

The role of a diverse workforce within social enterprise

Introduction

The challenges that 3rd sector organisations face is attracting the right candidate for the job description, one of the most important things is to not rush advertisement, as evaluating the right job analysis is very crucial for the position intended to be filled. Establishing the right talent for the job with such responsibility, skills and duties will overall make picking a more appropriate employee, so advertising the job position will make it clear for attracting the most suitable person to undertake this job position within the workforce. With advertising as much of the job description as possible it will make it easier for the employment seeker to know if they can meet the criteria. first and foremost, charities face a constant challenge of a lack of financial resources. There is always pressure to do more with less ,”says Tim Rango, author of solving the productivity puzzle. As salary is usually lower within this sector recruiting is made a lot harder, which is why the job benefits are usually highlighted, once the recruitment has been made retaining the talent is usually the challenge, so it is crucial to create a unique and exciting experience so that employees feel empowered to flourish. Motivation is very sought after within this sector and recruiting someone with the right balance of work and life is a must.

Definition -

Social enterprise is an organization that implements commercial strategies to maximize improvements in financial, social and environmental well-being including social impact alongside profits for co-owners. For profit or non profit social enterprise can be a business or partnership. A social enterprise can provide income generation opportunities that meet the basic needs of people in poverty. The definition of a social enterprise is a business that trades goods or services, is mission focused and puts at least half of the profits it earns back towards achieving that mission. Social enterprise is a business that requests a market solution to a societal problem, changing lives and the world for the better. There are over 100,000 social enterprises throughout the country contributing 60 billion pound to the economy and employing two million people. As a social enterprise business you have to have a social or environmental mission that is set out in its governing documents, you are plain-spoken about how you operate and the overall impact you have. Social enterprise creates jobs and opportunities diminished from the workforce, bettering the communities they work in and making sustainable development goals a reality. When they profit, society profits so its business for the good.

Roles of people within an organization (250 words)

Within an organization there will be systems and procedures to follow, trustees will need to ensure that direction, effectiveness, supervision and accountability of the organization are overseen. A trustee must ensure that there is good compliance with law and regulations, their role inquires them to make sure the organization is well run and efficient so if any problems are identified they can be dealt with early and appropriately, also that charities make a difference so that the purposes of the charity are advanced and the preservation of the reputation and integrity of the sector maintained. As a member or a trustee of the board you have a specific responsibility along with other members of the board, according to your constitution and legislation. They have broad strategies to carry out the charity or non-profits' purpose effectively. Making sure that the performance is accounted for non-profits. Trustees

have to ensure everything is within the jurisdiction of the law. The management is about making sure that all the strategies are implemented that are agreed upon by the board which includes detailed planning, ensuring procedures are put in place and raising funds. Unless you are a trustee on the board you will not have any involvement in management or implementation, nor will a member of staff or will a volunteer. Your role on the board as a trustee requires you to make decisions with direction amongst the other board members. Most charities have trustees to govern them and take on responsibility for its overall outcome. Then there is management, they are responsible for the people, operations, budgets, project delivery and strategy. As a manager you overlook the plain sailing of operations within the organisation.

differences/similarities between commercial business and social enterprise -

DIFFERENCES

Commercial business has a primary goal which is to increase profit. The company's other objectives come from profitability. Social enterprise sets out to deliver social/economic benefit with outstanding achievement while maintaining profitability. The staging of a commercial business is normally studied by financial returns. While social enterprises usually seek a specific opportunity with social and economic objectives embraced the same. As social enterprises expand, managers who lead these businesses are being confronted with a growing strenuous job as they must verify their organisations and legitimate them whilst ensuring capable ways to manage key assets together with their social objective and efficiency constraints, employees and committed volunteers, and extended governance configuration. Traditional non-profit organizations are grappling with complications to their multifaceted recognition (Young 2000) social enterprise endure more obstacles. With incorporating changes appearing within institutional and ambitious arenas which occur to be promptly alternating while they ensure they routinely competing with public sector, for profit and non-profit organizations. The hybrid nature reinforces various prominent factors.

SIMILARITIES

The similarities between a social enterprise and a commercial business is to focus on a vision with the opportunity to help each other achieve their goal of success, to be an entrepreneurship you should have the ability to set a task or goal and rise to the challenge of undertaking with ease and without proberality. Researching social needs and market demands are a must for a entrepreneurship because always knowing what the need of the public and customers are goes a long way to keeping everyone's wants and needs met.

While commercial business sets about maximizing profits, the social enterprise business has the sustainability to help improve and develop the future. Both social and commercial businesses are publicly needed with society and communities all over the world.

The Recruitment process overall is understanding the nature of 3rd sector organizations first and formally in a diverse workforce your job title can be very compelling but at the best most rewarding weighing out the benefits to meet a steady balance for work and life, there most definitely is a need for leadership and retaining talent for the most desired impact within an organization, so very often the right candidate can be hard as all procedures of recruiting are not to be taken lightly as the responsibility is definitely one that is personal to the organization as seen and researched you need to have a array of talents within this sector as a lot of responsibility can fall on their shoulders! There is a very high demand for the sought after people for this job title and the process of recruiting can be dynamic, only

leaving no room for failed employment. That's why recruitment is usually tried with voluntary work first and job applications looked at seriously. You must understand the true economics of value creating specific roles.

Skills within this sector of organization usually aren't always published in the job description as duties vary. Having highly valuable skills like solicitation, direct marketing and donor management are sought after in the fundraising sector of this organization, but usually you are asked more often within shorter periods of time so professional skills like time management, project management, problem solving and taking the initiative and adaptability seem to be becoming more indispensable. Although there is a value to face to face training usually is hard to retain everything learned so needed courses and learning on a regular basis is what is needed, having the skills to manage people and also access to knowledge of information can impact any individual as taking ownership of your own learning can be a virtual attribute in 3rd sector where it is an environment for spotting weakness in a strength. Firstly having the skills to notice the difference between training and development, having to be able to turn your hand easily to manipulating a spreadsheet and budgeting, with appreciating training these skills can be easily identified. Development on the other hand is a lot different as well as skills it includes behaviour and knowledge. In this area changes take time and personal investment

Experience challenges within the 3rd sector workforce are organizational accountability with leaders of non profit having to engage in more active stakeholder dialogue, identify and collaborating with an increasing number of stakeholders and using their power in an ethical manner so having the experience is a lot harder to come by, standing out from the crowd is attributes needed so finding people to volunteer in a charity or community based organization, like having more relevant skills and experience is more valuable than a lot of qualifications, having to be more flexible when working in this sector can also be a challenge for recruiting. Finding multiskilled and people with a number of skills can be strenuous in this department as you would need to be dynamic, adaptable with a number of assets. People with a passion for working in the 3rd sector are wanted with personal abilities in charities.

Challenges Leadership in 3rd sector pose has had very little research overall, but upon doing so it seems day to day activities should be part of a broader process of continuous learning which result both from formal and informal learning actions for overall professional development, it is believed that building and maintaining a skilled workforce is the most important challenge of all leadership, there is a growing concern that people management policies are aligned with the organizational strategy and value their employees as leaders they need to invest also in their development of collective competencies.

Within this essay the common ground amongst the challenges that are faced with the roles of a workforce in the 3rd sector are clearly recruitment and finding the overall right talent for the job, with passion and a social objective the protocol for this kind of organization. There is a wide range of skills that would need to be assessed for taking on any kind of role in social enterprise as working in such a diverse environment is challenging at the least of times yet there is such a unique benefit of economic and personal reward. The benefits are greatly rewarding so employment would be a great outcome for someone who enjoys making less fortunate people or communities thrive for better outcomes. Crucially there needs to be more sectors with access to funding and grants so that the goals can be achieved without difficulty.

https://ecollections.law.fiu.edu/faculty_publications/383/

https://en.m.wikipedia.org/wiki/social_enterpris

<https://socialenterprise.org.uk/media-centre/resources-for-social-enterprise/>

<https://www.tandfonline.com/doi/full/10.1080/14719037.2019.1577911>

<http://toolkit.northernbridge.ac.uk/engagingwiththethirdsector/whatisthethirdsectorandwhatdoesitdo/>

https://cdn.ymaws.com/www.istr.org/resources/resmgr/WP_stockholm/governance_and_leadership_ch.pdf

<https://www.vssn.org.uk/paper/measuring-impact-prospects-and-challenges-for-third-sector-organisations/>

<https://nfpsynergy.net/what-are-big-challenges-facing-non-profit-or-third-sector-organisations>

<https://www.gov.uk/set-up-a-social-enterprise>

<https://www.linkedin.com/pulse/recruitment-challenges-faced-2021-shashank-vagale>