

**Information Commission
Non-Executive Members (7 roles)
Candidate Pack
Closing Date: 1 August 2025**

If you have any questions, require further information, or would like this candidate pack in an alternative format, please contact the Public Appointments team at partnerships@dsit.gov.uk



Department for
Science, Innovation,
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Contents

03 Ministerial Forward

04 Message from the Information Commissioner

05 About the ICO

06 Appointment Description

07 Responsibilities

08 Person Specification

10 Terms of Appointments

11 How to apply

12 Assessment Panel and Timeline

13 Equality and Diversity

14 Eligibility

15 Annex A Conflicts of Interest and Due Diligence

16 Annex B The seven principals underpinning public life

17 Annex C DSIT Complaints Procedure



Ministerial foreword

Dear Candidate,

Thank you for your interest in becoming a Non-Executive member of the Information Commission.

As the UK's data protection regulator, the Information Commissioner's Office (ICO) has an important and wide-ranging mandate. It plays a vital role in creating a trusted regulatory environment that enables personal data to be used safely and confidently, underpinned by the highest standards of data protection and one that is conducive to economic growth which is absolutely central to this government's agenda.

This is an exciting and transformational time for the ICO as it transitions to a new governance model. The new Information Commission will be established through the Data (Use and Access) Act 2025 to replace the ICO, introducing a board structure. This isn't just about change for the sake of change. It is about ensuring that the regulator has a diversity of skills, experience and perspectives at the top of the organisation to enable it to navigate the rapidly evolving regulatory landscape and successfully deliver on its ambitious agenda.

As a Non-Executive member of the new Information Commission, you will have responsibility for driving forwards this transformation, supporting the Information Commission's work to drive the responsible use of data across the economy, to build trust and confidence, and to promote economic growth and innovation. This is a fantastic opportunity to help shape the future of an exceptional and forward-thinking organisation and lead alongside others who share a deep commitment to making the new Information Commission a success.

If you believe you have the skills and experience we are seeking, we very much look forward to hearing from you.

The Rt Hon. Peter Kyle MP

Secretary of State for Science, Innovation and Technology

Message from the Information Commissioner

I am delighted to have the opportunity to work with the Secretary of State in appointing our new Board.

This is an exciting next step in the evolution of the Information Commissioner's Office, and I am looking forward to working with my new colleagues to deliver our purpose to empower individuals, businesses and organisations through information, as well as ensuring the protection of the data and rights of people of the UK and beyond.

As an independent regulator, I believe the Board has a critical role to play in ensuring that the work we do is proportionate, fair and focussed on achieving impactful outcomes. A strong, diverse and skilled cohort of Non-Executive Board members will enable the Board to effectively challenge and scrutinise the organisation's work, with a focus on delivering regulatory interventions that improve people's lives, reduce burdens, promote economic growth and innovation and enable efficient public services.

John Edwards

Information Commissioner and future chair of the Information Commission



About the Information Commission

The Information Commissioner's Office (ICO) is the UK's independent supervisory authority with responsibility for monitoring and enforcing the application of data protection legislation in the UK.

In addition to being responsible for the regulation of personal data protection and privacy and electronic communications legislation, it is empowered to take regulatory action under other legislation, including the Freedom of Information Act 2000 and the Network and Information System Regulations 2018. The Data (Use and Access) Act 2025 introduced new requirements on the ICO, including a new strategic framework which requires the regulator to have regard to, inter alia, innovation and competition and strengthened its obligations with regards to economic growth. The Act also introduced new obligations on the ICO to report on performance and increased investigatory powers.

In line with these responsibilities, the ICO has an array of important public-facing functions, including giving advice to members of the public about their information rights and obligations, handling complaints and taking action to enhance the information rights practices of organisations and enforcing the law. Moreover, the ICO plays a crucial role in upholding and developing information rights practices internationally and has a number of international obligations. The ICO's mandate is not sector-specific, adding breadth and complexity to its various functions and obligations.

The ICO is undergoing an exciting transformation. The Data (Use and Access) Act 2025 will modernise the ICO's governance framework to ensure it is fit for purpose, suitable to its role and remit, and relevant to the rapidly evolving regulatory landscape. The Act will replace the ICO's governance model with a "body corporate" structure, called the Information Commission, governed by an independent board made up of non-executive members (including the Chair), alongside executive board members, including a Chief Executive Officer. The new model will spread the responsibilities of the Information Commissioner across a greater number of people, increasing the diversity and resilience of the regulator.

There will be no change in the regulator's role; all functions that currently rest with the Information Commissioner will continue to sit with the new Information Commission.



Appointment description

Candidates will provide strategic direction for the Information Commission and oversee the effective management of the organisation, leveraging their extensive experience and skills to shape the direction and governance of the new Information Commission.

This will include driving the Information Commission's development, ensuring that it is ahead of emerging risks and opportunities and is able to take relevant, focused action on a wide range of data protection and transparency matters.

Candidates must be credible individuals who can bring an independent perspective, integrity, challenge and acumen to setting and delivering the Information Commission's strategy.

Regulation of appointment

This post is treated as a regulated appointment by the Commissioner for Public Appointments. For more information, please refer to the Commissioner's website.

For queries about your application or the recruitment process, please email partnerships@dsit.gov.uk



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Responsibilities

Strategic clarity: Enable the Information Commission to be a strategic and successful regulator; setting this vision and ensuring all activities contribute towards it; supporting innovation and growth by promoting public trust in the data protection system; anticipating the impact of new technology as well as economic and political developments.

Regulatory oversight: Keep the Information Commission at the forefront of regulatory best practice, ensuring that high standards of data protection are implemented effectively in the UK; ensure that it is ahead of emerging risks and opportunities and is in position to take relevant, focused action on a wide range of data protection and transparency matters; providing scrutiny to executive management over the fulfilment of all of the Information Commission's duties and statutory responsibilities.

Talent management: Ensure the Information Commission has the right people to deliver current and future needs; value diversity and inclusion in its workforce and demonstrate fair treatment of its employees and stakeholders in all aspects of its activities.

Performance monitoring: Support and challenge executives to drive performance against agreed goals and targets; monitor and steer performance against key strategic initiatives to enable sound financial management; support the Information Commission in its risk-based approach to enforcement with a focus on the most serious threats to public trust; encourage the ICO to devote resources to supporting and providing regulatory certainty to organisations, while understanding and confronting serious infringements; delivery of operational performance, service, improvements, efficiency and value for money; enabling public and Parliamentary confidence in the work of the Information Commission.

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Person Specification

Essential Criteria

- A strategic and analytical mindset with excellent leading, influencing and communication skills, combined with an ability to offer constructive challenges to senior leaders. (**lead criteria**)
- A track record of successful strategic leadership, with evidence of strategic planning and delivery of high-quality outcomes.
- Demonstrable senior level experience in overseeing significant change and transformation programmes from inception to completion, including the development of clear strategies to aid performance in a fast paced and evolving environment.
- Strong ability and experience to scrutinise financial management, performance and risk management of an organisation.
- Excellent communication and relationship management skills, and the ability to represent the ICO capably to a wide range of stakeholder groups.

Please note: If we receive a high volume of applications, the panel will assess candidates against the lead criteria only as indicated above.

Person Specification

Desirable Criteria

- Familiarity with the legislation that the ICO oversees, including data protection and freedom of information.
- An awareness of the wider domestic and international landscape in which the ICO operates.
- Experience in promoting economic growth and assessing the impact of regulatory intervention on the economy, with an understanding of how data policy contributes to the government's economic agenda.
- Senior experience working or consulting in the regulatory landscape, particularly risk-based regimes or establishing new regulatory approaches.
- Experience managing change programmes, or leading fast-moving organisations where innovation is commonplace and markets are constantly adapting.
- Experience in the creation/establishment of new statutory boards.
- Acute business and commercial acumen, including an understanding of the challenges facing businesses, from big tech firms to SMEs and other stakeholders, as well as providing insight into the risks and opportunities of data driven innovation and growth.
- Experience working in large scale international organisations with a tech/digital focus.
- An understanding of security and privacy considerations.

Terms of Appointments

Appointment Term: An initial period of 3 years.

Remuneration: £25,000 per annum, with an additional £5000 allowance for chairing a committee.

Time Commitment: The estimated total commitment is approximately 30 days per year, to include attendance at Board and Committee meetings, preparation time and other ad hoc engagements. An additional 5 days' time commitment per annum will be required for members who chair a committee, subject to an additional allowance.

Location: The ICO is currently headquartered in Wilmslow but will relocate its head office to Manchester in autumn 2026.

Nature of Appointment: This is a Public Appointment by the Secretary of State for Science, Innovation and Technology. The post holder would be an officeholder and not be an employee of the Department or the public body.

Availability: Successful candidates will be encouraged to take up their appointment as soon as possible, following the successful completion of pre-appointment checks and security clearance at Baseline Personnel Security Standard (BPSS) level. Further details can be found here <https://www.gov.uk/government/publications/united-kingdom-security-vetting-clearance-levels/national-security-vetting-clearance-levels>.

For queries about your application or the recruitment process, please email partnerships@dsit.gov.uk



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How to apply

Applications must be submitted by **11:55pm** on **01/08/2025**. Applications received after this date will not be considered.

To apply, you will need to create an account or sign in via the [Public Appointments website](#).

Once you are logged into your account, click on 'apply for this role' and follow the on-screen instructions. To apply, all candidates are required to provide:

- a Curriculum Vitae (CV)
- a supporting statement
- a short professional biography (150 words)
- equality information
- information relating to any outside interests or reputational issues

A good application will set out specific information about how you meet the person specification for this appointment. Think about your knowledge, skills, experience and personal attributes, and take full advantage of the space available. Provide practical evidence that best demonstrates how you meet the essential and any desirable criteria.

We will ask you to check and confirm your personal details to ensure your application is accurate.

You will also have the opportunity to make a reasonable adjustment request or apply under the disability confident scheme before you submit your application.

The Advisory Assessment Panel reserves the right to only consider applications that contain all of the elements listed above, and that arrive before the published deadline for applications.

For queries about your application or the recruitment process, please email partnerships@dsit.gov.uk



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Assessment panel and Indicative Timeline

The members of the Advisory Assessment Panel are:

Panel Chair and DSIT Representative:

Jenny Hall, Director for Digital and Data Policy, Department for Science, Innovation and Technology

Second Panel Member:

John Edwards, Information Commissioner

Independent Panel Member:

Professor Graeme Reid, Professor of Science and Research Policy, University College London

The timelines for this campaign is indicative and subject to change. Please check the advert for any updates. Interview dates will be confirmed closer to the time.	
Advert Closes	1 August 2025
Panel Sift	1 October 2025
Panel Interview	w/c 10 November (TBC)
Candidates notified of final outcome	w/c 5 January 2026 (TBC)
Appointment confirmed	w/c 2 February 2026 (TBC)

Equality, Diversity and Inclusion

We are committed to increasing the diversity of our boards and bringing in talent, regardless of its origins. We encourage applications from all candidates, regardless of ethnicity, religion or belief, gender, sexual orientation, age, disability or gender identity. We particularly welcome applications from people with ethnicity, gender and disability characteristics currently underrepresented on our Boards. We warmly welcome applications from talented individuals across all regions of the UK, ensuring a truly inclusive and representative opportunity for everyone

Arrangements for candidates with a disability:

As a Disability Confident leader, we guarantee to interview anyone with a disability whose application meets the essential criteria for the post. More details on the criteria can be found in this pack. If you wish to apply through the Disability Confident scheme, you will need to tick the option on the Diversity Monitoring form that you will submit alongside your application.

Adjustments:

All candidates are entitled to request reasonable adjustments at any stage of the application process. If you would like to discuss adjustments prior to submitting your application, please contact partnerships@dsit.gov.uk.

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Department for
Science, Innovation,
& Technology

Eligibility

In general, you should have the right to work in the UK to be eligible to apply for a public appointment. There are a small number of specialist roles that are not open to non-British citizens. Any nationality requirements will be specified in the vacancy details. The Government expects all holders of public office to work to the highest personal and professional standards.

You cannot be considered for a public appointment if:

- * you are disqualified from acting as a company director (under the Company Directors Disqualification Act 1986);
- * have an unspent conviction on your criminal record;
- * your estate has been sequestrated in Scotland or you enter into a debt arrangement programme under Part 1 of the Debt Arrangement and Attachment (Scotland) Act 2002 (asp 17) as the debtor or have, under Scots law, granted a trust deed for creditors.

When you apply, you should declare if:

- * you are, or have been, bankrupt or you have made an arrangement with a creditor at any point, including the dates of this.
- * you are subject to a current police investigation.

You must inform the sponsor department if, during the application process, your circumstances change in respect of any of the above points.

When you apply you should also declare any relevant interests, highlighting any that you think may call into question your ability to properly discharge the responsibilities of the role you are applying for. You should also declare any other matters which may mean you may not be able to meet the requirements of the [1] Code of Conduct of Board Members (see Outside interests and reputational issues section below)

Visible links

<https://www.gov.uk/government/publications/code-of-conduct-for-board-members-of-public-bodies>.

For queries about your application or the recruitment process, please email partnerships@dsit.gov.uk



Department for
Science, Innovation,
& Technology

Annex A

Conflicts of interest and due diligence

Public Appointments require the highest standards of propriety, involving impartiality, integrity and objectivity, in relation to stewardship of public funds and the oversight and management of all related activities. This means that any private, voluntary, charitable or political interest that might be material and relevant to the work of the body concerned should be declared.

It is important that those appointed as members of public bodies maintain the confidence of Parliament and the public. If there are any issues in your personal or professional history that could, if you were appointed, be misconstrued, cause embarrassment, or cause public confidence in the appointment to be jeopardised, it is important that you bring them to the attention of the Assessment Panel and provide details of the issue(s) in your application. In considering whether you wish to declare any issues, you should also reflect on any public statements you have made, including through social media. The Panel may explore issues with you before they make a recommendation on the appointment.

As part of our due diligence checks we will consider anything in the public domain related to your conduct or professional capacity. This will include us undertaking searches of previous public statements and social media, blogs or any other publicly available information. This information may be made available to the Panel and they may wish to explore issues with you, should you be invited to interview.

If you have any queries or would like to discuss further, please contact the DSIT Partnerships Team at partnerships@dsit.gov.uk

Annex B

The Seven Principles underpinning Public Life

In 1995 the Committee on Standards in Public Life defined seven principles for public life. All candidates for are expected to demonstrate a commitment to, and an understanding of, the value and importance of the principles of public service which are:

1. Selflessness
2. Integrity
3. Objectivity
4. Accountability
5. Openness
6. Honesty
7. Leadership

Further information on the principles of public life can be found [here](#).

Annex C

DSIT Complaints procedure

If you feel you have reason to complain you should direct your concerns in the first instance to the DSIT Public Appointments team (partnerships@dsit.gov.uk) who will make every effort to deal with these and respond to you within 48 hours.

If your complaint is not dealt with satisfactorily, you can find information about the steps you can take under DSIT Complaints Procedure [here](#).

The Commissioner for Public Appointments is the independent regulator of public appointments. The Commissioner's primary role is to provide independent assurance that public appointments are made in accordance with the [Governance Code on Public Appointments](#). The Commissioner also investigates complaints and may conduct an inquiry into the policies and practices followed in relation to appointments processes which he regulates. The Commissioner will not investigate complaints relating to non-selection unless it appears that the appointments process has breached the Governance Code on Public Appointments.

You can contact the Commissioner by email at publicappointments@csc.gov.uk or by post, as follows:

The Commissioner for Public Appointments
Room G/8, 1 Horse Guards Road
London, SW1A 2HQ

Further information on the role of the Commissioner or the appointments process is available at:
publicappointmentscommissioner.independent.gov.uk.