



**This is**

**world-changing work**

Careers with the Met Office

**Met Office Non-Executive  
Director  
Candidate Pack  
Closing Date: 7 September  
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](mailto:partnerships@dsit.gov.uk)

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For queries about your application or the recruitment process, please email [partnerships@dsit.gov.uk](mailto:partnerships@dsit.gov.uk)



Department for  
Science, Innovation,  
& Technology

# Ministerial Foreword

Dear Candidate,

Thank you for your interest in becoming a Non-Executive Director at the Met Office.

The Met Office Board has a vital role in advising and supporting the Chief Executive and the Executive Team to deliver the organisation's strategic priorities. The Board reviews the management and performance of the Met Office and ensures high standards of corporate governance are maintained.

The Met Office touches most aspects of national life whether that's ensuring the safe operation of commercial aviation, enabling our armed forces to deploy around the globe or keeping British citizens safe in times of severe weather. Met Office activity spans all sectors of the economy and the services it provides to the public, government and industry contribute to the Government's Five Missions for Britain. An external evaluation by London Economics shows that Met Office activities will generate an extraordinary £56 billion of economic value within the next decade - a 19.1x return on government investment.

It is a transformational time for the Met Office. In Spring 2025 the initial phase of the Met Office's new supercomputing capability was delivered, funded by the taxpayer and delivered by Microsoft. It will allow the Met Office to blend fundamental science and artificial intelligence to enhance the accuracy of weather and climate data, enabling innovative products and services to address evolving requirements in a rapidly changing world.

This is a tremendous opportunity to be involved in helping to lead an exceptionally talented and visionary organisation. This role will be key to ensuring the organisation exploits this new investment fully. If you believe you have the experience and qualities we are seeking to help to lead and support this organisation, we very much look forward to your application.



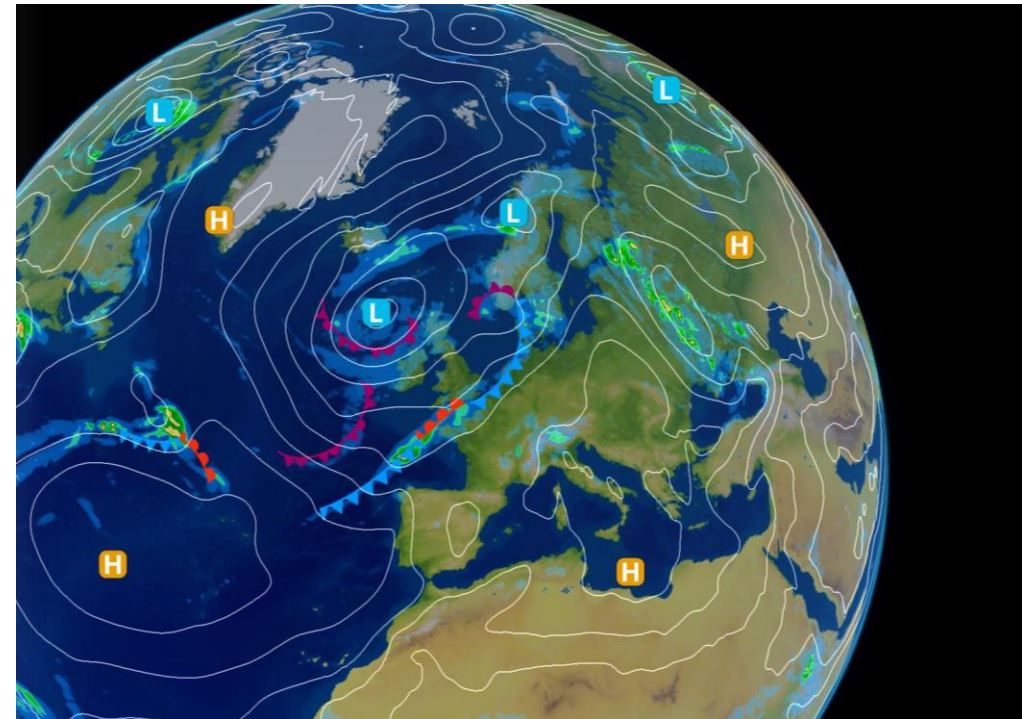
**The Rt Hon Peter Kyle MP**  
Secretary of State for  
Science, Innovation and  
Technology

# The Met Office

The Met Office is the national meteorological service for the UK. It provides world-leading weather and climate science and services that enable citizens, business and government to stay safe and thrive. The Met Office can only make an impact when its trusted and world leading data, products, services and advice get into the hands of those who use it to shape their lives, and the lives of those around them. It delivers services through a cutting-edge technological systems including a groundbreaking new supercomputing platform. Behind this is a team of talented and dedicated people, working to realise its vision of delivering the most trusted weather and climate intelligence in a radically changing world.

The Met Office's Future Outlook outlines its strategic priorities from 2025-2030. It recognises the many new questions arising in our radically changing world, such as how to adapt to extreme weather and climate change. The new strategy addresses advances in AI, big data, supercomputing and cloud technologies to provide exciting new ways to answer these questions and support the decisions which now need to be made. The Met Office also has an important social purpose which continues to resonate strongly with stakeholders. The Met Office has identified three priority areas as part of its five-year strategy:

- **Customer driven:** Transforming to serve citizens, communities and businesses with trusted services which deliver growth and value.
- **Purposeful Data and Intelligence:** Increasing value and driving growth by delivering the most accurate, consistent, and usable weather and climate data and intelligence.
- **Agility & Innovation:** Working with agility to balance innovation, risk and value for money.



Since its foundation in 1854, the Met Office has pioneered the science of meteorology and its application. To this day, it continues to push the boundaries of science and technology. It is a key part of the weather and climate community, uniting scientific leaders from every corner of the globe, and committed to navigating the next five years with focus, purpose and impact. Further information about the Met Office can be found in the appendices and at this link: [Our Future Outlook: Strategic Plan 2025-2030](#)

# The Role

## Non-Executive Director (Science and Meteorology):

As a Non-Executive Director (NED) on the Met Office Board, you will have an important and demanding role in providing a valuable external perspective to the organisation. This role is specifically looking for a candidate with the scientific expertise and practical background in the field of meteorology to provide oversight of the Met Office's technical work and its world-leading capability as a Public Sector Research Establishment. This includes being able to influence and access a wide range of networks and partners which the organisation may work alongside. You will have held leadership roles and demonstrate senior strategic level experience from the public, private or academic sectors. You will have insight into, and experience of, working with senior professionals in the fields of science and/or technology to ensure a high level of engagement and the delivery of real impact and benefit from research developments.

## Responsibilities of the NED:

- Providing challenge to the Executive Team in setting the strategic direction of the organisation and its scientific and technological objectives, including advising on organisational targets and priorities.
- Helping to ensure that the Board both supports and holds the Executive Team to account for the Met Office's performance and for delivering the Met Office's Corporate Plan and Strategy.
- Providing highly effective contributions to the Board to help develop sound strategic direction for the Met Office.
- Supporting the governance and robust assurance of the Met Office, especially in the research, development and implementation of new science and technology.
- Working in partnership with the Chief Executive and other Board members as an ambassador and high-profile advocate for the Met Office.



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# Person Specification

## Non-Executive Director (Science and Meteorology)

The Secretary of State is seeking applications from individuals with strategic experience commensurate with the responsibilities and the challenges of the Met Office. Applicants are invited from private / commercial, public / governmental or academic settings. We are looking for candidates with the following skills:

### Essential Criteria

- A strong track record in a senior leadership position in the field of meteorology, with extensive experience of weather forecasting and climate research. A strong understanding of the role, importance and funding of scientific research, innovation and development.
- Personal credibility and the ability to influence and act as an ambassador amongst the Met Office's core science and technology partners and stakeholders, both in the UK and around the world.
- Experience of leading and managing large and complex teams, and knowledge of effective governance, at Board level in the private, public, governmental or academic sectors.
- Strong analytical skills, with the ability to communicate complex issues clearly, coupled with the ability to exercise judgement across a broad spectrum of policy and management issues.
- The ability to challenge performance and support and encourage a culture of organisational and behavioural change.

### Desirable Criteria

- Senior-level technology experience, particularly in the areas of data science and the application of AI to science or service delivery, working to develop IT systems and infrastructure that deliver real-world products and services for end customers / users
- Managing and utilising public funds to achieve value for money; an understanding and appreciation of the values and role of the public sector and its contribution to society's protection, prosperity and well-being
- Leadership of organisational transformation, in the private or public sector.

# Terms of Appointments

**Appointment Term:** An initial period of 3 years

**Remuneration:** £15,000 per annum

**Time Commitment:** 27 days per year

**Location:** Exeter

**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:** The successful candidate will be encouraged to take up their appointment as soon as possible after 1<sup>st</sup> January 2026, following the successful completion of pre-appointment checks and security clearance at Baseline Personnel Security Standard (BPSS) with an expectation to move to at least Security Check (SC) vetting in due course. Further details can be found here <https://www.gov.uk/government/publications/united-kingdom-security-vetting-clearance-levels/national-security-vetting-clearance-levels>.



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# How to apply

Applications must be submitted by 11:55pm on 07/09/2025. 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 two-page curriculum vitae (CV)
- A two-page supporting statement
- 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.



# Assessment panel and Indicative Timeline

## The members of the Advisory Assessment Panel are:

**Panel Chair and DSIT Representative:**  
**Lindsay Jamieson** (DD Science and Innovation Sponsorship)

**Second Panel Member:**  
**Simon Thompson** (Met Office Chair)

**Independent Panel Member:**  
**Prof Graeme Reid** (Chair NPL Board)

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                      | 11:55pm Sunday 7 September 2025 |
| Panel Sift                         | Week commencing 29 September    |
| Panel Interview                    | Week commencing 27 October      |
| Candidates notified of the outcome | Week commencing 17 November     |
| Appointment confirmed              | Week commencing 1 December      |

# 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 employer, 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](mailto:partnerships@dsit.gov.uk)



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# 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 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](mailto:partnerships@dsit.gov.uk)



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# 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 DSIT Public Appointments Team at [partnerships@dsit.gov.uk](mailto: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

## 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@dsit.gov.uk](mailto: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 the [DSIT Complaints Procedure](#).

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 for 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)

OUR PURPOSE:

**Helping you  
make better  
decisions to  
stay safe  
and thrive**



OUR VISION:



**Delivering the  
most trusted  
weather and  
climate intelligence  
in a radically  
changing world**

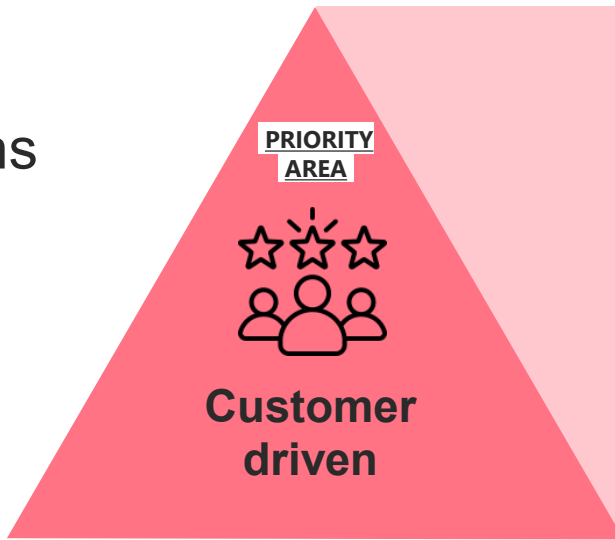
# Met Office Future outlook – our strategy to 2030

**OUR PURPOSE:**

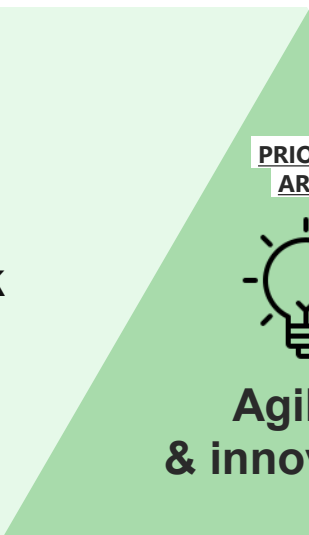
Helping you make better decisions to **stay safe and thrive**

**OUR VISION:**

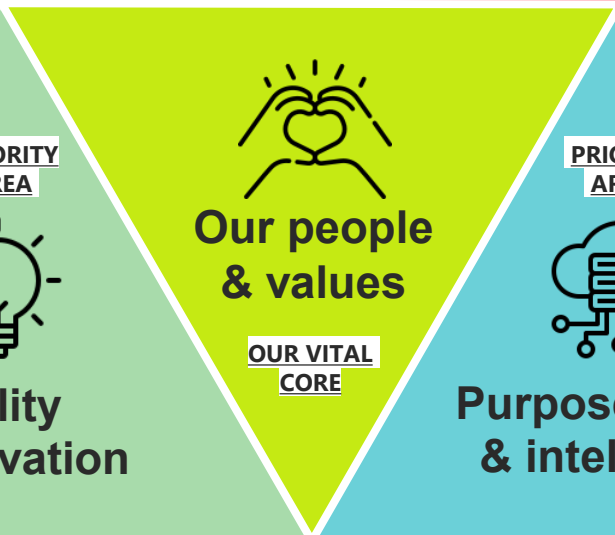
Delivering the **most trusted** weather & climate **intelligence** in a radically changing world



Transforming to serve citizens, communities and businesses with trusted services which deliver growth and value.



Working with agility to balance innovation, risk and value for money.



Increasing value and driving growth by delivering the most accurate, consistent, and usable weather and climate data and intelligence.

**This is world-changing work**

Our work is life-changing, often life-saving. It's what we do, and the way we do it. Each one of us takes personal responsibility for living the values which make the Met Office a great place to belong.

