

CULTURE AMBASSADOR NETWORK LEAD

Institution of
**MECHANICAL
ENGINEERS**

Role Description

Open to employees, members and volunteers.

We are recruiting for two passionate and enthusiastic volunteers to take up the role of Culture Ambassador Lead, of whom one is a member or volunteer of IMechE, and one is an IMechE employee.

Both network leads will become valuable members of the Diversity & Inclusion Committee.

What is the Culture Ambassador Network?

The Culture Ambassador Network is an employee and member programme that aims to encourage greater inclusion, foster inter-cultural understanding, challenge preconceptions, value differences, and create opportunities to innovate.

The network will ensure everyone feels supported, included, and have a voice within our organisation. The network will work collaboratively to provide guidance, support and resources to members and employees but also actively encourage conversations about people and culture.

What is a Culture Ambassador?

A Culture Ambassador is passionate about creating an inclusive culture where all our members and employees know they belong, feel valued and can thrive.

The Culture Ambassador will be an active role model of Institution's values of Inclusion, Integrity, Innovation and Impact.

What does the D&I Committee do?

The D&I Committee provides guidance and advice to the Trustee Board on matters related to Equity, Diversity and Inclusion for both employees and members.



CULTURE AMBASSADOR NETWORK LEAD

Why is this role important for IMechE?

This couldn't be a better time to be our Culture Ambassador Lead. Inclusion is at the heart of IMechE's strategic direction as well as being one of IMechE's core values. We made great progress on D&I and values and there is much more to do. We recognise this cannot be done alone and we want to work with people like you to make a greater impact.

What will the Culture Ambassador Network Lead do?

- Recruit members/employees to the network and lead the group with support from the IMechE D&I Officer and the D&I Committee.
- Work in collaboration with the D&I Officer to develop the Culture Ambassador Framework to set its priorities.
- Ensure the network reflects the voice of the wider membership/employee base.
- Evaluate and feed back to the D&I Committee lessons learned and good practice.
- Represent the Culture Ambassador Network at D&I Committee meetings (x4 per year), most of them being virtual

A little bit about yourself

- Passionate and enthusiastic about people and culture; keen to create an inclusive culture where all our members and employees know they belong, feel valued and can thrive.
- Has a growth mindset and is aware of D&I challenges at IMechE and in the engineering profession overall.
- Positive role model acting in line with IMechE's values; good at communicating with others and capable at managing expectations.

- Has some experience with D&I initiatives/activities.
- Has some experience recruiting and developing networks (desirable, not essential).
- Prepared to commit to stay in this role for at least a year or maximum three years.
- Has sufficient time to devote to the Culture Ambassador Network. We expect this will amount to around six to eight hours a month, with a flexible schedule.

What is in it for you?

We want to make sure you get as much out of volunteering as you put into it. Apart from being the key driving force behind IMechE's most exciting projects, we see this as a fantastic opportunity to invest in your personal development, as well as:

- Have a chance to influence IMechE's people and culture agenda
- Free access to IMechE's online D&I Learning Programme
- Bespoke learning programme aimed at Culture Ambassadors that will help you build new skills and valuable work experience
- Connect with like-minded individuals that want to make a change and build long-lasting and trusting relationships
- Elevate your leadership and influencing skills but also learn how to build, develop, and grow a network.