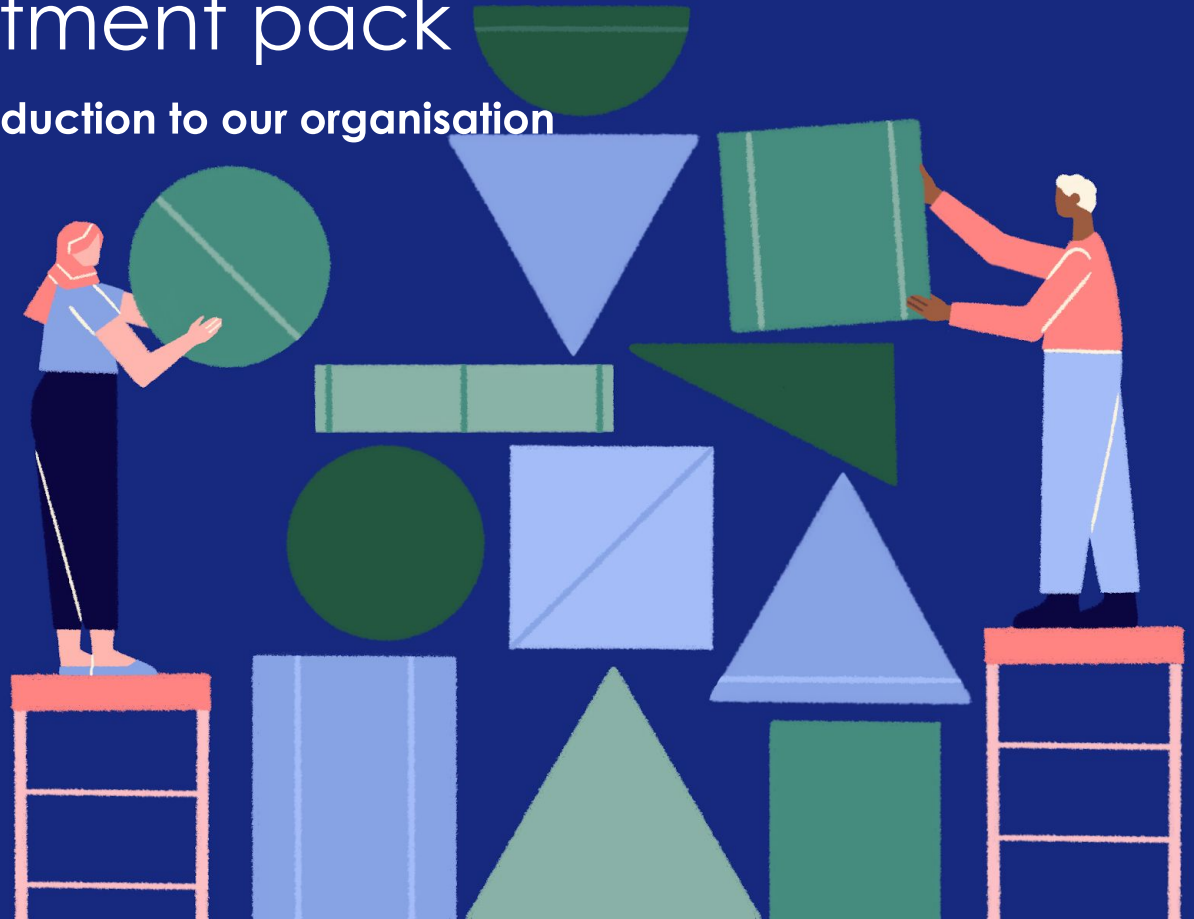
Recruitment pack

A short introduction to our organisation



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Welcome

Thank you for your interest in working at Nesta. The past year has seen a lot of change within our organisation and this pack is designed to help you get up to speed with our new strategy, our organisational culture and values.

If you have any questions about the information in this pack, get in touch with **people@nesta.org.uk**

Our purpose

In the face of the enormous societal challenges now facing the UK, from climate change to deep-rooted inequalities exacerbated by COVID-19, we believe innovation can and must play a critical role in bringing about large-scale solutions. Since 1998 Nesta has existed to support innovation that benefits society.

Our purpose is to design, test and scale new solutions to society's biggest problems.

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Our missions

In pursuit of our vision, we will spend the next decade focussing on three missions:

- **A fairer start**
- **A healthy life**
- **A sustainable future**

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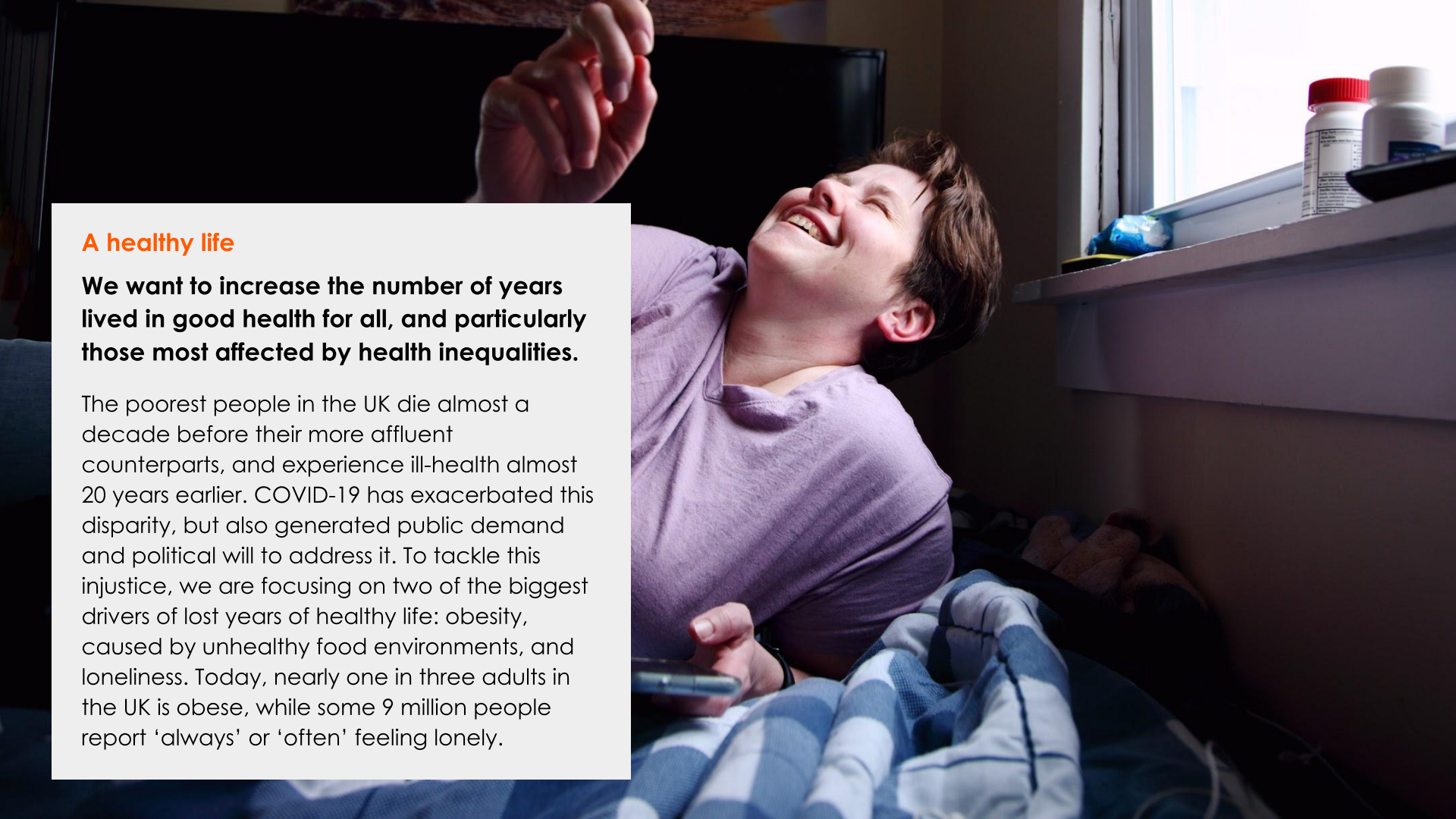
A fairer start

We want every child to have the fairest possible start in life, so they can thrive and realise their potential.

Children born into disadvantage are far more likely to experience poorer health, lower earnings, shorter life expectancy and lower levels of happiness than their peers. Closing the gap through targeted support at crucial moments of development (early years and secondary school) is not just good policy, it is good economics: such interventions and system shifts are easily paid for by the long-term benefits of higher economic productivity and lower social costs.



A healthy life

We want to increase the number of years lived in good health for all, and particularly those most affected by health inequalities.

The poorest people in the UK die almost a decade before their more affluent counterparts, and experience ill-health almost 20 years earlier. COVID-19 has exacerbated this disparity, but also generated public demand and political will to address it. To tackle this injustice, we are focusing on two of the biggest drivers of lost years of healthy life: obesity, caused by unhealthy food environments, and loneliness. Today, nearly one in three adults in the UK is obese, while some 9 million people report ‘always’ or ‘often’ feeling lonely.

A sustainable future

We want to transition to a net-zero economy that works better for people and the planet

The UK urgently needs to make progress on emissions reduction. We have a legally binding goal to reach net-zero emissions by 2050 (2045 in Scotland). The scale of change required will be disruptive, affecting most people's daily lives – whether through its impact on their homes, jobs, or modes of travel. And as we transition to a net-zero economy, we cannot afford to leave people behind: action on climate heating must go alongside action to helping displaced workers find good jobs that make best use of their skills, particularly given the impact of COVID-19.

Our organisational structure

Nesta is organised in a way that promotes collaboration and cross-organisation working. Three core mission teams sit at the heart of what we do. To deliver their work, mission teams draw on the expertise of functions within Nesta. Our operations teams support the organisation to deliver on our goals.

Our leadership team

Ravi Gurumurthy
Nesta Chief Executive

Recruiting | **Chief Programme Officer** Leads our three core mission teams, overseeing delivery of impact across our programmes	Recruiting | **Chief Scientist** Leads specialists in different innovation methods (data science, experimentation, arts&culture and other)	Matthew Seden | **Chief Strategy Officer** Leads Nesta's organisational strategy, as well as overseeing a 'discovery' function that explores new areas of work and methods	Vicki Sellick | **Chief Partnerships Officer** Leads our innovation scaling activities, overseeing a number of semi-independent teams focusing on specific innovation methods
Nathan Elstub | **Chief Investments Officer** Leads Nesta's Impact Investments activity, including our Arts and Culture investments	Samuel Hanes | **Chief Operating Officer** Oversees Nesta's operations including People, Comms, Technology and Facilities and leads on organisational culture	Corinna Alstromer | Jacqueline Lewis | **General Counsel & Company Secretary** Oversees Nesta's legal team and is a Company Secretary, supporting Nesta's Board of Trustees	Trevor Richards | **Chief Financial Officer** Leads our financial forecasting and planning and oversees financial reporting and risk management

Our vision for equity, diversity and inclusion

At Nesta, we drive innovation that improves lives, narrows inequalities, and confronts structural and systemic barriers to equity. We value and support people from diverse backgrounds, experiences, skills and perspectives in our organisation, through our partnerships and in our wider community. We believe it is through the meeting of different perspectives that we gain meaningful insights and that fostering an inclusive culture where everyone is treated equitably, and can flourish, is both the right thing to do and beneficial to our work.

Our five ED&I principles

1. We actively seek to work with people from different backgrounds and diverse lived experiences at all levels in our organisation, through our partnerships and in our wider community.

2. We go beyond diversifying access to opportunities and build an inclusive and equitable culture that celebrates difference and acknowledges that not everyone has the same needs. To ensure that everyone in our community feels valued, that they belong and are supported to flourish, we uphold an inclusive environment and act equitably in support of different needs.

3. We use our position of privilege as a funder, research body and convener to drive innovation that narrows inequalities and confronts structural and systemic barriers to equality.

4. We understand that data and research are not neutral and we use that understanding to inform our work.

5. We are committed to driving this work together and are accountable for its delivery.

Read more

Our culture and values

At Nesta our people and culture are at the heart of how we make change happen. Our culture is built on the foundations of our four values.

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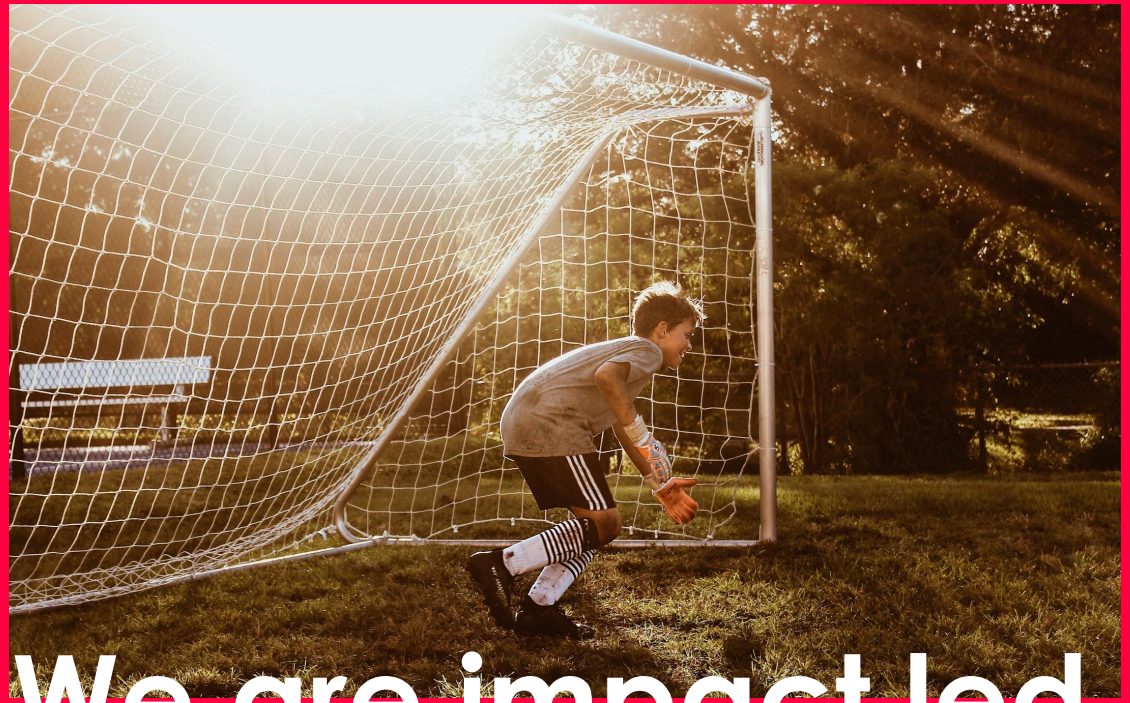

We are impact led

We are ambitious about our goals, pragmatic about how we achieve them.

We know when to be rigorous, and when to be scrappy.

We put our purpose above our egos.

Example in action: The exec team will enable the achievement of aspirational goals by setting clear parameters and being clear on expectations – we don't constantly move the goalposts.

We are inquisitive

We find no idea too laughable, and no idea too boring.

We constantly invite challenge, while being kind in our critique.

We have an unquenchable thirst to learn and to stretch ourselves.

Example in action: Managers will embrace failure as an opportunity to learn, and take care not to conflate ‘good failures’ with poor performance.

We are incisive

We follow our hunches, but are ready to pivot.

We like to make abstract ideas as concrete as possible.

We know when to aim for good enough or perfect.

Example in action: We will agree upfront what is ‘good enough’ so we don’t keep refining to the point of diminishing returns.

We are inclusive

We shape our ideas with those who are impacted by our work.

We make our work accessible to all.

We love debate and disagreement, but collectively own our decisions.

Example in action: The exec team will create and monitor Nesta-wide systems and processes to assure diversity and inclusion. We don't assume it's happening simply because we all agree it's important.

Inclusive recruitment

At Nesta, we believe that a diverse workforce leads to an organisation that is more innovative, more creative and gets better results.

We want our workforce to represent the diversity of the people and communities we serve. We also want our workplace to be one where different experiences, expertise and perspectives are valued, and where everyone is encouraged to grow and develop.

This means that when we are recruiting, we actively seek to reach a diverse pool of candidates. It also means that we are happy to consider any reasonable adjustments that potential employees may need to in order to be successful.

We recognise the importance of a good balance between work and home life, so we do everything we can to accommodate flexible working, including working from home, compressed or part-time hours, job shares and other arrangements. Please just let us know in your application or at any stage throughout the process (and beyond) if these are options you'd like to explore.

Benefits

We offer a comprehensive package of benefits to all our employees, including:

- **Annual leave** - 25 days per year plus all bank holidays, christmas office closure and the opportunity buy up to 5 additional days
- **Benefits allowance** - a benefit allowance to spend on a range of health, wellbeing and life assurance options or to cash into your salary
- **Generous pension scheme** - we will double match your pension contributions (up to 12%)
- **Parental leave -** enhanced maternity, paternity and adoption leave policies
- **Flexible working arrangements** - including job shares, compressed hours and remote working options
- **Wellbeing activities** - including yoga and mindfulness sessions, Employee Assistance Programme and bi-weekly fruit delivery
- **Social gatherings** - a christmas and summer party to socialise informally with each other
- **Learning loan** - an interest-free loan to spend on learning that is not specifically related to your job
- **Plus the usual voluntary benefits** - season ticket loans, cycle-to-work scheme, eyecare vouchers and season flu jab

*Benefits are subject to change. Refer to benefits page on the intranet upon successful hire

Further reading

Find out more about:

- ➔ What we want to achieve
- ➔ Our history
- ➔ Our vision for Equity, diversity and inclusion at Nesta
- ➔ How we are governed
- ➔ How we got to our new strategy
- ➔ How we define success

Thank you

people@nesta.org.uk

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