

Welcome to Deilight Consulting

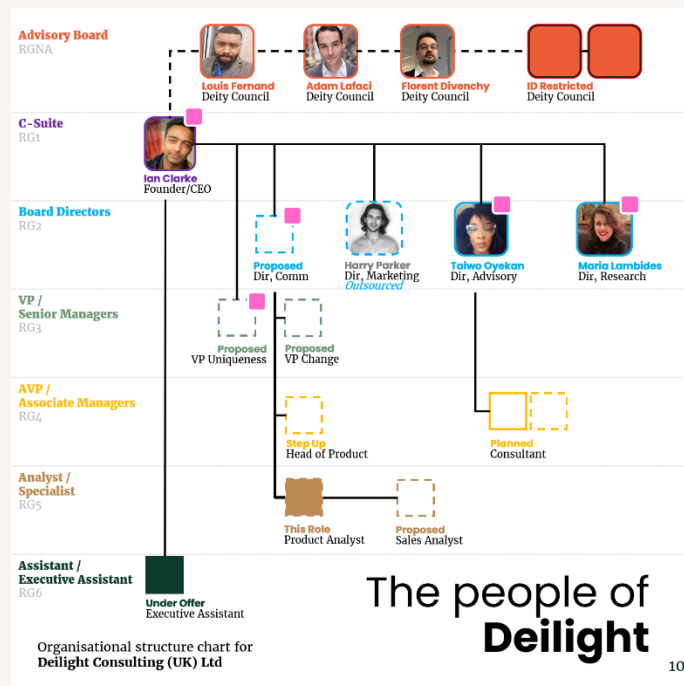
Deilight is a diverse, multi-award-winning, commercial-minded full-service Change Management consultancy specialized in DE&I, Culture Transformation and Leadership.

Our social enterprise exists to create and drive change using the power of human uniqueness. We help any progressive organisation – large or small – thrive financially through difference so that humanity itself can reach its full potential.

Skip the criticism, forget the past, avoid the judgments and move past the performative. We create meaningful, sustainable, lucrative change on an infrastructural level by listening, shining light, spreading wisdom, uniting people equitably and thinking differently.

Looking to *make a difference*? You sound *Deilightful*.

What is the Deity Council?



At any given time, we maintain a panel of 4/5 official but independent company strategic advisors.

We intend to rotate the Deity Council annually, with a targeted attrition rate of 50% each year (with Advisors receiving first refusal on any suited roles elsewhere within our business).

This role is not remunerated however any expenses incurred will be fully reimbursed subject to our prenotification and approval policy thresholds¹.

¹ Expense items at or in excess of £25 (or other currency equivalent) should be pre-notified to the CEO beforehand. Expense items at or in excess of £100 (or other currency equivalent) should be pre-authorised by the CEO beforehand. Travel into and/or within Central London region is not eligible for expense claims and should be covered by the traveller where they are UK-based unless otherwise agreed in writing.

Responsibilities

- A. To ensure we stay true to our mission & purpose at all times
- B. To ensure our core values are adhered to in all that we do
- C. To ensure all decisions of our firm are optimal, subject to full scrutiny and inclusive of the interests of all peoples (except discriminators) at all times

Duties

- A. Attend regular (typically, quarterly) Deity Council meetings (~90mins)
- B. Review and provide feedback on a variety of company ideas, perspectives, contemplated decisions, communications, documents, publications and policies, as they are generated.
- C. Play an active role in devising, challenging and monitoring the strategy of the business.

Credentials

The ideal candidate will:

- A. Carry elevated empathy and non-judgmentalism towards the lived experiences of all people (and in particular marginalised communities).
- B. Be open to new ideas and interpretations of the world in which we live
- C. Seek to improve the prospects and opportunities for ALL

people without exception, not just privilege for yourself

- D. Be highly capable in running inclusive, high performing businesses (or sub-businesses)
- E. Be able to give ~3hrs (max 5hrs) a month to this position

Useful Qualities

Unlike some, we live and breath our core values, practice what we preach and deeply value different ideas and perspectives. This focus on meaningful action, not just words, and the authentic truth behind our identity is our strongest competitive advantage.

So while others are looking for a Culture Fit, we're on the look out for a Supplemental Fit. That means unusual people with different perspectives, rare life experiences, provocative opinions, new ideas, elevated empathy and their own vision of how the world should be.

We are ideally looking for a team player with good communication skills. Someone open, honest, principled and comfortable with challenging norms without an over-emphasis on hierarchy or status. Reliable, dependable & highly motivated are strong positives.

Alignment to our Core Values and support of our Purpose is essential. For more information, visit the 'our

identity' section of our corporate website.

Reward

- This is an unpaid role however longer term we hope to introduce fixed remuneration more in line with NED pay.
- Pre-approved expenses will be paid.
- Each Deity will receive a photograph and biography entry on our website (opt out available)
- This role automatically qualifies for references
- Advisory board members may be invited to various DE&I events or asked to attend as a delegate on behalf of Deilight Consulting.

Qualifications

No formal qualification threshold required

Location

Fully flexible.

Note: Deity Council meetings are typically scheduled for weekdays between 5-8pm UTC.

Contract

- Criminal reference check: Not required
- Contract: UK legal entity
- Decision making powers: None
- Reviewed annually with a targeted attrition rate of ~50%, ~25% of which are rotated into permanent contracts within our firm

Can you think differently?

Then email a copy of your CV/resume and cover letter (optional) to hrteam@deilightconsulting.com. Candidates meeting advertised criteria will be invited to an informal discussion with our Founder, followed by a separate formal 1hr competency interview under dual control.

You are special. You stand out in a crowded room. Your superpower is that you are one of a kind.

Not through entitlement, privilege or the volume of your voice, but because you dare to think, look and/or act differently, and you speak with authority, truth and purpose. You're not afraid of speaking up when you see something wrong or have an idea that others might benefit from hearing, and you listen in kind to others problems and ideas in return.

You make plenty of mistakes – we all do – but you are determined to put them right and learn from them. And you're resolute on never judging others for their mistakes. Instead you genuinely enjoy helping them become better. If you don't understand something, you simply ask. If something upsets you or doesn't feel right, you have a quiet word with those who need to hear it.

You love and respect all human beings and believe every single one is valuable and worthy of your time and investment. You enjoy listening to different perspectives and using them to form your own thought leading opinions.

You're comfortable around people passionate about sustainable social business linked to things like our climate, charitable causes, Diversity, Equity & Inclusion and solid legal compliance within corporate governance frameworks. A 'glass half full' person, you are able to resist pre-programmed, short term human instinctive self-interest to behave altruistically (for others), think longer term (about the future) and dream big (about your place within it).

As an accomplished leader who leads modestly by example, you understand that nobody succeeds alone. You bring authority, influence and accomplishment, formed through your de-limited human potential and having made the most of prior extraordinary opportunities.

**You rose the hard way – by bringing others
unlike you along for the ride.**

**People are at the heart of our
business. We promise to love care
and listen to them always, then
respond to their needs.**

