



Bedfordia

Appointment of

**CEO**

MAY 2026 Ref HBZBA

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Bedfordia

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# About

Bedfordia Group ('Bedfordia') is a long-term, values-led investment group stewarding a diverse portfolio of property, land, agricultural, renewable energy and alternative assets.

A third-generation family business, which following a recent demerger, now has a single shareholder; Bedfordia has a rich and entrepreneurial history and is now completing a deliberate transition from an operationally focussed group of businesses to an asset-led investment model.

Today, Bedfordia's ambition is clear: to build and actively manage a high-quality asset portfolio that delivers resilient, sustainable long-term income, while acting as a responsible steward of those assets and the environment.

Success for Bedfordia is not defined by growth alone, but by the quality of decisions made over time, investing thoughtfully, improving and repositioning assets, and

selectively backing opportunities that align with the Group's values and long-term horizon.

At the heart of this ambition is a committed, close-knit team and a strong culture grounded in integrity, trust and accountability.

Bedfordia is now poised for its next phase of evolution, led by a CEO who can bring pace, clarity and leadership to this transition.



# Our Values

Our values capture everything we believe in and the way we do things. All four values are of equal importance; they apply to everyone in the company irrespective of their role or position.



## Acting responsibly and with integrity

We seek to demonstrate integrity in everything we do and to be professional at all times. We are all accountable for our actions, treating others with respect and recognising our responsibilities to both the community and the environment.



## Striving for excellence

We aim to be the best at whatever we do and are single-minded in our pursuit of excellence. This aids us when seeking out innovative solutions and ensures we maintain the consistently high standards we have set ourselves.



## Developing people and teams

We recognise the success of our business depends on our people. They sit at the heart of our business. Valuing and respecting their contributions, helping one another and encouraging everyone to grow allows them to realise their potential.



## Building strong business relationships

We believe in developing sustainable relationships with our customers and suppliers. We recognise the benefits of long-term partnerships and do our best to provide exceptional experiences and service to our customers.

# The Role

Bedfordia is seeking a CEO to lead the Group through the next phase of its evolution – accelerating its shift to an asset-led investment business while preserving the values, relationships and long-term ethos that define it.

This is a role for a leader who combines strong commercial judgement, deep asset-management understanding and personal credibility, with the energy and ambition to move the organisation forward.

The CEO will set the strategic direction, translate it into disciplined investment and asset-management decisions, and build the organisational capability required to deliver it.

Working in close partnership with the Chair and Board, family, advisers, and their executive team, the CEO will have genuine scope to shape the Group: clarifying priorities, strengthening governance, sharpening capital allocation and evolving the operating model to support a more

active, opportunity-led portfolio approach.

The CEO will also ensure robust governance and risk management, building a high-performing team to deliver Bedfordia's strategy. While the company's assets span multiple sectors, the core challenge is consistent: ensuring that the portfolio is actively managed to generate sustainable income over the long term, through asset optimisation, selective acquisition, repositioning and partnership.

This is not a passive or purely strategic role. It calls for a CEO who leads from the front, brings people with them through change, and balances entrepreneurial drive with disciplined execution and responsible stewardship.



# Key Responsibilities

## Strategy Execution & Operational Performance

- Lead the 5-year strategic plan and long-term vision for sustainable asset and income growth.
- Translate strategy into focused business plans and drive disciplined delivery across the estate and portfolio.
- Lead a clear, integrated estate and property strategy covering core income assets, development pipeline, strategic land, housing and agricultural assets.
- Optimise the performance of the estate as a whole, balancing income growth, capital value, development risk and long-term land stewardship.
- Join up decision-making across property, agriculture, renewables and estate operations to maximise overall portfolio value.

## People, Culture & Stakeholders

- Lead, motivate and develop the executive, and support teams.
- Set clear accountability and performance expectations across all teams.
- Live Bedfordia's values and build strong relationships with employees, the board, communities and wider stakeholders.

## Ventures & Partnerships

- Identify, evaluate and deliver new growth opportunities in line with the 5-year strategic plan.
- Apply clear frameworks to assess new ventures, partnerships and joint ventures.
- Secure value-adding ventures and partnerships across property, land, agriculture and energy, including selective

development and strategic land initiatives.

## Finance, Investment & Capital Allocation

- Lead capital allocation and performance across the Group portfolio, with clear oversight of asset-level returns and risk.
- Partner with the FC and Finance NED on funding, capital structure and risk.
- Run rigorous investment appraisals, weighing financial, environmental and social impact.
- Own Group financial performance – budgets, forecasting and cash-flow.

## Renewables, Environment and Agricultural Operations

- Lead an estate-wide plan that embeds environmental performance and biodiversity.
- Align sustainability initiatives with Board and Advisory Board priorities.
- Define the role of agriculture within the estate and portfolio.
- Provide executive oversight of agriculture operations, with all agriculture partnerships.
- Align agriculture with environmental objectives and land use strategy.

## Shared Services / Family Office

- Ensure G3/G4 receive a professional, discreet and well-governed service.



# What success looks like in the first 12 months

In the first year, the successful CEO will have:

- Clearly articulated a compelling strategy for the implementation of Bedfordia's next phase, aligning Board, shareholders and team around a shared view of priorities and ambition.
- Translated that strategy into an executable plan, with early momentum, visible in asset performance, investment decision-making and portfolio focus.
- Established an organisational structure and leadership model that supports delivery, with roles, accountability and decision-rights clearly defined.
- Built strong, high-trust relationships with the Chair and Board, enabling a confident transition of day-to-day leadership and allowing the Chair to focus fully on his governance role.
- Earned the confidence of the team, with people feeling empowered, valued and clear about how they contribute to Bedfordia's future.
- Initiated or progressed a number of exciting, strategically aligned projects or opportunities that signal the direction of travel and the quality of leadership being brought to the Group.



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# Person Specification

Bedfordia is seeking a commercially astute, values-driven leader with the ability to think and act as a long-term asset owner. The successful candidate will bring a strong understanding of how to generate sustainable income from real assets, combined with the leadership presence to guide a business through purposeful change.

They will be energised by the opportunity to shape strategy and then make it real, moving confidently between vision, detailed decision-making and hands-on delivery. They will be entrepreneurial in outlook, disciplined in execution, and comfortable making clear calls in complex, multi-asset environments. Above all, they will be someone who commands trust: with the Board and Chair, with colleagues, partners and communities, and with stakeholders who expect Bedfordia to act thoughtfully, responsibly and for the long term.

## Experience

- Proven ability to generate sustainable long-term income, and to grow and protect value, from land, property and other real assets through active asset management rather than operational control.
- Experience engaging with renewables, infrastructure or energy-related assets (e.g. solar, wind, batteries), with the ability to integrate these intelligently into a broader estate or portfolio strategy.
- Comfortable operating in agricultural, rural and estate contexts, with an appreciation of land-based assets, long investment horizons and multiple stakeholder interests.

## Skills and capabilities

- Ability to grasp complexity quickly and shape it into a clear, compelling and commercially focused plan that others can rally behind.
- A genuinely hands-on leader, able to prioritise, sequence and drive delivery across multiple workstreams, not simply set direction from a distance.
- Highly financially literate, with the confidence to lead capital

allocation, investment appraisal and performance management at Group level.

- An outstanding relationship-builder, able to establish trust and influence with the board, partners, advisers, colleagues and family stakeholders alike.
- Brings entrepreneurial energy, curiosity and commercial creativity, spotting opportunity while applying discipline and judgement in execution.

## Personal qualities

- High integrity and personal credibility, naturally aligned with Bedfordia's values and long-term stewardship ethos.
- Commercially sharp and numerate, with balanced judgement and the confidence to make clear decisions in nuanced situations.
- Curious and outward-looking, bringing fresh perspectives on markets, planning, technology and asset optimisation.
- Comfortable operating in purpose-driven, impact-oriented environments, where strong commercial performance underpins wider social and environmental goals.



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# Terms of Appointment

## **Salary:**

A competitive salary will be agreed with the preferred candidate.

## **Location:**

Bedfordia's main offices are based at Milton Ernest, Bedfordshire.

## **Due diligence:**

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.



# How to Apply

**Saxton Bampfylde Ltd is acting as an employment agency advisor to Bedfordia Group on this appointment.**

Candidates should apply for this role through our website at [www.saxbam.com/appointments](http://www.saxbam.com/appointments) using code **HBZBA**

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring\* form.

The closing date for applications is noon on **25<sup>th</sup> May 2026**.

\* The equal opportunities 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.





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