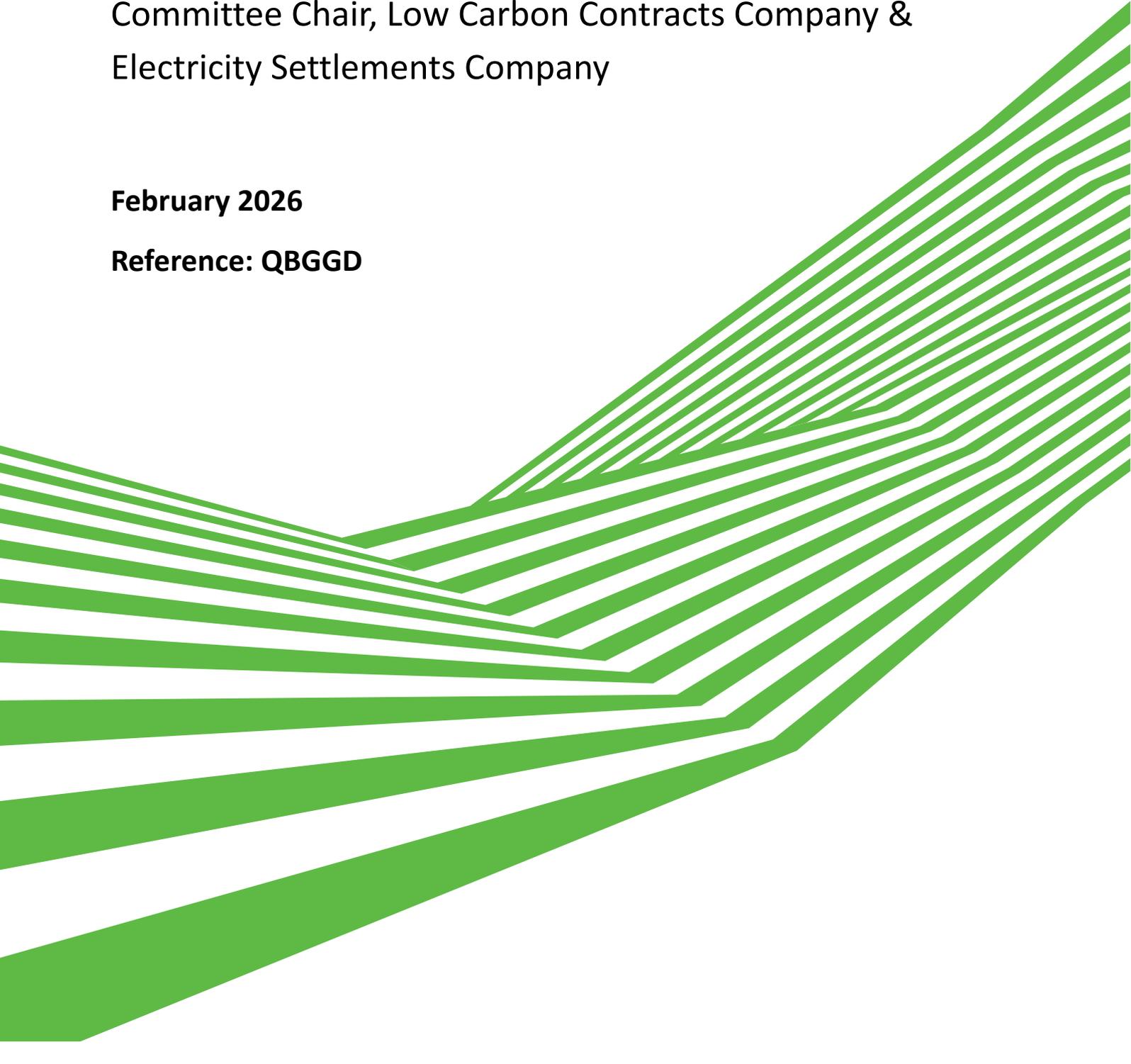


## Person Specification:

Non-Executive Director and Audit, Risk & Assurance  
Committee Chair, Low Carbon Contracts Company &  
Electricity Settlements Company

February 2026

Reference: QBGGD



# Contents

- 01 Cover**
- 02 Letter from the Chair**
- 03 Background on LCCC / ESC**
- 04 The Board and Context**
- 05 The role of the independent NED**
- 06 Responsibilities**
- 07 Time commitment**
- 07 How to apply**

**This is a great opportunity to join the Board of a successful, purpose driven company that plays a critical role in the delivery of the UK's decarbonisation ambition.**

The Low Carbon Contracts Company (LCCC) is driven by our mission; to accelerate the delivery of Net Zero. Since it was set up in 2014, the business has facilitated over £77.5bn of private sector investment in renewable electricity generation. In the summer of 2024, renewables overtook fossil fuels in electricity generation in Great Britain. A great success story.

But that is not enough. To decarbonise our economy we need a lot more low carbon generation to meet the inevitable increase in demand as heat and transport are electrified; we need a thriving hydrogen economy to support our industries; we need carbon capture and storage technology to remove emissions created by industry and power generation; we need sustainable aviation fuels; we need smart data and AI to make all the complex parts of the energy system work efficiently and effectively. We need all this and more.

LCCC is working with government and investors to facilitate the growth of these new decarbonisation technologies. This means the business is diversifying into new sectors and growing rapidly. We are looking for someone to join our Board who will contribute to our ongoing success. As the successful candidate will chair our Audit, Risk & Assurance Committee, we are seeking someone with an Audit, Accounting and Risk background to complement the diversity of skills and thought around our Board table and ensure we can continue to guide and support the business as it grows. Equally, given the nature of our business, a good understanding and experience of commercial technology would be beneficial.

I am proud of what the business has achieved, humbled by the energy and commitment our people show for our mission, and excited to guide the company through the next stage in its journey. If you would like to join us on that journey, please share your interest in this role and we look forward very much to seeing your application.

Kind regards,

Tony Bickerstaff  
Chair

## Background on Low Carbon Contracts Company / Electricity Settlements Company

In 2019, the UK Government committed to a binding target to eradicate its net contribution to climate change by 2050. Meeting this target – Net Zero by 2050 – is challenging. While progress has been made in decarbonising the electricity generation sector, significant new investment will be required to fully decarbonise our energy system and deliver Clean Power by the government’s target date of 2030.

We need to decarbonise more than the power sector to deliver Net Zero; industrial emissions need to be eliminated; we need to decarbonise the use of natural gas; the use of hydrogen and alternative sustainable fuel sources to name but a few. So, we need investment in Carbon Capture Usage and Storage (CCUS) and hydrogen production technologies.

The use of Contracts for Difference (CfD) has been critical in attracting around over £77.5bn of private sector investment in low carbon electricity generation and the number of contracts continues to grow with new contracts awarded through annual auctions. These contracts are increasingly being used to attract private sector investment in CCUS and hydrogen infrastructure which means the role of LCCC is expanding into these new areas.

The CfD is a private law contract between investors in these technologies and Low Carbon Contracts Company (LCCC). LCCC is a private limited, operationally independent company owned by the Secretary of State for the Department for Energy Security and Net Zero as the sole shareholder.

As part of our succession planning, we now seek an excellent new Non-Executive Director to join our Board, ahead of the end of the term of our current NED & Chair of the Audit, Risk & Assurance committee in 2027. Our NEDs support the Board Chair and the Executive in the development and implementation of our long-term strategy and ensuring the highest standards of good governance. We are seeking someone with an Audit, Accounting and Risk background to complement the diversity of skills and thought around the Board table. In addition, a good understanding and experience of commercial technology, including cyber security, data management and payments / settlement systems would be beneficial. You will bring a collegiate and progressive approach to Board membership.

This is a brilliant opportunity to impact an organisation that has a meaningful and positive impact on the planet. Few roles can say the same.

## The Board

The LCCC and ESC Boards are responsible for the long-term success of the companies and ultimately responsible for their strategy, management, direction and performance. The two Boards are made up of the same Directors. They set each company's strategic aims, ensure that the necessary financial and human resources are in place for the companies to execute its strategy, review progress towards the achievement of objectives and evaluate the performance of the Executive Team.

The Boards establish the values, culture, ethics and standards of the companies and set the framework for prudent and effective controls which enables risk to be assessed and managed. The Boards are committed to ensuring high standards of corporate governance. They accept that good governance is based on the underlying principles of accountability, transparency, probity and focus on the sustainable success of the company over the longer term.

Non-executive Board members are involved in scrutinising the company's strategic plan, performance management and corporate governance procedures. They are expected to participate fully in Board debates, providing challenge when necessary to hold the Executive Team to account.

Each Board currently comprises of the Chair, Senior Independent Director (both appointed by the Secretary of State), two DESNZ nominated Non-Executive Directors, the CEO, CFO and four independent Non-Executive Directors.

Board profiles can be found here <https://lowcarboncontracts.uk/board>.

## Context

The term of one of our independent Non-Executive Directors, who chairs our Audit, Risk & Assurance Committee, is coming to an end and LCCC wish to recruit a replacement Board member.

## The role of the independent NED

The independent Non-Executive Directors of LCCC and ESC provide independent judgement and perspective on key issues of company strategy, business performance, issues of risk and use of resources. They perform the responsibilities and duties relating to the Board Committees to which they may be appointed and uphold the highest standards of conduct and integrity. They utilise their own experiences and successful track record of achievement to generate valuable ideas, opinions and wise counsel that contribute to the companies' continued success.

The Non-Executive Directors are expected to support the Board Chair and Executive Team to promote the highest standards of corporate governance and play a crucial role in managing relationships with interested parties at the highest levels in Government and in the energy sector.

We are now seeking an individual to join the Board as a Non-Executive Director and to chair the Audit, Risk & Assurance Committee. Given the nature of this role, we are specifically seeking individuals who are qualified accountants and have recent and relevant financial experience (as referred to in the UK Corporate Governance Code). This would include candidates with experience gained at board level in private and public sector organisations and candidates with experience gained in professional practice (audit and/or risk consulting). Given the nature of our business, technology experience, including cyber security, data management and payments/settlement systems would be particularly relevant.

The terms of reference for both the Board and the Audit, Risk & Assurance Committee can be found on the company's website.

Having previously been an NED is a plus it is not a necessity, however experience of operating at Board level is essential, for example as a Chief Financial Officer/Finance Director.

Experience in some of the following areas is desirable but not essential:

- Energy sector experience (including renewables).
- Technology, including cyber security, data management and payment systems.
- Financing and investment – especially in infrastructure projects.
- Risk Management
- Financial governance and reporting, particularly in a long-term contract management environment.
- Senior leadership within a large, complex commercial organisation.
- Effective governance and probity for high profile organisations.
- Leading or overseeing organisations operating within the public sector.
- Senior stakeholder engagement
- Government, policy and regulatory experience
- Environmental, social and governance (ESG)
- Diversity, Equity and Inclusion (DEI).

## Responsibilities

- Attend, be fully prepared for and contribute to the Board, designated Board Committees and extraordinary or ad hoc meetings as required.
- Chair the Audit, Risk & Assurance Committee; working with the Board and Executive Leadership Team to ensure that the infrastructure is in place to enable appropriate oversight in this space,
- Represent the Company at external events from time to time, if requested by the Chair.
- Contribute to the discussion and be prepared to challenge the business strategy, performance, risk appetite and use of resources as necessary.
- Ensure that effective governance structures and risk management disciplines are robust and in line with current best practice.
- A responsibility to ensure that financial information is accurate, and that financial controls and systems of risk management are robust, fit for purpose and effective.
- A responsibility to ensure the companies have an effective risk management framework.
- A responsibility for the external auditor's independence, objectivity and quality of the audit.
- Take collective responsibility for the decisions of the Board and/or Committees where this is appropriate and in the best interests of the companies.
- Contribute to and influence the decisions on the succession, selection or termination of other NEDs or Board executives when required.
- Candidates should also be able to demonstrate the following qualities:
  - A strong ability to communicate, build effective relationships, engage effectively with external stakeholders.
  - An ability to quickly understand the economic and commercial issues that shape the energy and decarbonisation sectors and challenge complex assessments involving these considerations.
  - Good strategic perspective.
  - Good influencing skills.
  - A collegiate approach to working as part of a cohesive Board.
  - Adherence to the Nolan principles of selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

LCCC and ESC are active supporters of Boardroom diversity. This search activity will be conducted and appointments made on merit, against objective criteria and with due regard for the benefits of diversity on the Boards, including gender.

## Time Commitment

The Board meets 8-10 times per year, plus one strategy day in addition, with meetings held at the LCCC's offices in London. There are three Board Committees - Audit, Risk & Assurance; Nomination; and Remuneration.

In total the time commitment for Non-Executive Directors is 20 days per annum, and the remuneration is set at £25,000 per annum. Given this role will chair the Audit, Risk & Assurance Committee, there is an additional fee of £5,000 per annum, with an additional c5 days per annum attached to this additional responsibility.

**This is a three-year fixed-term appointment. A further three or four-year term may be possible, subject to government practice in relation to renewals at that time.**

## How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to the LCCC on this appointment. For further information about the role, including details about how to apply, please visit [roles.saxbam.com](https://roles.saxbam.com) using reference **QBGGD**.

Alternatively email [Belinda.beck@saxbam.com](mailto:Belinda.beck@saxbam.com). Applications should be received by **noon on Tuesday 7 April 2026**.

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 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.