



Appointment of

Deputy Executive Counsel

Financial Reporting Council

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Saxton Bampfylde



Contents

3	Introduction
4	About the FRC
9	The Role
10	Person Specification
11	Terms of Appointment
12	How to Apply



An introduction

The Financial Reporting Council (FRC) has a significant breadth of scope amongst UK regulators.

We have an important public interest role to enhance the quality of audit and corporate reporting and governance, while supporting the UK's economic growth and competitiveness. Through engagement with our extensive stakeholder ecosystem, we are focused on using our regulatory tool kit to its best effect. This includes setting proportionate standards, fostering a culture of continuous improvement and holding individuals and companies to account. This is important for stakeholders, large and small, across the country, from workers and pension holders to institutional managers and large corporate organisations. Examples of this include a revision to the UK Corporate Governance Code, and the launch of a fundamental review of the Stewardship Code

Our remit is underpinned by the four faces of our regulatory model. As a system partner, we focus on educating, collaborating, and supporting continuous improvement across the system. We facilitate and encourage good practice and behaviours from our stakeholder community, and we supervise the resultant performance, culture and behaviours. Finally, we have an important investigator and enforcement role for conduct and apply proportionate financial and non-financial sanctions.

The FRC has experienced a significant period of growth over the past five years and it is an effective organisation that is restless to continually improve and learn so it can carry on delivering its core public: supporting public trust and confidence in audit, corporate reporting and governance, whilst contributing to UK economic growth and competitiveness.

Strategy on a page



Financial Reporting Council

The purpose of the FRC is to serve the public interest and support UK economic growth by upholding high standards of corporate governance, corporate reporting, audit and actuarial work



Objective 1

The **standards and expectations** we set will enhance corporate governance, corporate reporting and investor stewardship in a manner that supports UK economic growth and investment.



Objective 2

Our **proportionate** regulation of accounting, audit, **assurance** and actuarial work will expect and encourage high quality by those responsible, **acting as an improvement regulator** and dealing effectively and fairly with cases where there are significant or serious shortcomings.



Objective 3

We will build on our deep understanding of corporate reporting and the audit and actuarial markets we oversee, and by being **agile**, we will identify and prepare for opportunities and challenges on the horizon.



Objective 4

We will be a **modern organisation**, – **continuously learning**, improving, and considered by others as a respected, effective and highly engaged regulator and by our colleagues as an inclusive and great place to work.

System Partner

Educating, collaborating and supporting continuous improvement

Supervisor

Supervision and monitoring of requirements, culture and behaviours

Facilitator

Encouraging good practice through structured engagement

The Four Faces

Investigator and enforcer

Investigating and enforcing conduct and applying proportionate sanctions and directions

Influential

Through technical expertise and thought leadership, our people innovate to drive change. They develop themselves and others, speak up, value diversity and support others to do the right thing.



Fair

Our people act in a professional, proportionate, consistent manner to ensure robust standards of decision-making and delivery, both internally and externally.



Independent

Our people challenge ideas, make evidence-based decisions and always act with integrity.



Effective

Our people are decisive, accountable and collaborative when working with others to share information and experiences to improve outcomes.



Our five divisions

The FRC has five divisions, each of which contributes to our strategic objectives and core purpose.

Regulatory Standards

- Lead the development of public and technical policy.
- Set codes, standards and guidance that support high quality corporate reporting, corporate governance and stewardship, audit and actuarial work.
- Drive innovation in the public interest for our stakeholders.
- Influence international standard setting and collaborate with other regulators.

Supervision

- Deliver our statutory responsibilities for corporate reporting review and act as the competent authority in respect of statutory auditors and their professional bodies and the audit market.
- Monitor the application of corporate reporting and audit standards and hold to account those that fail to meet these standards.
- Promote improvements and innovation in corporate reporting and audit.
- Promote a more resilient audit market.

Enforcement

Drive the application of high standards in corporate reporting, audit and actuarial work through proportionate and risk-focused enforcement action where it is in the public interest.

- Promote improvements and innovation in these areas by communicating clear and impactful messages through enforcement cases and publications, and through the setting and monitoring of effective non-financial sanctions.

Corporate Services

- Support the regulatory divisions by providing a robust and resilient framework and expert support for the delivery of FRC’s wider objectives.
- Support the FRC’s ongoing work as an improvement regulator by acting as a trusted partner and adviser to the business, and through our ongoing partnership with the Department for Business and Trade (DBT).

Strategy, Governance and Stakeholder Engagement

Supporting Exco and the Board to optimise our work and output.

Inform the development of public and technical policy through influential stakeholder engagement.

Support the FRC’s governance framework with a high-quality company secretariat.

Embed enhanced leadership capabilities and more mature project management discipline across the FRC.

The FRC has five divisions, each of which contributes to our strategic objectives and core purpose.

The primary responsibilities of each division are explained in the table on the previous page.

Our Purpose and Values

The purpose of the FRC is to serve the public interest and support UK economic growth by upholding high standards of corporate governance, corporate reporting, audit and actuarial work

Our Values are to be Independent, Fair, Effective, and Influential and to demonstrate these by our supporting behaviors.



The organisation and its people

People are at the heart of our organisation, and for the FRC to demonstrate its role as a modern regulator, it requires a workforce of experts and professionals to guide and develop the evolution of the sectors we regulate and oversee.

Our two new office spaces, Harbour Exchange in London and Birmingham, see us located closer to other regulators, government departments and arm's length bodies as part of the 'Places for Growth' programme. Moving to a dual location model presents us with an opportunity to look at what we value most about the FRC's culture and seek to learn how we can best replicate or improve on those things so that all colleagues are able to thrive, regardless of where they work.

We will continue our focus on offering high-quality employment and professional development opportunities to all FRC employees. In particular, we will retain focus on growing our leadership capabilities, which will be an essential component for achieving our objective of being a best-in-class regulator.

Find out more

To find out more about the FRC, see our Plan and Budget 2026 – 2027 [here](#)

Our latest Annual Report can be seen here:
[FRC Annual Report and Financial Statements 24-25](#)

Please see www.frc.org.uk for more information.



“The FRC has a key role to play in supporting UK businesses to grow and thrive while delivering on our core public interest responsibilities”

Purpose Statement

Deputising for and assisting the Executive Counsel, Executive Director of Investigations and Enforcement, to lead and manage the Enforcement Division; represent the Enforcement Division at meetings of the Executive Committee and report to the Board, and to the Conduct Committees

Accountabilities:

Deputises for and assists Executive Counsel to:

- oversee all aspects of the FRC's investigations and enforcement activities
- lead investigations and enforcement proceedings into matters in remit, currently potential breaches of audit, accountancy and actuarial standards, and misconduct by members of the professional bodies the FRC oversees.
- act as a decision maker for the FRC on key decisions in investigations and enforcement actions.
- ensure the FRC has a well led and governed system for timely, fair, robust, and transparent investigations and enforcement actions to maintain public confidence in the UK's financial reporting and governance frameworks.
- make strategic legal decisions and develop policy
- report to the Board, and to the Conduct Committees
- represent the Enforcement Division at meetings of the Executive Committee

As a member of the Enforcement Division Senior Leadership Team:

- set strategic direction and provide operational and professional leadership to a multi-disciplinary team of about 64 people, mainly comprising lawyers, and forensic accountants
- ensure the team has effective internal controls for efficient and effective case handling, resource deployment, risk and financial management.
- apply sound judgement to ensure the work of the team serves the public interest well, by holding those responsible to account and learning relevant lessons from cases that can be used to encourage improvement in the sectors the FRC oversees.
- inspire and challenge the team to continually improve its effectiveness and contribution, including by keeping abreast of best practice in analogous authorities.
- represent the FRC with its stakeholders and publicly, both within the UK and internationally.
- contribute to budget and resource planning within Enforcement

Lead on discrete areas including:

- Managing and overseeing Casework Director, Senior Lawyers and recruiting legal personnel
- Providing high quality advice and analysis on legal and policy aspects of cases and the work of the Enforcement Division in general
- Analysing and developing amendments to procedural and legal policy documents

Undertake casework on individual investigations/proceedings

Enhance the reputation of the FRC through significant successes in individual cases

As a member of the whole FRC Senior Leadership Team, to represent the Enforcement Division and to collaborate with senior leaders in other Divisions on operational and policy issues relevant to the whole FRC

Provide cross FRC advice and influence on major policy initiatives as required

Build relationships and liaise with other Divisions, including Supervision, Regulatory Standards, LST, and SECA

Skills, Knowledge & Expertise

Knowledge & Expertise

- Senior solicitor or barrister qualified to practise in England & Wales with significant post qualification experience.
- Extensive expertise in public and regulatory law and complex contentious proceedings.
- Previous experience working with, or acting for, a prosecuting authority, regulator or disciplinary body would be valuable.
- Experience of managing and driving forward large and complex cases and caseloads with minimal supervision.
- Ability to exercise strategic control over seven-figure budgets.
- Excellent written and oral communication skills including experience of drafting complex legal pleadings of the highest quality.
- Determination and self-motivation to pursue matters and make robust legal decisions.
- Skilled in staff management, supervision and development, including proven ability to manage staff and work well with others at all levels, within and across teams, to achieve results.
- Ability to demonstrate strategic leadership and influence at a senior level.
- Credibility confidently to manage senior professionals with niche specialisms (experts, Leading Counsel etc).
- Ability to establish and maintain robust relationship with subjects, firms, and their lawyers, including General Counsel of the Big 6 Accountancy firms and senior partners in Magic Circle law firms.
- Credibility to deputise for Executive Counsel.
- Ability to exercise powers, make and take responsibility for robust legal decisions on cases under the Scheme and AEP, and to withstand any subsequent challenge.

Business Interaction-Relationships & Influencing

External

In addition to the role as the “external face” of individual investigations and proceedings, the Deputy Executive Counsel is responsible for contributing to the public representation and messaging of FRC Enforcement action and decision making.

Credibility with senior stakeholders and the ability to establish and maintain robust relationships with Directors of FTSE companies, audit firms and the profession’s leadership

Developing strong working relationships with other regulators at a Divisional level

Strong influencing and communication skills. Highly persuasive in making points and arguments, yet sufficiently confident and open to seek, and be receptive to, the views of others

Energetic and flexible in accommodating new challenges with personal resilience

Internal

The Deputy Executive Counsel has a leading role in the management of the Division, strategic decision making and policy issues, and oversight of all legal work.

Contributing to the strategic influence of the Division throughout the FRC, at Executive and Non-Executive level.

Skills, Knowledge & Expertise

Problem Solving/Decision Making

- Delivery grip and grit that get things done in a timely way.
- Strategic thinker with the ability to manage risk and assess public interest outcomes.
- Excellent analytical skills (Identifies and analyses information effectively. Understands the validity, relevance and limitations of different sources of evidence. Uses evidence to evaluate cases. Engages with relevant experts to gather and evaluate evidence.)
- Excellent judgement (Identifies key evidential and public interest issues in factually and legally complex cases with the confidence and credibility to make difficult decisions in often highly contentious circumstances)
- Effective case and trial management and organisational skills.
- Expert technical skills (ability to provide legally sound, clear and constructive advice).
- Strong written and oral communication skills.
- Clear understanding of how to assess and manage legal risk and how it should inform decision making.
- Ability to contribute to the strategic direction of the Division and the measures required to ensure effective implementation of that strategy, and to take into account the wider regulatory context in which the FRC operates.
- Capable of providing solutions to numerous and complex issues arising from a rapidly growing Division under ever-increasing public scrutiny.

Management of Resources/Leadership Behaviours

- Ability to think strategically in contributing to and achieving the FRC's Enforcement goals
- Ability to contribute effectively to FRC Executive decision making and planning, and strategic and management decisions within the Enforcement Division
- Excellent representation of Enforcement Activity within the FRC and externally, both at national and international level
- Ability to contribute to resource planning, to lead recruitment of senior and junior lawyers and legal assistants. and to line manage Casework Directors and senior lawyers
- Capable of leading and overseeing:
 - projects, policy advice and quality control over legal work in the Division
 - external relationships at a Divisional level, e.g. with law firms, Counsels' chambers, experts and other regulators
 - major projects such as internal reviews into efficiency (e.g. End to End) and departmental reporting (Annual Enforcement Review).
- Effective manager of both internal (accountants, lawyers, legal assistants) and external (counsel, solicitors, experts) resource
- Contributor to team cohesion and clarity of structure, including inspiring confidence, gaining respect and bringing out the best in people
- Sound financial management skills. (Understands and operates financial processes – plans and manages resources effectively and is responsible for very significant budgets).

Business Impact

- A strong understanding of measuring, monitoring and managing business outputs and risk and be able to prioritise within resource or time constraints.



Terms of Appointment

Remuneration: £145,924

The role is based at one of FRC’s offices in London or Birmingham. Travel will be expected to both offices.

The post holder should be able to work flexibly to support the team’s activities and provide cover within the FRC, as necessary. FRC policy currently permits 40% office attendance.

The FRC believes that equality of opportunity and diversity is important in the work that we do and we are strongly committed to being an inclusive employer. Our values of being fair and independent supports this commitment. We are a signatory to the Government’s Disability Confident scheme, which means that we guarantee an interview to any disabled candidates entering under the scheme, should they meet the minimum criteria for a role.

Process

Interviews will take place in person in the London office, over the following days:

- **First stage interviews:** 2 or 3 June 2026
- **Final stage interviews:** 11 June 2026

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 FRC on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **QAMAZJ**

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 Thursday 7 May 2026.**

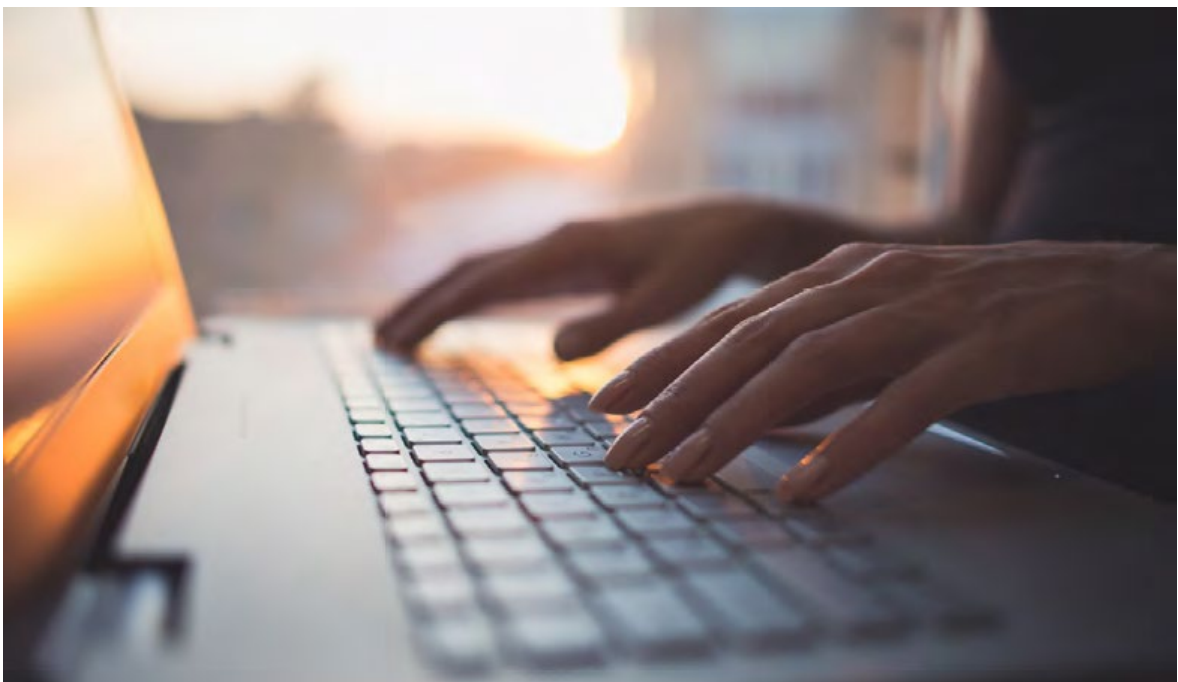
- The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

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.

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.





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