



Aspire

Enriching careers and fulfilling potential

Aspire is an initiative we have developed to help maximise opportunities for talented minority ethnic professionals to enrich their careers and take on roles that fulfil their potential.

Across nearly all sectors, the proportion of minority ethnic staff diminishes considerably in proportion to seniority and is almost nowhere representative of the overall community. A number of factors are believed to contribute to this, ranging from selection bias in appointment panels to specific cultural constraints within top team cultures and to challenges in individual confidence. It will take a great deal of ongoing effort from very many different parties to reduce these imbalances.

Aspire is a Minerva initiative, run in partnership with the British Council, which is aimed at maximising opportunities for talented minority ethnic professionals to enrich their careers and take on roles that fulfill their potential. It is a cross-sector career support and guidance programme targeted at those who are 10 to 15 years into their career and have their sights set on reaching a senior leadership position. The programme covers areas such as interview skills, career development and support, and building a personal brand. It comprises contributions from external speakers alongside insights which we, as headhunters, are able to give on what it takes to be successful in a recruitment process for either executive or non-executive appointments. As part of the programme, each participant will also be offered the chance to have individual sessions with a Minerva consultant, allowing the time and space for more personalised career support.

- **Do you have 10-15 years' work experience?**
- **Do you feel at a key stage in your career to develop many of the behaviours and skills that will lead to high-level leadership?**
- **Are you willing to invest some time networking with others at similar stages in their careers and gaining insights into what it takes to get to a leadership position from recruiters**

If so, this programme may be for you.

Please get in touch with us to find out more at aspire@minervasearch.com

Minerva

www.minervasearch.com

About Minerva

Minerva

Minerva is a leadership services and executive search firm founded in 2013. Our partners have over thirty years' experience working with clients on senior level appointments, governance advice and broader strategic projects. Diversity is at the heart of all we do.

Since Minerva's inception, over 50% of all appointees in processes we have worked on are women and 10% are minority ethnic professionals. We are keen to ensure that we do all we can to improve the balance of appointments of minority ethnic candidates, and this scheme represents a core part of our effort to achieve this and our partnership with the British Council reflects a shared commitment to this end.

Together we aim to provide an enriching opportunity for participants drawing on our distinct and shared experiences.

About the British Council



The British Council is the UK's international organisation for cultural relations and educational opportunities. We create friendly knowledge and understanding between the people of the UK and other countries. We do this by making a positive contribution to the UK and the countries we work with – changing lives by creating opportunities, building connections and engendering trust.

We have a presence in over 100 countries and territories across the world engaging in the fields of arts and culture, English language, education and civil society. Our annual reach spans over 20 million people face-to-face and more than 500 million people online, via broadcasts and publications.

Equality, diversity and inclusion are important to all that we do, and we take pride in a strong related strategy and practices and the learning about other cultures that we enjoy and that enriches us. Founded in 1934, we are a UK charity governed by Royal Charter and a UK public body.

Image ref: 'Open for Business' by Molly Bythell

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