

# Ofgem, Non-Executive Director

Candidate Pack

Closing date: 03 October 2025

# ofgem

If you have any questions, require further information, or would like this candidate pack in alternative format, please contact [partnerships@energysecurity.gov.uk](mailto:partnerships@energysecurity.gov.uk)

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Department for  
Energy Security  
& Net Zero

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# Ministerial Foreword



Dear Candidate,

Thank you for your interest in becoming a Non-Executive Director of Ofgem. This is a government committed to delivering our mandate from the British people at pace. We set out in our manifesto that we would put in place a much tougher system of regulation that puts consumers first, attracts the investment needed to cut bills and delivers a clean power system.

Ofgem will play a vital role in achieving that ambition. You may already have some idea about the important work of Ofgem and the following pages will tell you more about the purpose and the nature of the Board's role. Ofgem is a non-ministerial department, and its principal objective when carrying out its functions is to protect the interests of energy consumers, now and in the future.

As the Minister for Energy Consumers, I am determined to deliver a just transition to the clean, more affordable and secure power system energy customers need, and as a government, we will continue to work closely with Ofgem to ensure it can stand up for billpayers and become a stronger consumer champion.

If you believe you have the experience and qualities we are seeking to contribute to this important organisation, we very much look forward to hearing from you.

We welcome applications from individuals of all backgrounds, including those from under-represented groups.

**Dr Miatta Fahnbulleh MP**  
**Minister for Energy Consumers**

# A message from the Chair of Ofgem

Since becoming Chair of Ofgem, I have made time to get out and meet as many people as possible from across the sector, and although the scale of the challenge is clearly great, the goal of a fair, sustainable, reliable, and affordable energy system remains compelling. Decarbonisation of our energy system is right not only for our climate, but also as the most effective way to ensure security of supply and manage affordability.

The Government has an ambitious agenda and is moving quickly: lifting the ban on onshore wind, establishing Great British Energy, the new Mission Control for Clean Power, and launching the National Energy System Operator (NESO) to strategically plan out the energy system that we need.

Ofgem has a pivotal role in this agenda, with our overriding goal of protecting the interests of energy consumers, both now and in the future. We will work closely with NESO as it develops an integrated energy plan, foster strong partnerships with suppliers, and use all our regulatory tools to challenge the sector to shape a stable and efficient energy market that works to benefit consumers and rebuild public trust.

Our Board is made up of people from diverse backgrounds across regulation, government, customer groups and industry, and we continue to work hard to harness that experience. This is a unique opportunity to make a real difference to one of the most important and high-profile challenges facing Britain and the world today. If you have what we are looking for I would strongly encourage you to apply.

**Mark McAllister**

**August 2025**



# Ofgem's structure

Ofgem is Great Britain's independent energy regulator. Ofgem's primary responsibility is to protect energy consumers, especially the most vulnerable, while at the same time working with government, industry and consumer groups to deliver a net zero economy at the lowest cost to consumers and drive economic growth. Ofgem also run a series of social and environmental schemes on behalf of the government, for example, to help households make their homes more energy efficient.

Ofgem work closely with the Mission Control for Clean Power, the National Energy System Operator, consumer groups and across government, to support its aim of delivering a clean power energy system by 2030 and a net zero economy by 2050.

Ofgem's governing body is the Gas and Electricity Markets Authority and is referred to as GEMA, the Authority, or the Ofgem Board. It comprises non-executive and executive members, and a non-executive chair. Members are appointed by the Secretary of State of the Department for Energy Security and Net Zero.

Ofgem's Senior Executive Committee (SEC) is chaired by its Chief Executive Officer (CEO) and is responsible for its overall performance. The SEC is made up of the CEO and seven Director Generals and Directors from across Ofgem.

Further information about Ofgem can be found [here](#)

# Ofgem's Purpose

Ofgem works on behalf of energy consumers to ensure that households and businesses across Britain can rely on a safe, affordable and environmentally sustainable energy supply.

The UK has one of the most ambitious climate change goals in the world and at the heart of this is our transition from a high carbon traditional energy system to one that is fully decarbonised. Ofgem has a key role in this transition, making sure that customers' interests are looked after along the way. As a Non-Ministerial Department and independent regulator, we use the duties and powers set out for us by Parliament to:

- **Ensure fair prices** so consumers pay a reasonable price for their energy and are protected from unfair costs.
- **Drive up standards** by ensuring energy suppliers abide by the rules and treat customers properly.
- **Keep down costs** by fostering innovation and attracting investment so consumers can make greener choices through new products and services.
- **Grow our energy resilience** by helping to deliver a future energy system that is not reliant on global energy imports, so consumers have access to stable, affordable, and secure supplies of energy.
- **Deliver Government schemes** for renewable energy, energy efficiency and to protect the poorest energy customers.

# The Role

As a Non-Executive Director of the Gas and Electricity Markets Authority (GEMA), you will have a vitally important role in protecting the interests of domestic and non-domestic energy consumers, both now and in the future, providing independent oversight, support, and constructive challenge to help Ofgem tackle both current and future challenges.

GEMA leads, supervises, and shapes the various functions that Ofgem delivers, which are continuing to change and evolve, taking on new functions both on the regulatory and delivery side of its operations. This will include, for example, the regulation of heat networks and CO2 transport and storage and close collaboration with the new National Energy System Operator, which Ofgem will regulate, to develop and implement an integrated energy plan.

As part of GEMA, your expertise will have a big impact across many important issues, such as supervising Ofgem's work to address the impact of sustained high energy bills on consumers, particularly the most vulnerable, strengthening the resilience in the retail gas and electricity markets, ensuring the continued security of Britain's energy supply, the delivery of various HM Government social and environmental schemes, and supporting the transformation of the electricity market by facilitating the emergence of smart, decentralised technologies.

GEMA will also oversee Ofgem's relationship at a crucial time of transition as government conducts and implements changes coming from its comprehensive review of Ofgem's role, remit, powers, and duties.

Beyond making decisions on major regulatory issues, you will contribute to collective decisions and may participate in working groups or provide advice and support to individual Directors. Additionally, you may be asked to engage in ad hoc projects across Ofgem.

This is a rare opportunity to play an extremely important role in the future of Britain's energy system, providing strategic leadership to Ofgem as it supports the government's mission of a Clean Power system by 2030, and achieving a net zero economy by 2050.



# Diversity

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.

**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 that 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 reasonable adjustments prior to submitting your application, please contact [partnerships@energysecurity.gov.uk](mailto:partnerships@energysecurity.gov.uk)





# Person Specification – Non-Executive Director

## Essential Criteria for Non-Executive Director – Energy Systems and Networks Expert

- Knowledge and practical experience of capital projects across systems and networks in the regulated gas or electricity sector.
- Experience with developing system and network strategies, enabling secure and cost-effective energy systems that meet net zero targets.
- Commercially minded - professional and expert knowledge and experience that evidence an understanding of regulation and customer priorities within a commercial organisation.
- Excellent analytical and intellectual capability, with the ability to analyse and assimilate complex information/policy proposals and reach sound strategic judgements.
- Experience of leadership in a large and complex organisation in the private, public or voluntary sector in a non-executive or senior executive role or equivalent.
- The ability to think strategically and operate at the top levels of an organisation to set direction whilst articulating the vision.
- Outstanding communication and interpersonal skills with the ability to work with a wide range of stakeholders, conduct and develop diverse partner relationships at all levels and challenge constructively.

## Desirable Criteria

- Practical or strategic experience of the energy sector or other major national utility.

# Terms of Appointment

- **Appointment Term:** 5-7-year appointment, that can be renewed.
- **Remuneration:** £20,000 per annum. Remuneration and expenses are taxable.
- **Time Commitment:** The role has a minimum time commitment of 20 days per annum. Board meetings take place 10-11 times a year. Board members are also encouraged to sit on the Authority committees which require an additional four 2-4-hour meetings a year, and to contribute informally as appropriate.
- **Location:** Predominantly London (for meetings) with some UK travel.
- **Nature of Appointment:** This is a Ministerial Appointment by the Secretary of State for Energy Security and Net Zero. The post holder would be an officeholder and not be an employee of the Department or Ofgem.
- **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 BPSS level.

# How to Apply

In order to apply you will need to [create an account](#) or [sign in](#).

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
- equality information
- information relating to any outside interests or reputational issues

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.



# Assessment Panel, Process and Timing

## The members of the Advisory Assessment Panel are:

Mark McAllister, Ofgem Chair

Jane Walker, Director for Energy Affordability at DESNZ

Camilla Poulton, IMB at HMP Pentonville & National Board

The timelines for this campaign is indicative and subject to change. Please check the advert, for any updates.

Advert Closes	03/10/2025
Panel Sift	15/10/2025
Panel Interview	12/11/2025-13/11/2025
Candidates notified of the outcome	December 2025
Appointment confirmed	February 2026

# 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 p

# 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: Complaints Procedure

If you feel you have reason to complain you should direct your concerns in the first instance to the Public Appointments team ([partnerships@energysecurity.gov.uk](mailto:partnerships@energysecurity.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 the Department for Energy Security and Net Zero's 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](mailto: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](http://publicappointmentscommissioner.independent.gov.uk).