



Position Specification

Channel Four Television Corporation
Chair



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Channel 4 Television Corporation is a publicly owned, commercially funded broadcaster transmitting across the whole of the UK and available on all digital platforms (terrestrial, satellite and cable) via a network of 6 television channels including Channel 4 (linear service), E4, More4, Film4 and 4seven, as well as a streaming service and social channels. Film4 co-produces feature films for the UK and global markets. Channel 4's revenue was £1.02 billion in 2023, including £280 million from digital advertising.

The Channel's primary purpose under the 2003 Communications Act is the fulfilment of its public service remit, 'the provision of a broad range of high quality and diverse programming' which, in particular:

- demonstrates innovation, experiment and creativity in the form and content of programmes;
- appeals to the tastes and interests of a culturally diverse society;
- makes a significant contribution to meeting the need for the licensed public service channels to include programmes of an educational nature and other programmes of educative value; and
- exhibits a distinctive character.

Channel 4 has additional responsibilities under the Digital Economy Act 2010 to participate in:

- the making of a broad range of relevant media content of high quality that, taken as a whole, appeals to the tastes and interests of a culturally diverse society;
- the making of high quality films intended to be shown to the general public at the cinema in the United Kingdom;
- the broadcasting and distribution of such content and films;
- the making of relevant media content that consists of news and current affairs;
- the making of relevant media content that appeals to the tastes and interests of older children and young adults;
- the broadcasting or distribution by means of electronic communications networks of feature films that reflect cultural activity in the United Kingdom (including third party films);
- the broadcasting or distribution of relevant media content by means of a range of different types of electronic communications networks.

Channel 4 has responsibilities under the Media Act 2024 to promote the sustainability of the channel, maintaining or increasing the amount of activity to deliver its primary functions and securely meet the costs incurred in the carrying out those functions. The Act also removes the restrictions previously placed on Channel 4 on the production of programmes.

The Channel must also:

- promote measures intended to ensure that people are well informed and motivated to participate in society in a variety of ways;
- support the development of people with creative talent, in particular people involved in the film industry and at the start of their careers;
- support and stimulate well-informed debate on a wide range of issues, including by providing access to information and views from around the world and by challenging established views;
- promote alternative views and new perspectives;
- provide access to material that is intended to inspire people to make changes in their lives.

Channel 4 was created to be a disruptive, innovative force in UK broadcasting. Its purpose is to create change through entertainment and it has a unique public service remit to represent unheard voices, challenge with purpose and reinvent entertainment.

The remit applies across all genres and services and, in addition, Channel 4 must meet a set of specific quantitative licence obligations set and monitored by Ofcom for news and current affairs, original production, regional production, sub-titling and audio description services. The annual Statement of Media Content Policy, published in the annual report and accounts, is the mechanism whereby Channel 4 reports on and Ofcom assesses the delivery of the remit.

As a publisher-broadcaster, Channel 4 does not produce its own programmes but commissions them from more than 300 creative partners across the UK. It works very closely with the independent production sector and invests heavily in training and talent development throughout the industry.

Recent highlights include:

- Channel 4 News being named News Provider of the Year at the British Journalism Awards 2024 for its eyewitness journalism from Gaza, coverage of the Post Office scandal and undercover reporting during the UK general election;
- four awards at the Edinburgh TV Festival 2024 including awards for Comedy Series, TV actor (comedy), Factual Presenter and Climate Impact;

- Film4 had a record breaking year with 30 BAFTA and 16 Oscar nominations, resulting in 9 BAFTA award wins and 6 Oscars;
- spectacular coverage of the Paris 2024 Paralympic Games reaching 20 million people across the UK, representing 33% of the TV population. This was Channel 4's largest weekly viewing share for any Paralympic Games since London 2012 – and biggest share of young viewers for a Paralympics ever.

For further information about Channel 4, including its latest annual report and accounts (2023), please visit the Channel 4 website [here](#).

The Role

Ofcom is seeking to appoint a new Chair to Channel Four Television Corporation to replace the current Chair, Sir Ian Cheshire, whose term of office ends on 10 April 2025. The appointment will be made by Ofcom, subject to approval by the Secretary of State for Culture, Media and Sport (DCMS).

Channel 4 is governed by a unitary board which:

- provides entrepreneurial leadership within a framework of prudent and effective controls which enable risks to be assessed and managed;
- sets Channel 4's strategic aims and oversees their implementation;
- ensures that the necessary financial and human resources are in place for Channel 4 to meet its objectives and reviews the performance of its management;
- sets Channel 4's values and standards and ensures that its statutory and other obligations are understood and met.

The Board is also responsible for ensuring that the Corporation carries on its activities in the way that they have reasonable grounds to consider would be most likely to enable the Corporation, over the long term:

- a) to maintain or increase the amount of activity that is done in pursuance of their primary functions; and
- b) to be securely in a position to meet costs incurred in the carrying out of their primary functions.

The Board meets regularly. Meetings may take place in the Channel 4 National HQ in Leeds, as well as its offices in Bristol, London and Glasgow.

The Board comprises the Chair, Deputy Chair and up to 13 other members (executive and non-executive). There are three Board Committees: Audit and Risk, Ethics and Remuneration.

The current Board is as follows. Biographies are available to view at: [Channel 4 Board | Channel 4](#).

Non-executive Members:

- Sir Ian Cheshire (Chair)
- Dawn Airey (Deputy Chair)
- Tom Adeyoola
- Tess Alps
- Alex Burford
- Sebastian James
- Dame Annette King
- Michael Lynton
- Andrew Miller
- Sarah Sands
- Debbie Wosskow OBE

Executive Members:

- Alex Mahon, CEO
- Jonathan Allan, Chief Operating Officer
- Ian Katz, Chief Content Officer

The Chair has responsibility for leading the Board in setting the values and standards of Channel 4, for managing and providing stability and direction to the Board and for maintaining a relationship of trust with and between the executive and non-executive members. The Chair also plays a key role in maintaining effective and collaborative relationships with key stakeholders, including with government.

The Chair is also responsible for:

- leadership of the Board, ensuring its effectiveness in all aspects of its role including the setting of the agenda;
- ensuring that all members receive accurate, timely and clear information;
- ensuring that all members continually update their skills and the knowledge and familiarity with Channel 4 required to fulfil their role both on the Board and on committees;
- facilitating the effective contribution of non-executive members and ensuring constructive relations between executive and non-executive members;
- supporting and providing constructive challenge to the Chief Executive who is responsible for the day-to-day running of the business of Channel 4 under delegated authority from the Board.

This is a part time appointment. The time commitment is four to five days per month, with occasional additional days as required. Compensation is set at £95,000 per annum.

Candidate Profile

We seeking to appoint an individual who has proven commercial success, together with some understanding of the media and of public sector broadcasting. A recognition of the challenges of sustainability, and the skills to promote and sustain the diversity that is central to Channel 4's remit, is also required.

The experience that may support this include:

- successfully leading a major organisation delivering sustainable commercial results;
- demonstrable business and financial acumen within the sector or translatable to the sector;
- experience of either chairing a company or being involved with a company at board level;
- a strong interest in and understanding of the broadcast media and/or the digital or communications sectors;
- a track record of promoting diversity and inclusion. For Channel 4, this includes providing content that appeals to a culturally and regionally diverse audience and promoting geographical and regional diversity, underpinned by being headquartered in Leeds;
- a track record of building effective and collaborative relationships with industry, government and regulators.

The attributes that may support this include:

- a mature, clear outlook and sound judgement;
- strong leadership, strategic thinking and vision;
- excellent interpersonal and communications skills;
- personal integrity of a high order.

The Selection and Recruitment Process

Russell Reynolds Associates has been appointed to support this recruitment.

The appointment to the Channel 4 Board will be made by Ofcom, subject to approval by the Secretary of State for Culture, Media and Sport (DCMS).

The Appointment Panel will be chaired by Michael Grade, Chair of Ofcom, with at least two independent panel members. Finalist candidates may be required to meet with the Secretary of State.

Indicative Timetable *(subject to change)*

Closing date for applications	27 April
<i>Longlist Meeting (Appointment Panel only)</i>	w/c 5 May
Preliminary discussions with RRA	w/c 26 May & 2 June
<i>Shortlist Meeting (Appointment Panel only)</i>	w/c 9 June
Informal fireside conversations	w/c 30 June
Final Panel Interviews	7 July

Diversity in TV and the media is a top priority for Ofcom and Channel 4. Channel 4's vision is to build on its heritage as a trailblazer in diversity, with an emphasis on achieving greater inclusion; to be a beacon to the UK industry of what an inclusive, diverse and creative culture can look like. The channel believes diverse teams allow for a more creative and productive environment and therefore encourages applications from qualified candidates irrespective of ethnicity, age, disability or long-term conditions, gender/gender identity, sexual orientation, marital status, working patterns or religious beliefs.

Application Instructions

The closing date for applications is 23:55 on 27 April 2025.

Please submit your full application by email to Channel4@russellreynolds.com. Please quote the role title and assignment code **2501-004L** in the subject heading of the email. All applications will be acknowledged. All applications must include the following:

1. A **Curriculum Vitae** with your education, professional qualifications and full employment history.
2. An accompanying Supporting Letter (maximum 2 A4 pages) – setting out your suitability for the role and how you meet the criteria set out in the person specification.
3. **Diversity Information Form:** Please find the form available to complete [here](#).

This questionnaire invites candidates to share the following:

- **Diversity Monitoring data:** All applicants are invited to complete this information to assist Channel 4 with monitoring its recruitment processes. Data will only be reported in an anonymous and aggregate format and will not be seen by anyone assessing your application.
- **Declaration of Interests:** you will be invited to declare any significant interests including financial, employment, political or personal interests here.

Disability Confident Scheme

As a Disability Confident employer, Ofcom guarantee to interview disabled applicants who meet the minimum selection criteria of the role as outlined in the job description. If you wish to be considered under this scheme please select this option available on the Diversity Information form above.

If you require an adjustment at any stage of the recruitment process, please email the team at Channel4@russellreynolds.com.

If you are unable to apply through the website or require the candidate application pack in an alternative format such as Braille, audio recording or BSL, this can be provided on request.