



**Ofcom Chair  
Candidate Pack  
Closing Date: 12pm (midday)  
Monday 5 January 2026**

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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# Ministerial Foreword

Thank you for your interest in the role of Chair of the Ofcom Board.

Regulation underpins and impacts almost all areas of the UK economy. As set out in the Regulatory Action Plan, published in March 2025, this government is committed to a regulatory landscape that supports growth and innovation. Ofcom has a key role in promoting growth that benefits consumers across the UK.

As the UK's independent regulator for the communications industries, Ofcom's principal duty is to further the interests of UK citizens and consumers, where appropriate by promoting competition, across the UK. As Ofcom's remit is expanding and develops, in an increasingly fast paced world of emerging technologies and related potential harms. Ofcom has a vital role in ensuring that the UK's communications sectors continue to protect the interests of citizens and consumers, while supporting economic growth through targeted and proportionate regulation. The need for effective, strategic leadership has never been more important.

As Chair, you will lead Ofcom's Board at a time of change and opportunity. You will oversee the delivery of its statutory responsibilities, including those on media and telecoms, while supporting the organisation to adapt and respond to new challenges. A particular focus will be on online safety. You will lead Ofcom's transition from implementing the new regulatory regime to protect UK citizens, in particular children, to strengthening enforcement and delivering continuous improvement on the online safety regime.



**The Rt Hon. Liz Kendall MP**  
**Secretary of State for**  
**Science, Innovation and**  
**Technology**



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# Ministerial Foreword continued

You will collaborate with other digital regulators to raise expectations for companies on how they should keep users safe, ensuring safe deployment of emerging technologies such as AI. In the context of these fast-changing technologies, you will need to lead Ofcom in their important role as the UK's independent media regulator. You will also be committed to ensuring that Ofcom has due regard to the Statement of Strategic Priorities for Online Safety and the Statement of Strategic Priorities for Telecoms, Spectrum and Postal Services in its decision making.

You will need to demonstrate exceptional leadership capabilities, sound strategic judgment, the ability to work closely with and bring together a broad range of senior stakeholders across government, industry and civil society, and possess a fundamental commitment to public service.

This is a unique opportunity to help shape the future of regulation in the UK; to ensure that our digital environment is safe and open for all people, our communications infrastructure remains resilient, and our markets competitive, supporting economic growth through proportionate regulation.

If you believe you have the skills, insight, and ambition to lead Ofcom through this important next chapter, I encourage you to apply.



**The Rt Hon. Liz Kendall MP**

**Secretary of State for  
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# Introduction

The Secretary of State for Science, Innovation and Technology will be appointing a new Chair of Ofcom, to replace the current Chair who will be stepping down at the end of his term in April 2026.

The appointment will be made in accordance with the Cabinet Office's Governance Code on Public Appointments. The appointment process is regulated by the Commissioner for Public Appointments. The preferred candidate for the post of Chair will be required to appear before a Parliamentary Select Committee for a pre-appointment hearing.


 The Ofcom logo is displayed in white on a dark blue background. It consists of the word "Ofcom" in a bold, sans-serif font, with a horizontal line underneath it.

Making communications work  
for everyone



## About Ofcom

Ofcom is the regulator for the UK communications industries, with responsibilities across online safety, broadcasting, telecommunications, spectrum, telecoms security, wireless communications, radio and postal services.

Ofcom is accountable to Parliament and is independent of both government and the industries it regulates. Ofcom operates at the cutting-edge of the digital communications industries in the UK and in a fast-changing environment. Its principal duty is to further the interests of citizens and consumers, where appropriate, by promoting competition. When regulation is designed and implemented well, it can be an essential tool to promote growth and investment.


 The Ofcom logo is shown in pink and white, with a horizontal line underneath it.

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# Ofcom's Priorities

Over the next five years Ofcom will need to deliver on a number of key priorities, whilst having regard to the Statement of Strategic Priorities for Online Safety and the Statement of Strategic Priorities for Telecoms, Spectrum and Postal Services in its decision making. This includes, but is not limited to:

- **Online safety:** implement the remaining provisions within the Online Safety Act. Transition to strengthening enforcement and delivering continuous improvement on the online safety regulatory regime, whilst having due regard to the five key areas set out in the Statement of Strategic Priorities for Online Safety: safety by design for all users, especially children, transparency and accountability, agile regulation, inclusivity and resilience and fostering the innovation of online safety technologies to improve the safety of users and drive growth.
- **Broadcasting:** implement the Media Act, work closely with the government to continue to promote a thriving public service media ecosystem, develop a clear role for the regulator in the implementation of a government decision on the future of TV distribution, and continue work to protect audiences.
- **Fixed telecoms:** regulate the wholesale market in line with the 2026 Telecoms Access Review, taking into account the strategic priorities, including enabling investment and better consumer outcomes by supporting competition and supporting safe modernisation. Review the Broadband Universal Service Obligation.
- **Mobile:** continue to improve coverage reporting to support good connectivity for all and digital inclusion. Ensure competition works effectively across the mobile sector, monitor investment in networks and cost of regulations and take an approach to regulation that supports innovation and investment and supports 2G switch-off.



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# Ofcom's Priorities

- **Telecoms consumers:** deliver a competitive retail market, where consumers are informed, empowered and protected. Ensure the consumer voice is heard within the decision-making process and contribute to addressing digital exclusion.
- **Telecoms security and resilience:** ensure compliance with the telecoms security regime through proactive assessing of compliance and taking action where security is, or is at risk of being, compromised, reporting to government as required. Support delivery of the government's resilience priorities including on power and emergency calls.
- **Spectrum:** manage spectrum efficiently to support growth, national security, and advanced connectivity, ensuring appropriate access for the public sector, space, Wi-Fi, mobile networks, and key economic sectors such as Programme Making and Special Events. This includes automating shared licences and influencing international negotiations.
- **Post:** ensure that the universal postal service meets the needs of users, and is affordable, efficient and financially sustainable.
- **Other:** adopt additional duties as may be required by new legislation, including data centres.



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# The Role



## The Chair will be expected to:

- Provide leadership to the Board during a period of both change and growth in its regulatory remit, bringing together the diverse perspectives and experiences of other Board members and external stakeholders to oversee the discharge of Ofcom's statutory functions.
- Have regard to the Government's wider strategic priorities, including on online safety and regulation for growth.
- Serve as a member of Ofcom's People Committee and attend meetings of the Risk and Audit Committee.
- Represent Ofcom in discussions with Ministers and build strong relationships with stakeholders in Whitehall.
- Be the most senior representative of Ofcom to its various stakeholders, including its licensees, services regulated under the online safety regime, other regulated entities, the United Kingdom Government and Parliament and the devolved National Governments of Wales, Scotland and Northern Ireland (working with the relevant Nations' Board members).
- Uphold Ofcom's longstanding reputation as an impartial, independent, and evidence-based regulator.



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# Person Specification

## Essential Criteria

- Proven track record of effective senior executive or non-executive leadership
- Ability to lead the board of a major national regulatory body with a high public profile, using sound judgement and decision-making to oversee its strategic direction, whilst providing constructive support and challenge to the executive team.
- Ability to lead Ofcom through a period of change including through the transition from operationalising the online safety regime into oversight and enforcement, and ability to instil a culture of continuous improvement, promoting ambitious approaches to regulatory efficiency to minimise burdens to business and support growth.
- Commitment to ensuring Ofcom continues to operate within its regulatory framework with an appropriate level of risk appetite, demonstrating how it has had due regard to the government's Statement of Strategic Priorities for Online Safety, and the forthcoming updated Statement of Strategic Priorities for telecoms, spectrum and postal services.
- Strong understanding of the business, economic, and technological principles underpinning Ofcom's regulated industries across online safety, broadcasting, telecommunications, spectrum, and postal services.
- Proven ability to work effectively and command respect and trust with the highest levels of government, senior industry stakeholders, and civil society stakeholders.



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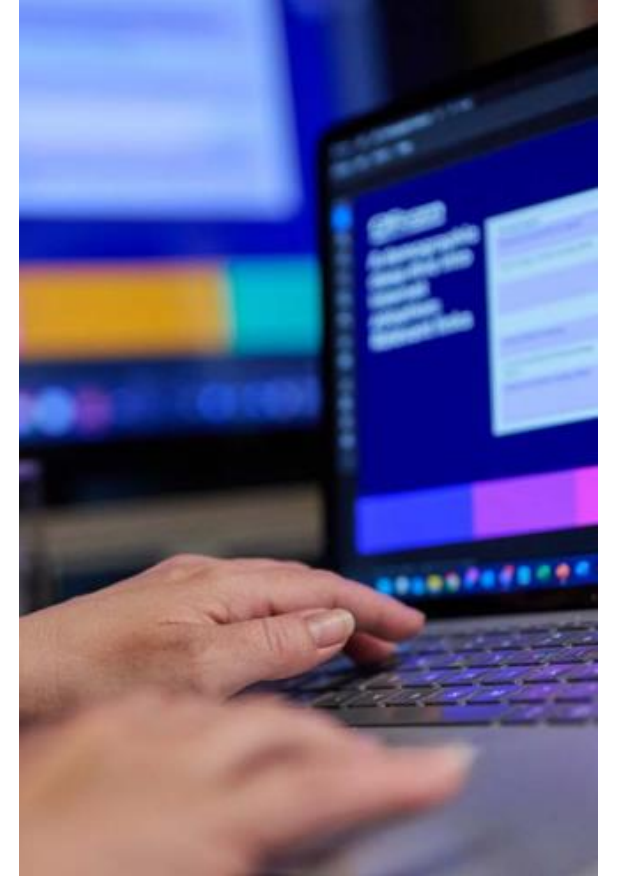


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# Person Specification continued

## Desirable Criteria

- Experience of leading complex and multifaceted programmes in large organisations during periods of change.
- Commercial experience gained from leading a high-profile complex organisation such as a listed company.



# Terms of Appointment

Appointment Term:	An initial period of 4 years.
Remuneration:	£120,000 per annum.
Time Commitment:	Up to 3 days per week to include attendance at Board and Committee meetings, preparation time and other ad hoc engagements.
Location:	London.
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 <a href="#">here</a> .



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# How to Apply

Applications must be submitted by **12:00pm on Monday 5 January 2026**. 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 and diversity 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 & Timeline

## The members of the Advisory Assessment Panel are:

- **Panel Chair and DSIT Representative:** **Emran Mian**, Permanent Secretary, Department for Science, Innovation and Technology
- **Second Panel Member:** **Susannah Storey**, Permanent Secretary, Department for Culture, Media and Sport
- **Senior Independent Panel Member:** **Dr Alison Walker-Fraser**, business and management expert and experienced assessment panel member
- **Independent Panel Member:** **Fiona Cannon**, Chief Strategy and Sustainability Officer at Yorkshire Building Society

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	Monday 5 January 2026
Panel Sift	Week commencing 19 January 2026
Panel Interview	Week commencing 9 February 2026
Successful candidate notified	March 2026
Appointment confirmed	April 2026



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# 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 for board members of public bodies](#) and [Code of Conduct for the Ofcom Board](#).



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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 Assessment 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 Public Appointments team at [partnerships@dsit.gov.uk](mailto:partnerships@dsit.gov.uk)



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# 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](#).



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# Annex C

## Pre-appointment Scrutiny

This role is subject to pre-appointment scrutiny by the Science, Innovation and Technology Committee.

Pre-appointment scrutiny is an important part of the appointment process for some of the most significant public appointments made by Ministers. It is designed to provide an added level of scrutiny to verify that the recruitment meets the principles set out in the [Governance Code on Public Appointments](#).

The pre-appointment scrutiny aspect of the appointment has two parts. First, information concerning the appointment and the Minister's preferred candidate will be shared with the relevant select committee. As part of this process, you will need to be content for your name and your CV to be shared with the Select Committee as the Government's preferred candidate. You may also be required to complete a pre-appointment hearing questionnaire which could include, among other things:

- declarations of any relevant potential conflicts of interest,
- what you see as the priorities and key risks for the organisation,
- questions about how you would lead the board and work with stakeholders,
- your commitment to standards in public life and how you would handle being in the public eye.

Second, the select committee may decide to call the Government's preferred candidate to a public hearing to answer questions relating to their suitability to the role. You would not be expected to have an in-depth technical knowledge of how the body works or an exact plan of what you would do in the role, however you will be expected to provide a credible representation of your understanding of the work of the body and what your role in its future would be. DSIT will provide support to you to help you prepare for the hearing and the clerks to the select committee will also be available to discuss with you how the hearing will run.



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# Annex D

## Complaints Procedure

If you feel you have reason to complain you should direct your concerns in the first instance to the Public Appointments team (contact [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 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](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).



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