



## TWO NON-EXECUTIVE DIRECTOR ROLES

### UNIVERSITIES SUPERANNUATION SCHEME (USS) BOARD

USS

**Fee: Available on request. London based (with occasional travel to USS's Liverpool office)**

Universities Superannuation Scheme (USS) is the principal pension scheme for universities and higher education institutions in the UK. We work with around 330 employers to help build a secure financial future for 528,000 members and their families. We are one of the largest pension schemes in the UK, with total assets of around £75.5bn (at 31 March 2023). Universities Superannuation Scheme Limited (USSL) is the trustee that runs and manages USS in line with the trust deed and rules and legal duties.

USSL is led by a Board of directors comprised of 3 directors appointed by the University and College Union (UCU), 4 directors appointed by Universities UK (UUK), and 5 independent directors. The Board has significant responsibilities for the governance and oversight of a business providing complex operational and advisory functions within a heavily regulated environment and Board members need experience, expertise and capabilities proportionate to this. Therefore, all Board members require exceptional strategic thinking, leadership, communication, influencing, teamwork and decision-making skills.

**USS is an equal opportunity organisation. We celebrate diversity and are committed to creating an inclusive environment for all employees, non-executive directors and contractors and would welcome applications from a wide range of candidates.**

#### Non-Executive Director role

**Universities UK (UUK) invites applications for a director to join the Board of USSL as one of the four directors appointed to the Board by UUK.**

The successful candidate will possess:

- Experience of working in a senior and substantial leadership capacity in the Higher Education (HE) sector, and/or being a member of a university council or equivalent, including experience of industrial relations.
- A deep understanding of the governance of HE institutions, the economics of the sector and institutions' financial models and the challenges they face in relation to financial and operating sustainability.
- Experience as an executive/non-executive director/ trustee of a complex organisation or charity, or of a governing body and excellent working knowledge of corporate governance best practice.
- Demonstrable ability to successfully manage complex stakeholder relationships and build buy-in and consensus views on difficult topics.
- Broad understanding of investment principles and of environmental, social and corporate governance considerations in investment decisions.

There are certain additional skill sets which are considered to be desirable. Further details are available in the role profile.

*Time Commitment:* At least 35 days per annum.

*Duration:* An initial term of office of 4 years with the possibility of reappointment.

For more information please contact [pensions@universitiesuk.ac.uk](mailto:pensions@universitiesuk.ac.uk). Interested candidates should submit a letter of application – accompanied by their CV – and send these details by email to [pensions@universitiesuk.ac.uk](mailto:pensions@universitiesuk.ac.uk). The closing date for applications is 26 November 2023.

#### Independent Chair role

**The Board of USSL invites applications for the role of Independent Chair of the Board.**

The Independent Non-Executive Chair will be able to lead the Board and work effectively with the different internal and external stakeholders. They must be able to demonstrate exceptional leadership, communication, strategic thinking, influencing, teamwork and decision-making skills.

The successful candidate will possess:

- Proven chair skills preferably obtained within a large FCA or TPR regulated organisation and the ability to manage a complex Board with multiple stakeholders.
- A proven track record of effective engagement with a broad range of internal and external stakeholders and an ability to command the respect of those groups.
- Substantial experience in a senior role in a large-scale financial services organisation (or similar industry) or large scale public sector organisation going through a period of significant change, gained in either an executive or non-executive capacity.
- Demonstrable knowledge of governance best practice (including the practical application of the Corporate Governance Code and/or TPR's codes of practice in relation to management/trustee boards).
- An appreciation of the contribution of the HE sector (and employees) to the social, cultural and economic well-being of society.

There are certain additional skill sets which are considered to be desirable. Further details are available in the full role profile.

*Time Commitment:* At least 95 days per annum.

*Duration:* An initial term of office of 4 years with the possibility of reappointment.

For more information please contact [Charlie.Reeves@omnirms.com](mailto:Charlie.Reeves@omnirms.com). Interested candidates should submit a letter of application – accompanied by their CV – and send these details by email to [Charlie.Reeves@omnirms.com](mailto:Charlie.Reeves@omnirms.com). The closing date for applications is 26 November 2023.