



Home Office

CHAIR OF THE MIGRATION ADVISORY COMMITTEE

Recruitment Information Pack

February 2026



INVESTORS
IN PEOPLE

Bronze

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Background

The MAC advises the government on a range of migration policy issues, offering independent evidence-based advice. It has established a world-class reputation for the quality of its advice and its influential role in the system.

The MAC aims to deliver high quality evidence-based reports and policy advice in response to commissions from the Government. The MAC also operates its own research programme to improve and broaden the existing evidence base on issues related to migration.

To date the advice of the Committee has included impacts of migration; salary requirements of work visa routes; financial requirements for the family visa route; and reviewing the graduate visa route. The MAC's advice also informs the compilation of the Temporary Shortage List for work visas.

The MAC's current terms of reference can be found [here](#).

Structure

The MAC is currently made up of a Chair, Deputy Chair and three additional members. An ex-officio member from the Home Office is also represented on the Committee. The MAC is currently comprised of:

- Professor Brian Bell (Chair, who will demit from role on 8 March)
- Dr Madeleine Sumption MBE (Deputy Chair)
- Professor Jo Swaffield (Member)
- Professor Dina Kiwan (Member)
- Professor Sergi Pardos-Prado (Member)

The MAC is supported by a secretariat, which is primarily based in London, though has some team members across the UK.

The Nature of MAC Work

The Committee has produced numerous reports since its inception. The full set of MAC reports is available [here](#).

Role Description

Job Title: Chair of the Migration Advisory Committee (MAC)

Appointment: Minimum 2 days per week with flexible arrangement.

Remuneration: £174,000 per annum (pro-rata £69,600 based on 2 days per week worked)

Reporting to: Home Secretary through the Minister for Migration and Citizenship

Location: Flexible. However, frequent travel to central London is a requirement of the role, as is occasional site visits to employers and employer bodies across the UK. Reasonable travel and subsistence expenses will be reimbursed in line with Home Office policy.

Purpose

The MAC Chair, appointed by the Home Secretary, is responsible for leading the Committee in the delivery of its responsibilities. This is a high-profile role on a key government delivery priority, and the Chair will be a key adviser in helping to shape Government policy.

The Chair will establish effective working relationships within the Committee, including with the Deputy Chair, across the MAC secretariat (Civil Service teams of c.30 that support and deliver work of the committee) and with government departments and independent bodies (e.g. the Industrial Strategy Advisory Council and Skills England). The Chair will also provide executive analytical input and offer strategic leadership.

The MAC is an independent, non-statutory, non-time limited, non-departmental public body that was established in 2007 and is funded by the Home Office. The MAC was established to provide transparent, independent, evidence-based advice to the government on migration.

Responsibilities

The Chair is responsible for:

- Formulating the MAC's strategy.
- Providing executive analytical input to MAC work and collaborating with the MAC Secretariat to ensure delivery of high-quality analysis.
- Developing links with Skills England, the Industrial Strategy Advisory Council and DWP as part of the new Labour Market Evidence Group (LMEG) to support a coherent approach to skills, migration and labour market policy.
- Proactive engagement with Ministers and, where appropriate, senior officials from the Devolved Governments.
- Proactively engaging with other relevant stakeholders to maintain the MAC's reputation and key relationship.
- Ensuring that the Committee, in reaching decisions, takes proper account of guidance provided by the responsible Minister or the department.
- Promoting the efficient and effective use of staff and other resources.

- Delivering high standards of regularity and propriety.
- Representing the views of the Committee to the general public and the media as arranged by the Secretariat. The Chair will have the responsibility of speaking on behalf of the MAC to the press or of being interviewed by journalists and broadcast media.
- Ensuring that the MAC meets at appropriate intervals; operates under a presumption of openness; every member is heard and that no view is overlooked or ignored; any significant diversity of opinion is fully explored and discussed
- Reporting the MAC's advice to Government.
- Monitoring and engaging with appropriate governance arrangements to ensure that the MAC's affairs are conducted with probity.
- Ensuring that policies and actions support the responsible Minister's wider strategic policies and where appropriate, these policies and actions should be clearly communicated and disseminated throughout the MAC.
- The Chair is expected to chair, set the agenda, attend all MAC meetings unless otherwise agreed with the Secretariat.
- The MAC Chair is appointed as an individual and not as a representative for any particular profession, employer or interest group. They will always work in the public interest, considering all issues from an independent perspective and on merit.

The Chair also has an obligation to ensure that:

- The work of the Committee and its members are reviewed and are working effectively including ongoing assessment of the performance of individual Committee members with a formal annual evaluation and more in-depth assessments of the performance of individual Committee members when being considered for re-appointment.
- In conducting assessments that the view of relevant stakeholders including the Secretariat and the sponsorship team are sought and considered.
- The Committee has a balance of skills appropriate to directing the MAC's business.
- Committee members are fully briefed on terms of appointment, duties, rights and responsibilities.
- The responsible Minister is advised of the MAC's needs when Committee vacancies arise.
- The MAC acts in accordance with its Framework Document.
- There is a code of practice for Committee members in place, consistent with the Cabinet Office Code of Conduct for Board Members of Public Bodies.

The Chair of the MAC is appointed for such periods as the Home Secretary may determine but no such period shall exceed three years. His/her appointment and any reappointments must be compliant with the principles set out in the Governance Code on Public Appointments.

The Chair must always follow public service values by:

- adhering to the Code of Conduct for Board Members of Public Bodies.
- following the Seven Principles of Public Life set out by the Committee on Standards in Public Life.
- being accountable, through Ministers, to Parliament and to the public for the activities of the MAC and for the standard of advice that it provides.
- not misusing information gained in the course of public service for personal gain or political purpose, nor seeking to use the opportunity of public service to promote their private interests or those of connected persons, firms, businesses, or other organisations.
- not holding any paid or high-profile unpaid posts in a political party or engaging in specific political activities on matters directly affecting the work of the MAC.

Person Specification

It is essential that you provide in your supporting statement evidence and proven examples against each of the selection criteria in the person specification, in so far as you are able. These responses will be further developed and explored with those candidates invited for interview.

Required skills and experience

- Experience: a strong track record of delivery on significant labour markets or migration economics issues within the private, public or voluntary sectors.
- Leadership: the ability to set strategic vision and drive forward priorities of the Department and MAC, protect independence, and harness and develop the skills of a diverse team.
- Knowledge: a clear understanding of the work and challenges of the MAC and the context within which it operates.
- Excellent economics and quantitative analytical skills, with the ability to design, conduct, and interpret both quantitative and qualitative research, and to make clear and objective evidence-based recommendations to support the delivery of the MAC's objectives.
- Collaboration: ability to work closely with the MAC, Secretariat and other key stakeholders, providing support, constructive challenge and assurance as appropriate.
- Communication: strong communication and interpersonal skills with the ability to listen, accept challenge and constructively challenge others in discussions with clarity and respect.
- Relationship building: ability to build strong stakeholder relationships, including with Ministers and Senior Government officials and external stakeholders.

Desirable

- The ability to speak with confidence and authority on matters relating to migration in the public sphere, to maintain a public and media profile which advocates for the role of evidence in migration policy.

As a holder of a public office the Commissioner is expected to follow the Seven Principles of Public Life, as set out by the Nolan Committee on Standards in Public Life.

Response Instructions

The closing date for applications is 23:00, Monday 23 March 2026.

Please submit the following 2 documents, clearly labelled. In order to apply, you will need to click on one of the links below, depending on if you have already set up an account on the new Cabinet Office Public Appointment website.

<https://apply-for-public-appointment.service.gov.uk/create-account>

<https://apply-for-public-appointment.service.gov.uk/auth/sign-in>

1. A concise CV (maximum two sides A4, minimum 11 font) setting out your career history and including details of any professional qualifications.

2. A short supporting statement (maximum two sides A4, minimum 11 font) giving evidence of the strength and depth of your ability to meet the essential criteria for the role. Please provide specific examples to demonstrate how you meet each of the experience, qualities and skill areas identified in the person specification.

Please submit your application documents as 2 separate attachments and note that short-listed candidates will also be required to complete and return a separate form in relation to referees and nationality information.

Please note the following:

- We cannot accept applications submitted after the closing date.
- Applications will be assessed solely on the documentation provided. Please refer to the advert and checklist to ensure you have provided the necessary documentation.
- Applications will be acknowledged upon receipt.
- Feedback will only be given to unsuccessful candidates following interview.

Further Information

If you have any queries about any aspect of this role, or merely wish to have an informal discussion about the work of the MAC, then please contact holly.white@mac.gov.uk (Head of the MAC Secretariat) in the first instance.

If you have any queries about the recruitment process for this role, please contact the Public Appointments Team at: publicappointments@homeoffice.gov.uk

If helpful to you, there is guidance available on writing a supporting statement on the public appointments webpages: <https://www.gov.uk/guidance/public-appointments>

Indicative Timetable

Please note that these dates are only indicative at this stage and could be subject to change.

Advert Closing Date	23:00, Monday 23 March 2026
Short List Meeting	Expected w/c 30 March
Final Panel Interviews	Expected w/c 20 April
Meeting with Minister (if required)	Expected post interview

Selection Process

This recruitment is being competed in accordance with the [Governance Code on Public Appointments](#), which sets out the regulatory framework for public appointments processes. The Code is based on the following principles – selflessness, integrity, merit, openness, diversity, assurance, fairness and public service.

The panel will be chaired by Dan Hobbs, Director General, Migration and Borders and senior policy sponsor of the MAC, who will act as Panel Chair, and comprise Stephen Aldridge, Chief Economist and Director of Analysis and Data Directorate at the Ministry of Housing, Communities and Local Government and Hilary Emery CBE as the Independent Member

The panel will ensure the appointments are made in accordance with the Governance Code. The Home Office Public Appointments Team will acknowledge your application and keep you updated on the progress of the competition.

At the short-listing meeting the selection panel will assess each application against the essential criteria and decide who to invite for interview. The Government has adapted the recruitment process around the UK's coronavirus restrictions while ensuring a fair and open competition. This includes planning for remote interviews. Further details about the format will be provided to you in advance.

The final decision to appoint to this role rests with the Home Secretary. Appointable candidates may be invited to meet with Ministers before a final decision is made. As a result, there may be a delay in informing candidates of the outcome of the competition.

We encourage a diverse workforce and welcome applications from all suitably qualified people. This appointment is not regulated by the Office of the Commissioner for Public Appointments.

Please note: Expenses incurred by candidates during the recruitment process will not be reimbursed except in exceptional circumstances and only when agreed in advance with the Home Office Public Appointments Team.

Terms of Appointment

Nature of Appointment: You are not an employee of the Home Office or the MAC. Accordingly, nothing in this document shall be construed as, or taken to create, a contract of employment between you and the Department or His Majesty's Government.

Appointment Term:

Your appointment will be for a minimum period of three years. There is a possibility of re-appointment, subject to a satisfactory annual appraisal of performance and Ministerial agreement.

Remuneration:

- £174,000 per annum (pro-rata £69,600 based on 2 days per week worked)
- Reasonable travel and subsistence expenses will be reimbursed in line with Home Office policy.
- Applicants should note that the successful candidate cannot be remunerated for this role if they are being paid for an existing full-time role from the public purse.

Time Commitment: Minimum 2 days per week with flexible arrangement.

Location: Flexible (this is a national role). Frequent travel to central London is a requirement of the role, as is occasional site visits to employers and employer bodies across the UK. Reasonable travel and subsistence expenses will be reimbursed in line with Home Office policy.

Availability: The successful candidates will be encouraged to take up their appointment as soon as possible, subject to the successful completion of pre-appointment checks and security clearance.

Security clearance: The successful candidate will be required to have or willing to obtain security clearance to Security Clearance (SC) level. It usually takes between 4-5 weeks to obtain the security clearance. The role will be offered on a conditional basis until the successful candidate has passed all checks. The successful candidate will be encouraged to take up this appointment as soon as possible, subject to the successful completion of all pre-appointment checks.

Confidentiality: You will be subject to the provisions of the Official Secrets Act and required to exercise care in the use of official information acquired during official duties, and not to disclose information which is held in confidence.

Disqualification for appointment: There are circumstances in which an individual will not be considered for appointment. They include:

- people who have received a prison sentence or suspended sentence of 3 months or more in the last 5 years;
- people who are the subject of a bankruptcy restrictions order or interim order;
- in certain circumstances, those who have had an earlier term of appointment terminated;
- anyone who is under a disqualification order under the Company Directors Disqualification Act 1986; and
- anyone who has been removed from trusteeship of a charity.

Further advice about disqualification for appointment can be given by contacting the Public Appointments Team on publicappointments@homeoffice.gov.uk

Standards in public life: You will be expected to demonstrate high standards of corporate and personal conduct. Candidates will be expected to abide by the “Seven Principles of Public Life” set out by the Committee on Standards in Public Life (see below, page 13).

Registration of interests: The purpose of these provisions is to avoid any danger of a public appointee being influenced, or appearing to be influenced, by their private interests in the exercise of their public duties.

Public appointments require the highest standards of propriety, involving impartiality, integrity and objectivity, in relation to the stewardship of public funds and the oversight and management of all related activities. This means that any private, voluntary, charitable, or political interest which might be material and relevant to the work of the body concerned should be declared. It is important, therefore, that you consider your circumstances when applying for a public appointment and identify any potential conflicts of interest, whether real or perceived.

There is a requirement to declare any actual or potential conflict of interest you may have in being appointed as MAC Chair in a separate form. Any actual or perceived conflicts of interest will be fully explored by the Panel at interview stage.

Political activity: Members will need to show political impartiality during their time on the Board and must declare any significant party-political activity they undertake in the period of their appointment. Details of the successful candidate’s declared political activity must be published by appointing departments when the appointments are publicised.

The Political Activity Declaration will be kept separate from your application and will only be seen by the Panel prior to interview – the Panel may at that stage explore with candidates any potential for conflict of interest. It is appreciated that political activities may have given you relevant skills, including experience gained from committee work, collective decision making, resolving conflict and public speaking. If, therefore, you have had such experience and you consider it relevant to your application for this post, you may if you choose include it separately in the main body of your application.

Disability Confident: The Home Office is an accredited user of the Government’s “Disability Confident” disability symbol, which denotes organisations which have a positive attitude towards disabled applicants. Applicants who meet the minimum criteria in the job specification are guaranteed an interview. Selection will be on merit. If you wish to apply for consideration under this scheme, please complete the form on the Public Appointment website. It is not necessary to state the nature of your disability.

Whether you choose to apply under the Disability Confident scheme or not, you can still ask us to make particular arrangements for you when attending an interview. You can also contact us if you want to discuss the criteria for the role or have questions regarding your application.

Equal Opportunities Monitoring: The Home Office is committed to providing equal opportunities for all, irrespective of, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. As part of the application process, we ask candidates to complete equal opportunities monitoring information. This will help us to monitor selection decisions to assess whether equality of opportunity is being achieved. The information will be treated as confidential, for statistical purposes only, and will not be treated as part of your application.

Centre for Public Appointments Database: If you consent, we will retain your CV and contact details for the purposes of alerting you to any opportunities that may arise in future. We will also share your CV and contact details with the Centre for Public Appointments in the Cabinet Office who may use it for this purpose. They may also share it with other Government Departments so that they can contact you about such opportunities. You may withdraw your consent to your information being processed for this purpose at any time by contacting dpo@homeoffice.gov.uk.

Complaints: If you are not completely satisfied with the way your application is handled at any stage of the competition, please raise any complaint in the first instance with the Public Appointments Team at: publicappointments@homeoffice.gov.uk

We will reply to your complaint within 20 days. If, after receiving our response you are still not satisfied, you may contact the Commissioner for Public Appointments: <https://publicappointmentscommissioner.independent.gov.uk>.

ANNEX A – THE SEVEN PRINCIPLES OF PUBLIC LIFE

The principles of public life apply to anyone who works as a public office-holder. This includes all those who are elected or appointed to public office, nationally and locally, and all people appointed to work in the civil service, local government, the police, courts and probation services, NDPBs, and in the health, education, social and care services. All public office-holders are both servants of the public and stewards of public resources. The principles also have application to all those in other sectors delivering public services.

Selflessness

Holders of public office should act solely in terms of the public interest. They should not do so in order to gain financial or other material benefits for themselves, their family, or their friends.

Integrity

Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations that might seek to influence them in the performance of their official duties.

Objectivity

In carrying out public business, including making public appointments, awarding contracts, or recommending individuals for rewards and benefits, holders of public office should make choices on merit.

Accountability

Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.

Openness

Holders of public office should be as open as possible about all the decisions and actions that they take. They should give reasons for their decisions and restrict information only when the public interest clearly demands.

Honesty

Holders of public office have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest.

Leadership

Holders of public office should promote and support these principles by leadership and example.