



Progression to Master World Trader

All members of the World Traders are eligible to become Master but whether you are a new or longstanding member you may not be aware of how that progression might work. The aim of this document is to explain the various stages in the process and the skills needed to fulfil the role.

The progression is

- join the Company as a Journeyman or Freeman;
- if joining as a Journeyman be admitted as a Freeman;
- obtain the Freedom of the City of London;
- make out a standing order to the Charitable Trust;
- attend events regularly
- get involved in committees, potentially as Chair
- be clothed as a Liveryman;
- become a Court Assistant;
- progress to Junior Warden, Senior Warden and Master.

Beyond the age limits applying to Journeymen and Freemen there are few established timelines for these stages. You will not be invited to become a Liveryman until you have been a Freeman of the Company for at least one year, have obtained the Freedom of the City of London and made out a standing order to the Charitable Trust. A Court Assistant can serve two five year terms before retiring, unless s/he has become Junior Warden within that time frame. The Master serves six years on Court after handing over as Master to his/her successor irrespective of how long s/he served on Court before becoming Master.

There is no formal recruitment and interview process for progression to any of the stages on the route to Master. The only occasion when that applies is for recruiting Trustees for the Charitable Trust. However there is a process whereby your contribution and engagement in Company affairs is observed and assessed by the Master and Wardens Committee who then make recommendations to the Court for your appointment to the next level.

When you are admitted as a Journeyman or Freeman and again when you are clothed as a Liveryman, you make certain commitments to the Company by listening and assenting to the Declaration of Allegiance which is read out by the Senior Warden. Namely:

“You shall solemnly and sincerely swear to be true to our Sovereign Lord King Charles the Third, his heirs and successors. You shall in all matters be respectful and

obedient to the Master and Wardens of The Worshipful Company of World Traders, and you will observe and respect all Rules and Ordinances of the Company.

You shall be ready to play your part within the Company, including paying the Fines and Quarterage charges due from Freemen.

In accordance with the charitable and educational objectives of the Livery, you shall undertake to make an annual contribution to the Company's Charitable Trust.

You shall support and attend all meetings and events and gatherings of the Company for which you are eligible, unless prevented by sickness or reasonable causes. You shall conduct yourself in such a way that it shall please the Master and Wardens to call you to be admitted to Livery at some future date.

You will always treat others as you would wish to be treated, with honesty and integrity, in the spirit of the traditional City principle that "My Word is my Bond".

This is then followed by the Master's Admonition

"You will remain a Freeman of this Company until you have demonstrated your eligibility to be admitted as a Liveryman. You will demonstrate this by your prompt response to communications, by your attendance at functions, by subscribing to the Charitable Fund of the Company, and generally participating as a responsible member of this distinguished Company."

In large part this is what you are assessed against when your progression is being considered.

On a regular basis the Master and Wardens' Committee reviews the list of Freemen who have been members for one year or more and, based on their performance against the declaration above and their attendance at Company events. You may be approached by the membership committee, who will make recommendations, and the Master will write with an invitation to become Liverymen. If you have not already obtained Freedom of the City, the Clerk can assist with your application and you will need to have established a standing order for the Charitable Trust before you can accept.

Once you have been admitted as a Freeman of the Company, you should apply as soon as possible to become a Freeman of the City of London. There is a waiting list, and the Company are looking at arranging block bookings. Until you become a Freeman of the City of London, you are not able to become a Liveryman (of any Company within the city)

A similar review will be done of Liverymen who may be eligible to be invited to be Court Assistants. This is a more rigorous review as, whilst not every Court Assistant will necessarily go on to be Master, you cannot become Master without having served as a Court Assistant, so at this stage the Master and Wardens are identifying potential future Masters. At this stage involvement in Company Committees becomes a key factor as chairing meetings is a

skill required by the Master as well as a good understanding of how the Company works. The candidate also needs to know and be known by other Company members.

We are well aware that how much time you can commit to the Company will vary significantly year on year. As a World Trader you may well spend part of your career overseas. As a Journeyman at the start of your career you need to focus on that and taking time out to attend Company events may not be feasible. But there is no time scale that dictates how quickly you need to become Master. You can become a Company member as young as 18 and Masters, on average, will be in their 60s. So how quickly your progression happens is totally individual to you. We are aiming to make the average age of Masters younger, but we realise that this is not always possible because of career and family commitments.

The attached document is given as guidance to the incoming Senior Warden to help them prepare for their year as Master. However, it in essence sets out the Master's job description and sets out in some detail what the role involves and the skills and experience needed.

If you would like to discuss anything in this document please speak to the Clerk, the Master, the Wardens, any member of Court or any Past Master – we will all be delighted to explain, encourage and support! The progression is relatively straightforward in that a member can go from a Freeman, to a Liveryman, and hopefully be involved with committees during that period, and will then be considered for Court, from where the "ladder of succession" is considered by the Master and Warden's Committee. However, it maybe that M & W Committee is not aware of your talent, or feel that you may not be in a position to consider any progression, so please do feel free to approach us if you are interested.

From October, we are inviting one (and maybe more) Journeymen to join Court to get a "taster" of what it is like to sit on Court for 2 – 3 years.

Mary Hardy (Immediate Past Master)

Michael Shapiro (Master)

August 2023