UK Government Investments

Non-Executive Director
UK Government Investments (UKGI)

Position Specification
July 2026

The Commissioner for Public Appointments

KORN FERRY

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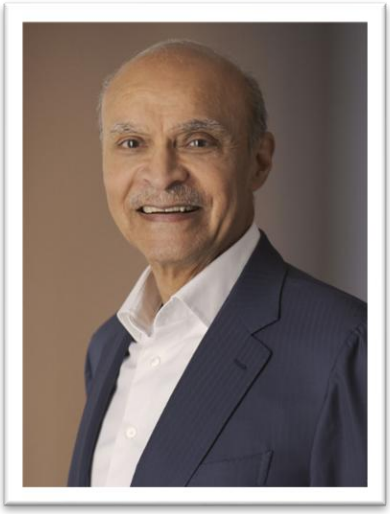
Foreword

From Vindi Banga, Chair of UKGI



Thank you for your interest in joining the Board of UK Government Investments (UKGI) as a Non-Executive Director**.**

UKGI plays a unique and increasingly important role at the heart of government. Since our establishment in 2016, demand for our specialist expertise has continued to grow, reflecting the contribution we make to delivering the Government's priorities, supporting economic growth, and ensuring effective stewardship of public assets and investments.

As the Government's centre of expertise for corporate finance and corporate governance, UKGI combines deep commercial capability with a strong public service mission. We act as shareholder representative for many of the Government's most significant arm's length bodies, lead the establishment of complex commercial organisations on behalf of departments, and provide advice on major corporate finance transactions and financial interventions. Through this work, UKGI helps government make informed decisions on some of its most complex and strategically important commercial activities.

This is an exciting time to join the UKGI Board. The successful candidate will have a rare opportunity to contribute to the delivery of key government priorities and to help shape the future direction of an organisation with a distinctive culture, a highly talented workforce, and a reputation for excellence. We are seeking an accomplished and collaborative individual who will bring valuable insight, constructive challenge and sound judgement, helping to strengthen UKGI's capabilities and support the successful delivery of our objectives.

I hope this opportunity inspires your interest, and I look forward to receiving applications from candidates who share our commitment to public service, professionalism and impact.

Role Summary

Role Summary

Position	Non-Executive Director
Reporting to	Vindi Banga, Chair
Body	UK Government Investments
Location	London
Website	https://www.ukgi.org.uk/

UK Government Investments

UK Government Investments ("UKGI") began operating on 1 April 2016 as a government company, wholly owned by HM Treasury. Independently managed, UKGI brought together the functions of the Shareholder Executive (ShEx was formerly part of the Department for Business, Innovation and Skills) and UK Financial Investments Ltd (UKFI) under a single holding company.

UKGI's activities are governed by its Board and underpinned by its Articles of Association and framework agreement with HM Treasury ("HMT"). UKGI is accountable via its independent Board to HMT ministers and – through the Chancellor of the Exchequer – to Parliament.

UKGI works across government on some of its most interesting and complex commercial tasks. We work closely with both the private and public sectors, advising and interacting with ministers, Parliament and Whitehall departments.

At UKGI we create value for society from government's most complex commercial interests. What we do is unique, and so are we. Our team comprises c.150 experts who work together to provide corporate governance and corporate finance expertise to government departments in support of their policy objectives.

Working for UKGI provides a unique opportunity for talented individuals from the public and private sector to contribute to work of national importance. The work we do is significant in terms of social, economic, and political impact.

UKGI

Our work is delivered across three areas of expertise:

- **Corporate governance:** Act as shareholder representative for, and lead establishment of, UK Government's most complex and commercial arm's length bodies on behalf of sponsor Departments. We typically perform this via a dedicated shareholder team and provide a Shareholder Non-Executive Director as a member of the arm's length body's board.
- **Corporate finance:** Advise on major UK government corporate finance matters, including financial interventions into corporate structures and corporate finance negotiations.
- **Financial Instruments and Transactions Advisory:** Improve the UK government's decision making regarding the structuring, and management of, contingent liabilities in a responsible way that creates value for money. Advise, manage and execute the sale or purchase of significant corporate assets for the government.

UKGI Impact

UK Government Investments (UKGI) is the government's centre of expertise in corporate governance and corporate finance, working at the heart of some of the UK's most complex and strategically important commercial activities. UKGI helps departments protect and create value for taxpayers through expert advice, active stewardship of public assets, and the delivery of major corporate transactions.

Corporate Governance

UKGI acts as shareholder representative for many of the government's most commercially significant arm's length bodies, providing strategic oversight, governance expertise and board-level representation on behalf of sponsoring departments. Through dedicated shareholder teams and Shareholder Non-Executive Directors, UKGI supports effective governance, accountability and long-term organisational performance.

As at March 2026, UKGI performed the shareholder function for 24 organisations across 8 government departments, collectively employing over 126,000 people, generating around £32 billion of income and managing more than £261billion of assets.

Corporate Finance

UKGI provides specialist corporate finance advice on some of the government's largest and most complex investments, interventions and financing decisions. It provides advice on major UK government corporate finance matters including financial interventions into corporate structures, financial transactions and corporate finance negotiations. It works alongside officials across government to improve outcomes in complex and high-profile cases, including scrutinising requests for government support, maximising value from external advisers, supporting contingency planning and negotiating appropriate commercial terms where public funds were required.

During 2025–26, UKGI advised more than 15 departments on over 30 significant projects, helping government secure better commercial outcomes and maximise value for money. Recent examples include supporting the government's full exit from NatWest Group, advising on the Final Investment Decision for Sizewell C, and supporting the UK's participation in Eutelsat's €1.5 billion capital raise.

Financial Instruments and Transactions Advisory

UKGI advises government on the structuring, management and execution of complex financial instruments, contingent liabilities and major corporate transactions. This includes supporting the sale and acquisition of significant public assets, managing fiscal risk and improving the government's approach to risk transfer. Notable achievements include advising the Ministry of Defence on the reacquisition of the Service Family Accommodation estate, generating an estimated net benefit to taxpayers of almost £4 billion.

In 2025–26, UKGI advised on approximately £10 billion of contingent liabilities across 43 proposals, helping departments strengthen risk management and deliver estimated savings of around £22 million.

The UKGI Corporate Governance Portfolio

A selection of the public sector and state-owned enterprises, wholly or partially owned, which UKGI works with are below. The portfolio includes ministerial departments through to private limited companies and covers a diverse range of sectors including:

Defence

- de&s
- Sheffield Forgemasters
- AWE Nuclear Security Technologies

Energy

- NDA
- United Kingdom National Nuclear Laboratory
- NESO National Energy System Operator
- Sizewell C – The power of good for Britain
- urenco – The Energy to Succeed

Property and Land

- Government Property Agency
- Ordnance Survey

Manufacturing

- The Royal Mint – The Original Maker

Transport

- Network Rail
- national highways
- DFTO

Communications

- BBC Commercial
- 4
- Post Office
- eutelsat group

Finance

- National Wealth Fund
- Reclaim Fund Ltd
- UK Export Finance
- British Business Bank
- BIS Co
- UKAR UK Asset Resolution

Examples of our work

National Housing Bank

Corporate Governance: The National Housing Bank

The National Housing Bank is a new body, established as a subsidiary of Homes England, which delivers purpose-led finance for housing delivery.
With up to £16 billion of financial capacity, it aims to attract over £50 billion of private capital, enabling more homes to be built and supporting the government's aims to transform places and boost economic growth.

As the first Public Financial Institution (PuFIn) created since the designation was established through the 2024 Financial Transactions Control Framework, it was important to ensure the Bank was set up with the right systems and governance to enable it to deliver on its objectives. UKGI worked with both the MHCLG and HM Treasury to provide advice and best practice on areas including governance, board composition and risk management, sharing our experiences from the set-up of other similar bodies like the UK Infrastructure Bank (now National Wealth Fund) and from our stewardship of other PuFIns such as the BBB and UK Export Finance (UKEF).

The National Housing Bank was formally launched on 1 April 2026 and UKGI continues to support the Bank including through providing a Shareholder NED sitting on the Bank's Board.

Rolls Royce SMR

Corporate Finance: Small Modular Reactors

The government's SMR programme is central to the UK's clean energy mission. It is critical to strengthening long-term energy security and delivering net zero.

Alongside the multi-year Technology Partner competition run by Great British Energy – Nuclear, the government put in place early-stage financing to support bidders' design activity. This was intended to level the playing field and ensure the government could select the strongest technology partner based on technical and delivery merit alone.

This financing took the form of a large-scale Repayable Design Investment (RDI). The transaction was structurally complex and evolved during delivery, including a transition of the financial counterparty from the DESNZ to the NWF.

UKGI's corporate finance role:
UKGI provided specialist corporate finance expertise to support the design and delivery of the RDI. UKGI worked closely with DESNZ, the NWF and HMT throughout the process. UKGI strengthened governance and decision-making structures, acted as an intelligent client to external advisers and applied a clear government lens to the assessment of risks and returns. UKGI also supported negotiation strategy and execution, helping to ensure pricing, valuation and subsidy control considerations were robust, defensible and executable.

Examples of our work (continued)

Corporate Finance: Small Modular Reactors

Transaction outcome and impact

In April 2026, GBE-N agreed contracts with Rolls-Royce SMR. This was accompanied by up to £599m of repayable government financing from the NWF to support SMR design development. The RDI represents one of NWF's largest investments to date. The transaction demonstrates the value UKGI brings in structuring and delivering complex, strategically important investments.

Transactions: exit from NatWest Group

On 30 May 2025, more than 16 years after the rescue of RBS Group (now NatWest Group), UKGI announced the sale of the government's final share and return of NatWest Group to full private ownership. UKGI managed the shareholding on behalf of HMT, and ensured all sales delivered value for money on the sale:

- Shares were sold through three accelerated bookbuilds in 2015 (£2.1bn), 2018 (£2.5bn), 2021 (£1.1bn), five directed buybacks (via an instrument designed by UKGI) of shares by NatWest in March 2021 (£1.1bn), March 2022 (£1.2bn), May 2023 (£1.3bn), May 2024 (£1.2bn), and November 2024 (£1bn), and a trading plan from 2021–2025
- The final shares were sold through the trading plan on 30 May 2025. In total, the trading plan generated over £13.2bn in proceeds from sales of NatWest shares
- Peak government stake in RBS was 84.4%

UKGI Culture

UKGI's culture flows from its values which were developed by colleagues across our organisation, reflecting the people who work for us and the ways in which we want to work. Our values define who we are, what we stand for, how we behave and what we aspire to achieve. We continuously hold ourselves and each other accountable to the values by ensuring reward and assessment include measurement against them.

At UKGI, we are:

Supportive and inclusive in the way we interact

Open and honest in the way we work together

Expert and professional in the way we deliver

Collaborative and outcome-focused in the way we achieve our goals

UKGI has a strong commitment to being a diverse and inclusive organisation – creating an excellent place to work for all our colleagues. We actively seek to attract, develop and support people with a diversity of experience, skills, perspectives and backgrounds, which helps us deliver excellent outcomes for our client departments and the wider public we serve.

The Board

UKGI's activities are governed by its Board and underpinned by its Articles of Association and Framework Document with HM Treasury. UKGI is accountable via its independent Board to Treasury Ministers and – through the Chancellor of the Exchequer – to Parliament.

Led by the Chair, the Board has an important role in guiding and challenging the company objectives and assessing achievement against those objectives. It also plays a critical role in navigating often challenging and sensitive situations while enabling the Executive team to execute on a variety of assignments. The Board delegates day-to-day management of UKGI to the Executive team, but Board members work closely with them to:

- Set the strategic framework and direction for UKGI's operations.
- Ensure UKGI is equipped to perform its functions, including having sufficient resourcing and a suitable organisational structure.
- Ensure high standards of corporate governance at all times.
- Agree any material new role and its definition.
- Agree the plans against which performance is measured.
- Maintain an appropriate control framework.
- Enable effective arrangements in order to provide assurance on risk management, governance and internal control.

UKGI

The Board is closely involved in the work of UKGI at an operational level, and Board members leverage their experience and contacts to assist the organisation in achieving its objectives.

UKGI's Board meets six times a year, however, there is a high level of interaction between non-executives and executives outside the cycle of board meetings. Each Non-Executive Director (NED) is assigned to a small number of UKGI's more significant and complex assets and projects, and they also have a one-to-one mentoring relationship with a member of the senior Executive. In this way the Board is able to gain a deep understanding of UKGI's wide range of activities and its people.

The Board is currently comprised of the following members:

Vindi Banga, Chair

Harry Hampson, Chief Executive

Andrew Ballheimer, Non-Executive Director

Andy Halford, Non-Executive Director

Vanessa Lawrence, Non-Executive Director

Iain Mackay, Non-Executive Director

Mahnaz Safa, Non-Executive Director

Craig Coben, Non-Executive Director

Clive Maxwell, Second Permanent Secretary for the Department of Energy Security & Net Zero

Jim O'Neil, Second Permanent Secretary at HM Treasury

UKGI Board Member Biographies can be found on our website; https://www.ukgi.org.uk/who-we-are/our-board/

For more information about UKGI, please download our latest Annual Report and Accounts.

The Role

We are seeking to appoint a Non-Executive Director to replace a Board member who has recently completed their term. This is a unique opportunity to be part of a dynamic and experienced Board overseeing a complex and fascinating portfolio of businesses. UKGI's work blends government policy with a commercial perspective, often within challenging and continuously evolving circumstances. Working with a breadth of government departments, external Boards and businesses, this is an opportunity to contribute at the heart of critical negotiations and analysis on some of the most challenging and sensitive corporate transactions, while navigating key issues such as nuclear decommissioning.

Working in collaboration with fellow Board members, led by the Chair, Non-Executive Directors (NEDs) are expected to contribute to:

- Shaping the organisation's strategy and ensuring it is aligned with Ministers' overall policies and objectives.
- Providing appropriate and robust challenge to the senior Executive team.
- Maintaining effective relationships with stakeholders and representing UKGI externally.
- Ensuring the highest standards of corporate governance and that UKGI complies with all governance requirements.
- Maintaining and developing UKGI's culture of excellence, collaboration, and professional integrity in all aspects of its operations.
- Contributing to the succession planning strategy for the Board and for key Executive roles.

Person Specification

We are looking to appoint a Non-Executive Director with the following skills and experience:

Essential:

- **Knowledge**: a clear understanding of the work, priorities and challenges of UKGI and the context within which it operates.
- **Experience:** a strong track record of overseeing the operation of large-scale or complex organisations, gained within the private or public sectors at chief executive level (or equivalent) or as a Chair of a FTSE level Board.
- **Communication**: strong communication and interpersonal skills with the ability to listen, accept challenge and constructively challenge others in discussions with clarity and respect.
- **Judgement:** effective decision-making skills with the ability to critically analyse a wide range of information to make clear and objective evidence-based recommendations to support the delivery of UKGI's objectives.
- **Collaboration:** ability to work effectively with the executive board and other key stakeholders, providing support, constructive challenge and assurance as appropriate; including supporting UKGI colleagues to fulfil their roles as Shareholder Representatives on government boards

Desirable:

- Experience of working in or with government to support the delivery of HMG's priorities.
- An understanding of Cyber and/or AI integration within an organisation.

Recruitment Process

Applications will be sifted after the closing date. During the search phase and before the shortlist meeting, a selected number of candidates will be selected for preliminary interviews with Korn Ferry. A shortlist meeting will then be held at which a reduced number of candidates will be selected for interview by the Panel in early October.

HM Treasury Ministers approve the appointment. Subject to the required approvals and clearances, the successful candidate will be expected to take up their post by the end of 2026.

These dates are accurate at the time of writing but are subject to change, and the clearance process for these appointments can take longer than anticipated.

Assessment

- Shortlisted candidates will be asked to attend a panel interview which will involve a more in-depth discussion of their previous experience and professional competence in relation to the criteria set out in the Person Specification.
- Two professional references will be required in advance of the final interviews for shortlisted candidates. Please be assured that we will not contact your referees without your permission to do so.

The Panel

The interview panel members are:

- Sean Jones, HMT Director, Business, Energy, Enterprise and Growth **(Panel Chair)**
- Vindi Banga – Chairman, UK Government Investments
- Bina Mehta, Independent Panel Member

Conduct and Probity

We must ensure that any individual appointed is committed to the principles and values of public service. The Seven Principles of Public Life are: Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty and Leadership and are set out in the Code of Conduct for Board Members of Public Bodies most recently updated in June 2019 (here). Applicants must disclose on a Political Activity Form any information on personal connections which, if they were appointed, could lead to a conflict of interest or be perceived as such. If it appears from the information provided on the form that a possible conflict might exist, or arise in the future, this will be fully explored with the applicant with a view to establishing whether it is sufficiently significant to prevent the individual from carrying out the duties of the post. The panel will do this at interview stage.

Terms of Appointment

Appointment Term

- Appointment as a NED of UKGI will be made by the Chancellor of the Exchequer in consultation with the Prime Minister.
- The appointment will be for an initial term of three years, with the opportunity for re-appointment subject to required approvals.
- Appointments may be ended prior to the conclusion of the period of appointment.

Time Commitment (each NED)

- The time commitment is estimated at 3 days per month.
- This includes attendance at Board meetings, Committees, away days, training days, site visits, meetings with the Executive and external stakeholders, and the Board evaluation process.
- In addition, you are expected to consider all relevant papers before each meeting.
- Unless urgent and unavoidable circumstances prevent you from doing so, it is expected that you will attend the meetings either in person or by telephone conference, where appropriate.

Remuneration

You will be paid a basic annual fee of £33,313 plus an additional fee for chairing a committee or being the Senior Independent Director, where applicable. You will be reimbursed for all reasonable and properly documented expenses that you incur in performing the duties of your office, some of which may be subject to taxation.

Periodically the Board Remuneration Framework will be reviewed to ensure that it remains fit for purpose. As a result of such a review the remuneration may be updated.

Location

Board and Committee meetings are held in London at UKGI's offices. Meetings are face to face but there will be occasions when video conferences will be necessary.

Security Clearance

The successful candidate will be expected to undergo security clearance to SC level.

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 three months or more in the last five 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.

Terms of Appointment

Registration of Interest

The purpose of these provisions is to avoid any danger of Board members 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 to the Board in a separate form. Any actual or perceived conflicts of interest will be fully explored by the Panel at interview stage.

Equal Opportunities Monitoring

We are committed to recruiting candidates who reflect the diverse communities we serve. Korn Ferry will ask you to fill out a monitoring form. The information you provide will help us ensure that our recruitment processes are fair to all and allow us to attract diverse and talented candidates. Diversity monitoring information will not be seen by the Assessment Panel assessing your application. However, you should note that political activity detailed in this form will be provided separately to the panel and may, if appropriate, be discussed with you during your interview.

Political activity

Members will need to show political impartiality during their time on the Board and must declare any party-political activity they undertake in the period of their appointment. Details of the successful candidates' declared political activity must be published by appointing departments when the appointments are publicised. You will need to declare your political activity within the equal opportunities monitoring form and political activity questionnaire. This 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 Scheme, Political Activity and Conflict of Interest Questionnaire

It is a requirement of the appointments process that we ask interested applicants to declare the below activity as part of our due diligence. These comprise:

- A declaration of conflicts of interest or perceived conflicts of interest
- Political activity

Please note that we will also carry out searches of candidates' financial probity, public statements, and publicly available social media profiles.

Terms of Appointment

Disability Confident Scheme

UKGI is committed to providing equality of opportunity for all candidates during the selection process, so that appointments are selected from the widest pool of talent available. We are signed up to the Disability Confident Scheme and as part of that commitment we guarantee an interview to any candidate who:

- Has disclosed a disability as defined under the Equality Act 2010 (see definition below); and
- Meets the essential criteria for the post(s) in question, as set out in the role advertisement.

The Equality Act 2010 defines a person as disabled if they have a physical or mental impairment and the impairment has a substantial and long-term adverse effect on their ability to carry out normal day to day activities.

If you wish to apply under the Disability Confident Scheme, please ensure you check the box within the Disability Confident Scheme, Political Activity and Conflict of Interest Questionnaire.

Data Protection

HM Treasury and UKGI take their obligations under the General Data Protection Regulation (GDPR) seriously. Any data about you will be held in secure conditions with access restricted to those who need it in connection with dealing with your application and the selection process. Data may also be used for the purposes of monitoring the effectiveness of the recruitment process, but in these circumstances will be kept anonymous. The diversity monitoring form is used for monitoring the selection process only.

Our data protection policy is in line with the requirements of the GDPR and the requirements of the Commissioner's Code of Practice. Our privacy notice for Non-Executive Director and public appointment applicants is in **Annex B.** The Commissioner's requirements relating to the information we collect about applicants are set out below:

- Your initial contact details, including your name and address, will be held by the UKGI for a period of at least two years.
- If you submit an application form, the form and any supporting documentation will be retained for at least two years.
- Information held electronically, including your contact details and the monitoring information which you provide will also be held for at least two years.

A copy of **Korn Ferry's** privacy policy can be found at https://www.kornferry.com/privacy

If you would like these details to be removed from Korn Ferry's records as soon as this recruitment exercise is complete, please contact anna.jackson@kornferry.com

Terms of Appointment

Complaints

We aim to process all applications as quickly as possible and to treat all applicants with courtesy. Please contact Korn Ferry in the first instance if you would like to make a complaint regarding your application by emailing anna.Jackson@kornferry.com

If you are not satisfied with how Korn Ferry dealt with your complaint, please contact the HMT public appointments team at PublicAppointments-HMT@hmtreasury.gov.uk

They will acknowledge your complaint upon receipt and respond within 15 working days.

This appointment is regulated by the Commissioner for Public Appointments and as such, if you are not completely satisfied with HM Treasury's response to your complaint, you may refer it to the Office of the Commissioner for Public Appointments (OCPA). Information on how to do so is available here.

OCPA regulated appointment

This campaign is regulated by the Commissioner for Public Appointments. If you have any concerns about how your application has been handled, please contact the Office of the Commissioner for Public Appointments at: https://publicappointmentscommissioner.independent.gov.uk/.

Further information on the complaints procedure can be found on the Commissioner for Public Appointments' website https://publicappointmentscommissioner.independent.gov.uk/complaints/

This process is regulated by the Office of the Commissioner for Public Appointments' (OCPA's) Code of Practice. All applicants are expected to have adhered to the Seven Principles of Public Life (Annex A).

How to Apply

Korn Ferry is appointed to advise UKGI on this recruitment. The closing date for applications is Monday 17 August at midday.

To apply for this role, all applicants must complete both of the following steps:

Step 1

Submit your declarations via the Public Appointments website.

Applicants must create or log into their public appointments account via:

[Start Application – Apply for a public appointment – GOV.UK]

Through this portal, you will be asked to complete: —
- An Equality Information Form
- An Outside Interests Form
- Personal details including address
- A short biography

Please be aware that if you do not complete these your application will not be considered.

Step 2

Send your application directly to Korn Ferry, comprising:

- A CV detailing your qualifications, employment history, skills and experience
- A covering letter outlining how your skills meet the requirements of the role

Please email these documents to: ApplicationsKF@kornferry.com

Key Dates

The closing date for applications is Monday 17 August 2026 at midday. Successful candidates may be invited to attend preliminary interviews with Korn Ferry during the weeks commencing the 1 and 7 September 2026. Any candidates that are required to attend will be notified as soon as possible. A shortlist meeting with the Selection Panel will take place on 17 September. The final interview process will take place on 8 October. Please note these dates are for guidance only and are subject to change.

We are committed to ensuring everyone can access our website and application processes. This includes people with sight loss, hearing, mobility and cognitive impairments. Should you require access to these documents in alternative formats, or you are unable to apply online please contact – Anna.Jackson@kornferry.com

All applications will receive a response.

For a further conversation in confidence, please contact Peter.Guilder@kornferry.com

Expenses

For applicants invited to interview, reasonable and necessary travel expenses (standard class) will be reimbursed. Those invited to interview will be advised on how to claim their expenses.

ANNEX A: The Seven Principles of Public Life

The Seven 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, non-departmental public bodies (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 apply to all those in other sectors delivering public services.

Selflessness

Holders of public office should act solely in terms of the public interest.

Integrity

Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.

Objectivity

Holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

Accountability

Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.

Openness

Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.

Honesty

Holders of public office should be truthful.

Leadership

Holders of public office should exhibit these principles in their own behaviour and treat others with respect. They should actively promote and robustly support the principles and challenge poor behaviour wherever it occurs.

ANNEX B: Public Appointment Recruitment Privacy Notice

This notice sets out how UKGI will use your personal data for the purposes of this recruitment campaign and explains your rights under the General Data Protection Regulation (GDPR).

1. Data subject categories

Personal information to be collected and processed for this campaign relates to members of the public who are applying for public appointments.

2. Data categories

For the application stages, the data categories to be collected will include your:

- Curriculum vitae and covering letter.
- Employment references.
- Name, title, address, telephone numbers and personal email address.
- Employment history and qualifications.
- Date of birth.
- Right to work documentation (where necessary).
- Disability information (where applicable).

This list of data categories is not exhaustive and may vary depending on the appointment you are applying for.

3. Purpose of processing

Your personal information will be processed in order to consider your application for a public appointment and in accordance with the Governance Code on Public Appointments which is published by the Cabinet Office.

UKGI employs and/or works with suitably selected partners to carry out certain activities for this application process. Where it is necessary to use third parties to do this, these third parties will only process your personal data as directed by UKGI and for the purposes of the application process.

These activities include, but are not limited to:

- Processing your application.
- Advising candidates of the outcome of their application.
- Arranging interviews for successful candidates.
- Equality and diversity monitoring.

4. Legal basis for processing personal data

This personal data is collected for the performance of a public appointment campaign or reappointment process. It is necessary for the purpose of pursuing the legitimate interests of UKGI to appoint suitable candidates to public positions.

ANNEX B: Public Appointment Recruitment Privacy Notice

5. Recipients

Personal data of applicants will only be made available to staff within UKGI, or organisations working on its behalf, who have a business need to see it and will only be shared with other organisations for the purposes of this application process.

The organisations with whom this information will be shared will vary depending on the position being applied for. They include, but will not be limited to, the following:

- The Office of the Commissioner for Public Appointments.
- Cabinet Office.
- The Prime Minister's Office.
- HM Treasury.

The application process also requires UKGI to share applicant data with the relevant recruiting and appointing bodies.

The legal basis for the sharing of this personal data with these relevant organisations is the same as (4) above and is in line with the Governance Code for Public Appointments.

6. Retention

UKGI is required to keep information provided in support of applications for the necessary period required to satisfy the purposes of audit.

7. Special category data

We will also collect, use and store the following special categories of data you supply as part of your application. This information will include your:

- Race or ethnicity.
- Religious beliefs.
- Sexual orientation.
- Sex/gender.
- Political beliefs.

8. Legal Basis for processing special category data

The legal basis for our processing of your special category data shall be the same as (4), listed above.

9. Your data protection rights

You have the right to request:

- Information about how your personal data is processed and to request a copy of that personal data.
- That any inaccuracies in your personal data are rectified without delay.
- Your personal data are erased if there is no longer a justification for them to be processed.

You also have the right:

- In certain circumstances (for example, where accuracy is contested) to request that the processing of your personal data is restricted.
- To object to the processing of your personal data where it is processed for direct marketing purposes.

ANNEX B: Public Appointment Recruitment Privacy Notice

9. Your data protection rights

You have the right to request:

- Information about how your personal data is processed and to request a copy of that personal data.
- That any inaccuracies in your personal data are rectified without delay.
- Your personal data are erased if there is no longer a justification for them to be processed.

You also have the right:

- In certain circumstances (for example, where accuracy is contested) to request that the processing of your personal data is restricted.
- To object to the processing of your personal data where it is processed for direct marketing purposes.

10. How to submit a Data Subject Access Request (DSAR)

To request access to personal data that UKGI holds about you, contact: Privacy@ukgi.org.uk

11. Complaints

If you consider that your personal data has been misused or mishandled, you may make a complaint to the Information Commissioner, who is an independent regulator. The Information Commissioner can be contacted at:

Information Commissioner's Office

Wycliffe House

Water Lane

Wilmslow

Cheshire

SK9 5AF 0303 123 1113

casework@ico.org.uk

Any complaint to the Information Commissioner is without prejudice to your right to seek redress through the courts.

12. Privacy & Data

Privacy notices and information on data control for the following bodies involved in this recruitment process can be found below:

enquiries@ukgi.org.uk

HM Treasury

Cabinet Office

About Korn Ferry

Korn Ferry is a global organizational consulting firm. We work with our clients to design optimal organization structures, roles, and responsibilities. We help them hire the right people and advise them on how to reward and motivate their workforce while developing professionals as they navigate and advance their careers.

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