

Employers Strategic Advisory Group

Chair Role Descriptor: BCS Employers Strategic Advisory Group (ESAG)

Reporting to	Community Board (via ex-officio membership)
Term	Two years (renewable once), followed by a minimum one-year break before reappointment in any capacity
Support	Community Board BCS Corporate Engagement and Membership Team BCS Group Secretariat and the wider Community Team (where appropriate)
Status	Volunteer, Strategic Leadership Role
Commitment	Minimum of four meetings per year (virtual or in-person), plus additional planning and reporting responsibilities. Community Board attendance. Approximate commitment: 6 – 10 days per year.
Appointment Process	Application and interview, with final ratification by the Community Board and BCS Trustee Board.

Purpose

The Chair of the Employers Strategic Advisory Group (EASG) provides strategic leadership to support of BCS's corporate engagement with employers. The Chair ensures EASG delivers timely, high-quality insights, advocates for the profession, and shapes employer-facing propositions aligned to BCS's goals and the wider needs of industry.

The Chair will report EASG activity to the Community Board and will be responsible for ensuring the activities of the Group support its purpose to:

- provide quarterly insights into trends, 'top of mind' challenges and opportunities for employers to inform the BCS Corporate Engagement programme.
- advise on the nature of communications to employers.
- provide advice and guidance to BCS on key programmes and propositions.
- act as advocates of BCS to other employers to the wider market.

The Chair will lead the Committee in discharging its key responsibilities to:

- annually review the Institute business plan in relation to employer programmes or propositions.
- identify opportunities and recommend programmes to engage employers.
- advise on strategies for attracting non-members to BCS Organisational Membership.

Key Responsibilities

Leadership and Governance

- Set the strategic direction of EASG in alignment with BCS strategy and engagement priorities.
- Ensure effective governance of EASG in accordance with the Community Board and Trustee Board guidelines.
- Act as ex-officio member of the Community Board, reporting progress and advising on employer-related matters.

Employers Strategic Advisory Group

Engagement and Advocacy

- Lead EASG in delivering quarterly insights and employer-focused advice to inform BCS programmes and communications.
- Promote BCS to the employer community and support growth in Organisational Membership.
- Champion the Institute's values, ensuring EASG acts in the best interests of BCS and the profession.

Strategic Influence Across BCS

- Act as a key interface between the employer community and other strategic areas of BCS, including:
 - **Academia and Education** – contributing employer insights to influence curriculum design, skills development, and pathways from education to employment.
 - **Registrations and Standards** – providing feedback on professional standards, chartership, and the evolving role definitions to ensure alignment with market needs.
- Collaborate with other BCS Boards, Committees, and Working Groups to ensure the employer voice is consistently and constructively represented across the Institute's work.
- Support alignment between employer expectations and BCS's thought leadership, standards, and educational outreach.

Membership and Succession Planning

- Appoint EASG members (subject to Community Board ratification), ensuring broad industry representation and necessary expertise.
- Conduct succession planning and manage EASG member engagement.

Meeting and Decision Making

- Chair quarterly meetings, ensuring inclusive and productive discussion.
- Lead votes when necessary to make decisions.
- Ensure EASG meets annually to review its impact and revise its Terms of Reference as needed.

Personal Specification

The Chair will be a senior leader from the employer community with:

- Demonstrated influence in the technology/digital sector, ideally through a strategic or leadership role in an organisation aligned to BCS's mission.
- Deep understanding of employer challenges, workforce development, and digital talent pipelines.
- Strong commitment to BCS values and professionalism in the IT industry.
- Experience in governance, chairing meetings, and facilitating strategic dialogue.
- Ability to build consensus, manage diverse perspectives, and represent BCS externally.

Volunteering at BCS

BCS provides a wide range of volunteering opportunities, locally and nationally. Being a volunteer at BCS allows a unique chance to deliver aspects of our Royal Charter. BCS also provides a range of opportunities to develop skills and meet others passionate about Making IT Good for Society.

Volunteering with BCS can be an outlet to give back or a route to career development.

As part of BCS' aim to improve equality and diversity within the profession, we seek to increase the diversity of board and committee members. This means that BCS welcomes applications equally, regardless of race or ethnic background, sex, gender, gender identity, sexual orientation, disability, age, marital status, or religious beliefs.