shadow Board Members.

Deputy Chair:

The role of Deputy Chair is to stand in for the Chair when necessary. This will also include attending the main Board meetings and leading the SB monthly meetings when the Chair is unavailable. Members can nominate themselves for the position, with the decision lying with the Chair.

Membership:

The Shadow Board will be made up of a minimum of 8 and a maximum 12 young people aged 18-30. These must be representatives from BECBC Member companies, with one position allocated to an independent member with the agreement of

	the other members. Each role will determine input. See Annex 1 Shadow Board R&R.
Term of Membership:	There is no designated term for members, who will remain in post until they decide to step down, or when they turn 31, these will be tracked for succession planning. The Chair must remain in tenure for a minimum of two years. If a member is deemed not sufficiently contributing, they can be removed from post by vote of 80% of remaining members agree, this will be judged against Annex 1 Shadow Board R&R. Resignations can be made at any point but must give at least one month's notice to the Chair.
Meetings:	Virtual monthly meetings, on the first Monday of every month, there will be a rota for minute taking. Additional meetings, or face-to-face meetings, may be arranged at the discretion of the Chair. Any changes to meetings will be communicated no later than one week prior to meeting date. The chair will also organise a meet the guest from a member company and facilitate a rota for a board member to join us to give the main board update.