

Director of SIA Enterprises Ltd.

Location: UK (hybrid / remote)

Remuneration: Voluntary

About SIA Enterprises Ltd.

Spinal Injuries Association (SIA) is the expert, guiding voice for life after spinal cord injury.

SIA Enterprises Ltd is the wholly-owned trading subsidiary of SIA that develops and manages social enterprises and revenue-generating ventures whose profits are reinvested into SIA's charitable work. We develop and deliver services, partnerships and commercial activity that respond to real gaps in provision, while generating sustainable income to support long-term impact. Our work sits at the intersection of social purpose and commercial innovation and is shaped by the lived experience of people with spinal cord injury.

The Opportunity

We are seeking up to three Directors to join the board of SIA Enterprises Ltd. at an important stage of growth and development.

Directors will provide expert advice and sector insight to support the sustainable growth and social impact of SIA's enterprises, as well as oversight and strategic challenge to ensure that our enterprises remain mission-led, commercially credible and responsive to the real needs of people affected by spinal cord injury.

Directors will bring a blend of sector knowledge and commercial acumen, helping to navigate opportunities across healthcare, care, finance, legal services, and related markets while maintaining the organisation's social purpose.

You do not need to be an expert in every area. We are looking for people who bring depth in some areas, curiosity in others, and a genuine commitment to our mission.

This is a unique opportunity to shape the strategic direction of social enterprises that generate income and social impact for SIA.

What You'll Do

As a director of SIA Enterprises Ltd. you will:

- Provide oversight, challenge and support to the executive team (who are employed by the charity, SIA, and report into the SIA Enterprises board).
- Help assess new business ideas, partnerships and income-generating opportunities. Providing challenge and guidance on business plans, investment propositions, pricing, and value propositions.

- Bring insight into one or more relevant sectors, helping us understand market opportunities and risks. Sectors include legal, care, finance and wealth management, healthcare products and health technology, pharmaceuticals, insurance, wheelchairs and mobility, therapy services (OT, physiotherapy, counselling), online retail, and education, training, and conferencing.
- Advise on gaps in product and service provision for people affected by spinal cord injury and how the organisation might address them through social enterprises.
- Support the organisation to build partnerships across the NHS, private sector and commercial organisations, helping to understand commissioning opportunities aligned to the needs of people with spinal cord injury.
- Support impact measurement frameworks that demonstrate both financial performance and social value.
- Act as an ambassador for the organisation and use personal networks to support partnership building, collaboration, and external engagement.
- Ensure ethical, legal and mission-aligned decision-making, balancing commercial sustainability with strong social purpose.
- Promote responsible innovation, including the ethical use of digital technology and AI where appropriate.

What We're Looking For

We are particularly interested in candidates with experience in one or more of the following:

- Social enterprise, charity or purpose-led business leadership.
- Building, leading or advising small or medium-sized enterprises including developing or assessing business plans, investment cases, or partnership proposals.
- Understanding of NHS or private sector commissioning environments.
- Experience in one or more relevant commercial sectors listed above at a senior level.
- Experience in impact measurement, business modelling, investment readiness or enterprise growth.
- Commitment to the mission of supporting people living with spinal cord injury.

Lived experience of spinal cord injury, or experience working with people affected by SCI will be an advantage, though not essential.

Previous board or non-executive experience is helpful but not essential.

Who You Are

You are likely to be someone who:

- Thinks strategically but is grounded and practical.
 - Is confident asking challenging questions in a supportive way.
 - Understands how organisations balance commercial reality with social purpose.
 - Values collaboration, inclusion, sustainability and ethical practice.
 - Has strong interpersonal skills and is able to influence and build trust.
 - Is motivated by the opportunity to create real change for people affected by spinal cord injury.
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Our Commitment to Inclusion

We are committed to building an Enterprise Board that reflects the diversity of the communities we serve. We actively encourage applications from people with lived experience of disability and from under-represented groups.

We are happy to discuss reasonable adjustments to support your application or participation as a director of SIA Enterprises Ltd.

Time Commitment

- Attendance at SIA Enterprise Board meetings (typically four per year).
- Participation in sub-committees or working groups as required to support the executive team.
- Occasional engagement with potential investors and stakeholders through events and meetings.

How to Apply

To apply, please send:

- A short statement outlining your interest in the role and relevant experience.
- A CV (or LinkedIn profile).

Applications should be sent to Anna Saunders, Director of Business Development, at a.saunders@spinal.co.uk. Please apply at any time.

Interviews will be held with the Chair of SIA, Chair of SIA Enterprises Ltd. and/or SIA's CEO. This will be an initial call on MS Teams, with the possibility of a follow-up meeting at SIA House in Milton Keynes.