

Climate Change Committee, Member (x3)

Candidate Pack

Closing date: midday 1 December 2025



If you have any questions, require further information, or would like this candidate pack in alternative format, please contact Ellie Dugdale, Ellie.Dugdale@saxbam.com at our recruitment advisors, Saxton Bampfylde.

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Ministerial foreword



Thank you for your interest in becoming a member of the Climate Change Committee (CCC). This Candidate Pack will tell you more about the purpose and the nature of the role.

The CCC plays a vital role advising the UK and Devolved Governments on our climate targets and reporting on progress made in meeting them. When I was Secretary of State for Energy and Climate Change in the late 2000s, I was proud to help pass the Climate Change Act 2008, which created the CCC and established the framework that underpins its work – the first legislation of its kind in the world. In the years since, the CCC has provided invaluable independent advice to successive governments, and inspired similar institutions in countries around the world. The Government remains fully committed to the Climate Change Act and the function of the CCC.

It is an exciting time to join the CCC, with a new permanent Chair appointed in July and the Prime Minister prioritising Make Britain a Clean Energy Superpower as one of the UK Government's five driving missions. The CCC's independent advice will be crucial in delivering this agenda, supporting the Government to take back control with clean, homegrown energy, bringing down bills for families, creating good jobs, and protecting our home for future generations.

We welcome applications from individuals of all backgrounds, including those from under-represented groups. If you believe you have the experience and qualities we are seeking and could make a positive contribution to the CCC, we very much look forward to hearing from you.

The Rt Hon Ed Miliband, Secretary of State for Energy Security and Net Zero

The Climate Change Committee

The Climate Change Committee (CCC) is an independent, statutory body established under the Climate Change Act 2008. Its purpose is to advise the UK and Devolved Governments on emissions targets, and to report to UK Parliament on progress made in reducing emissions and preparing for and adapting to the impacts of climate change.

The CCC is made up of two separate committees: one on mitigation (the Committee) and one on adaptation (the Adaptation Committee). The Act requires that the Committee comprises a Chair and not fewer than five but not more than eight other Members appointed by the national authorities (UK Government and the Devolved Governments). Details of current membership can be found on the CCC's [website](#).

The Committee is supported by a Secretariat of around 60 staff who provide analytical and corporate support, led by the Chief Executive.

The role (1)

The UK Government, the Scottish Government, the Welsh Government and the Department of Agriculture, Environment and Rural Affairs in Northern Ireland are seeking to appoint up to three members to the CCC.

As a member, you will be responsible for developing the work of the Committee, determining its strategic direction and providing impartial input into its work. It is important, and encouraged by the Climate Change Act 2008, that the Committee contains the range of expertise that is required to effectively produce its advice and recommendations. While all members of the Committee participate and provide scrutiny in all discussions, each also has a particular area of expertise. Some members have specific experience in or knowledge of the differences in circumstances across the UK and the capacity of national authorities in relation to climate change.

It is vital that the Committee understands and is up to date with the latest scientific evidence relating to climate change to ensure that it can discharge its legal duties. Fulfilling these duties does not fall on any single Committee member and these appointments will make an important contribution to how the Committee fulfils these duties.

The Committee will normally meet 12 times a year, and members will be expected to attend the meetings regularly.

The role (2)

Committee members have collective responsibility for:

- Actively participating in Committee meetings, determining decision making procedures for the Committee.
- Ensuring the Committee discharges its statutory duties within the framework specified by the Climate Change Act 2008, the Climate Change Act (Northern Ireland) 2022, the Environment (Wales) Act 2016, and the Climate Change (Scotland) Act 2009.
- Providing expert technical advice towards reports to the governments, legislatures and parliaments of the UK.
- Providing impartial and independent input to Committee discussions.
- Assisting the Chair in their representative role, ensuring close working relationships with key academics, institutions and industry.
- Understanding and accurately representing the climate-related circumstances and needs of each nation of the UK taking account of regional variations.

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 Ellie.Dugdale@saxbam.com.

Essential criteria

We are seeking candidates who demonstrate the following essential criteria:

- **Knowledge:** Good knowledge of the range of the Committee's work, an understanding of climate policy both internationally and across the UK, and in particular the social impacts of such policy.
- **Communication & Relationship Building:** Strong communication and interpersonal skills including the ability to negotiate, persuade and build relationships at all levels.
- **Judgment:** Expert ability to process and interpret complex information, well-developed analytical reasoning skills and judgment.
- **Collaboration:** An ability to work effectively as part of a multi-disciplinary team in delivering results.

Additional role-specific criteria

Applicants should have expertise in one or more of the following areas. In your application, please indicate which of the specific criteria you meet and provide evidence to support this. Applicants selected for interview will be assessed against the essential criteria and the role-specific criteria identified in their application. For example, applicants indicating they meet the social research criteria and devolved nations criteria will be asked questions about their experience in both of these areas.

- **Delivery, business and/or finance:** for example in the decarbonisation of specific sectors of the economy, or the roles of business, industry and investment in enabling the UK to reach net zero.
- **Social research:** including public opinion polling and/or behaviour change, and implications for policy development and implementation.
- **Climate science and policy:** with formal qualifications, an internationally recognised track record and recent publications in a relevant scientific field, and experience of the development and implementation of climate change policy at national and/or international level.
- **Agriculture and land use:** particularly experience of delivering nature-based solutions, farming, or land management; although candidates with a strong academic background in these areas will also be considered.
- **Devolved nations:** the differences in climate-related challenges, policies and governance across the four UK nations of Scotland, Wales, Northern Ireland and England, and/or specific expertise in at least one of the devolved nations.

Terms of appointment

- **Term:** An initial period of 5 years. There may be an opportunity for re-appointment for a second term.
- **Remuneration:** £800 per day. Remuneration and expenses are taxable.
- **Time commitment:** 2 days per month.
- **Location:** The Climate Change Committee is based in 10 South Colonnade, Canary Wharf, London, E14 4PU. Meetings take place once a month at these offices.
- **Nature of appointment:** This is a public appointment by the Secretary of State for Energy Security and Net Zero, and the relevant Scottish, Welsh, and Northern Ireland Executive Ministers. The post holder would be an officeholder and not an employee of the UK Government, Devolved Governments or the Climate Change Committee.
- **Availability:** Successful candidate/s 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

Saxton Bampfylde Ltd is acting as an employment agency advisor to the UK and Devolved Governments on this appointment.

Your application contains two parts. **Both** parts must be submitted **by midday 1 December** to be considered complete. Applications received after this date will **not** be considered.

- **Part one:** Diversity Monitoring and Conflict of Interest Form on the public appointments website here: <https://apply-for-public-appointment.service.gov.uk/roles/8964>
- **Part two:** A two-page statement of suitability and two-page CV submitted here: <https://www.saxbam.com/appointment/climate-change-committee-4/>

The key to a good application is to give the reader specific information about how you meet the criteria for 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 criteria.

Candidates should apply for this role through Saxton Bampfylde's website at www.saxbam.com/appointments using code **QCCCG**. Click on the 'apply' button and follow the instructions to upload a CV and cover letter. Candidates must also complete the diversity monitoring and conflict of interest form on the public appointments website here: <https://apply-for-public-appointment.service.gov.uk/roles/8964>

For queries about your application or the recruitment process, please email Ellie.Dugdale@saxbam.com.

*The diversity monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

Assessment panel and timeline

The members of the Advisory Assessment Panel are:

- Panel Chair & UK Government representative – **Sarah James**, Director, DESNZ
- Devolved Governments representative – **Tracey Teague**, Deputy Secretary, Northern Ireland DAERA
- CCC representative – **Nigel Topping**, Chair
- Independent panel member – **Susan Owens**, Professor of Environment and Policy (Emerita), University of Cambridge

The timeline for this campaign is indicative and subject to change.

Advert closes	Midday 1 December 2025
Panel sift	w/c 15 December 2025
Panel interview	w/c 2 February 2026
Candidates notified of outcome	March 2026
Appointment confirmed	March 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.

In addition, the CCC has a policy for managing conflicts of interest, which can be found [here](#).

If you have any queries or would like to discuss further, please contact Ellie.Dugdale@saxbam.com.

Annex B: The Seven Principles of Public Life

In 1995 the Committee on Standards in Public Life defined seven principles for public life. These principles (also known as the Nolan Principles) apply to anyone who works as a public office-holder, including members of the Climate Change Committee. All candidates 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 (publicbodies@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 DESNZ 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.