

Join the CIWM Sector Inclusion Forum: Shape the Future of Inclusion in our Sector

Are you passionate about driving equality, diversity, and inclusion (EDI) across the resource and waste sector? CIWM is seeking dynamic individuals to join the Sector Inclusion Forum (SIF), an advisory body that guides the delivery of the [CIWM EDI strategy \(www.ciwm.co.uk\)](https://www.ciwm.co.uk/ciwm-edl-strategy) and promotes good practice across the sector.

About the Sector Inclusion Forum

Chaired by Dr Tracey Leghorn, Chief Business Services Officer at SUEZ Recycling and Recovery UK, the SIF:

- Acts as an advisory body on the delivery of the CIWM EDI strategy.
- Establishes links with other parts of the sector to drive positive change.
- Facilitates task and finish groups to deliver specific activities.
- Establishes member EDI communities to bring in wider member input.
- Endorses the work of the CIWM EDI strategy.
- Promotes good practice by highlighting the importance of EDI in the sector.

Why Join?

- Influence sector-wide initiatives and support the CIWM EDI strategy.
- Collaborate with senior leaders and key stakeholders to drive positive change.
- Contribute to a diverse and representative forum shaping inclusion across the sector.

Roles We Are Recruiting

- 1. Forum Representatives: 2 employer representatives & 1 key stakeholder representative**

Employer representative: individuals from organisations that employ CIWM members

- Bring member employer priorities and viewpoints to committee deliberations.
- Advise on the potential impact of decisions on employers.
- Share relevant updates and decisions with the employer community.

Key stakeholder representative: individuals from organisations with significant influence across the sector

- Represent stakeholder concerns and feedback in committee discussions.
- Communicate committee decisions and updates back to the stakeholder group.
- Provide input on proposals or initiatives from the stakeholder perspective.

2. Member Representatives: 2 CIWM member representatives

- Represent CIWM members' perspectives in discussions and decision-making.
- Support the development of member EDI communities and engagement.
- Provide feedback and guidance on the delivery of the Forum's activities and strategy.

Term of Appointment

Minimum 18 months and maximum 30 months starting from November 2025 (our governance year ends each June).

Recruitment Timeline

- Deadline for application: **8 October 2025**
- Recruitment aims to have all new members in place by **November 2025**.

How to Apply

For each role, applicants are asked to submit a **statement of up to 300 words** explaining:

1. Why they would like to join the Forum.
2. Their relevant expertise.
3. What they would like to contribute to the group.

Please indicate in your statement whether you are a CIWM member for monitoring purposes.

Please note: CIWM membership is not required unless applying for the CIWM member representative seats.

Submit your application to: governance@ciwm.co.uk.

Questions about the roles? Contact Trang Dang, Workforce Skills and Inclusion Executive, at trang.dang@ciwm.co.uk.

Application Process

1. **Forum Representative seats:** Applications shared with SIF members for voting; candidates who receive the most votes get the seats.

2. **Member Representative seats:** Applications shared with CIWM members for voting; candidates who receive the most votes get the seats.

Please note that if the number of applicants matches the number of available seats, appointments will be made directly.



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