



Public Appointments

What is a public appointment?

Every year, the Government makes over a thousand public appointments to the boards of public bodies, which collectively spend over £200bn a year. Varying from arts councils to the National Health Service, these boards impact upon the lives of people living across the UK.

Public appointees provide leadership and guidance. Responsibilities include:

- setting the organisation's strategy, agreeing business plans and recruiting key staff;
- holding senior staff to account on how the body is managed, business plans are delivered, and budgets are spent;
- representing the work and views of the body to ministers, parliamentarians, stakeholders and the wider public.

Appointments vary in time commitment and remuneration, and are normally held for a period of three to five years.

Departmental Non-Executive Board Members (NEBMs) provide independent advice which informs the central department's decision making process. NEBMs are also appointed by ministers through an open recruitment process.

Becoming a NEBM or public appointee provides an opportunity to play a real part in shaping our society and the decisions that affect our lives.

As a public appointee you will also have a unique opportunity to develop new skills, widen your network and gain valuable board experience to help progress your career.



"I want to send a clear signal that public appointments are open for business"

Oliver Dowden CBE MP
Paymaster General and
Minister for the Cabinet Office

Opportunities include roles at...



CHARITY COMMISSION
FOR ENGLAND AND WALES



Get in touch!

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HM Government Public Appointments [https:// publicappointments.cabinetoffice.gov.uk](https://publicappointments.cabinetoffice.gov.uk)



Public Appointments Process

1. Application

You will usually be asked to provide:

- CV
- Supporting statement
- Details of potential conflicts of interest
- Diversity monitoring form

2. Sift

An independent Advisory Assessment Panel will sift applications down to a shortlist.

The panel will include:

- A senior official from the sponsor Government department
- A representative from the public body
- An independent member

3. Interview

The shortlisted candidates are then invited to interview with the Panel. Questions will explore:

- Criteria from the job description
- Expertise, skills and experience
- Personal interests

The panel will submit a list of appointable candidates to the Minister.

4. Ministerial decision

The appointing Minister will consider the list of appointable candidates submitted by the Panel.

They may choose to meet all candidates before making a final decision on who to appoint.

5. Pre-appointment scrutiny

For a small number of Chair roles, a Parliamentary Select Committee may undertake pre-appointment scrutiny of the candidate the minister wishes to appoint.

It will be clear in the job description if this applies.

6. Announcement

The successful candidate(s) will then be contacted by a member of the sponsor department's Public Appointments team to discuss next steps.



“If you look at a board table or you look at an organisation and you are not represented and people like you are not represented, you need to be there. If you want to be there, make the effort to apply.

It's not about thinking about, “well, what else do I need, and when I get these hundred things, I will apply”, it's actually just thinking how much do you want to be a part of that organisation and help make decisions and help make change, let that be the driver.”

Natalie Campbell
Member of the National Lottery Community Fund



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"I was in the City during the 2008 financial crash, and that strengthened my belief in the need for strong regulation.

As Chair of the environmental regulator, I don't want to let the kind of regulatory failures that happened in finance happen in the natural world. The environment is not universally well represented in corporate boardrooms, so I have brought this perspective to our strategic discussions.

As UK Commissioner to the Global Commission on Adaptation I need to mobilise international action on climate change. In both roles I'm seeing real progress happen. It is a privilege but it's also key that you have a passion for the organisation you're applying for."

Emma Howard Boyd

Chair of the Environment Agency, with over 25 years' experience in the City including Jupiter Asset Management