



Non Executive Director Student Loans Company

Candidate Information pack

**Closing date:
08.04.2022**



Contents

Introduction	3
Your work	4
Who we're looking for	5
Board diversity	6
How to apply	7
Terms of appointment	8
Complaints	9



Introduction

SLC is a UK public sector organisation established to provide student funding (in the form of loans and grants) to over two million new and returning students and learners annually, in colleges and universities across England, Northern Ireland, Scotland and Wales. We are a non-profit making limited company which is Government-owned. In total, we have 8.5 million customers and manage a nationally significant loan book worth £177.9bn (as at 31 March 2021).

The scale of SLC is akin to that of a mid-tier UK financial services institution. It is incorporated as a company limited by shares under the Companies Act and is wholly in public ownership – with the UK Government being the majority shareholder and the remaining shares held by the devolved administrations in Scotland, Wales, and Northern Ireland. The SLC provides different functions for each of the devolved administrations.

As a non-executive director, you will play an active role on the board of the SLC, supporting the SLC Executive Team and SLC Chair to deliver the company's portfolio of priorities, overcome challenges and exploit opportunities, including the continued delivery of SLC's transformation programme.

In 2020 SLC commenced a major transformation programme (Evolve) that is part of the Government Major Projects Portfolio (GMPP). The Evolve programme is radically updating SLC's technology and working practices – allowing it to better engage with a modern, digitally fluent user base and provide a consistently higher standard of customer service and experience. It will also stabilise SLC's existing technology base and IT infrastructure, improve data and reform its people structures. As SLC's key programme, Evolve will need guidance and oversight, as well as support from the board to ensure it achieves the necessary outcomes.

Supporting the executive team to modernise SLC over the next few years will be a key responsibility, a significant element of the role will be to work with the board to ensure that the resources and skills available to the Company are commensurate with and focussed on its delivery obligations.

For further information on the organisation and the board please visit www.slc.co.uk



Your Work

Candidates will support the Chair and CEO by bringing their unique skills and experience to the board, in ensuring effective oversight and assurance of the operations of the SLC, as well as steering the organisation through the development and delivery of any organisational change. Specific responsibilities will include:

- constructively challenging and contributing to the development of strategy and business planning, including the setting and development of key objectives and targets.
- scrutinising the performance of the organisation in meeting agreed goals and objectives, overseeing performance against customer service standards, reviewing regular financial information concerning the management of SLC, and ensuring that effective arrangements are in place within SLC to ensure compliance with statutory or administrative requirements on the use of public funds
- ensuring that effective arrangements are in place within SLC to provide assurance on risk management, governance, and internal control.
- taking forward the strategic aims and objectives of SLC and ensuring these are consistent with its overall strategic direction and within the policy and resources framework determined by the Secretary of State
- ensuring that SLC's responsibilities towards its employees, such as pay, pension and development of staff, are satisfactorily discharged.



Who We're Looking For

We are looking for applicants with experience of leading large, complex organisations to achieve success and the ability to operate and influence at Board level. The successful candidate will need to evidence significant experience for each of the essential areas listed below. Please note if applicant numbers are excessive a preliminary sift will be undertaken using only the first essential criteria.

Essential:

- the ability to think strategically, and effectively shape organisational strategy and transformation
- delivering major technology dependent transformational and operational change in an organisation of scale
- experience of multi-vendor technology delivery in a large-scale financial transaction processing environment
- experience of undertaking legacy IT transformations within a complex organisation
- possess excellent communication skills, including the ability to engage and influence senior stakeholders.

Desirable:

- experience of enterprise scale software delivery lifecycle within transformation and BAU states, including an understanding of Agile delivery techniques
- experience of retail financial or other customer services in the private sector and/or experience of large-scale customer services in the public sector
- experience of working with or in UK Government/Devolved Governments and the demands of public accountability
- experience of working across Governments and devolution awareness
- experience of working in an advisory capacity in IT – in industry, client service delivery or consulting.
- experience of Government Digital Service (GDS) / Central Digital and Data Office (CDDO) or equivalent standards and services

Please also refer to the Nolan Principles as the basis of the ethical standards expected of public office holders.



Board Diversity

The Department for Education is committed to being an inclusive employer. We encourage applications from people with the widest possible diversity of backgrounds, cultures, and experiences.

We particularly welcome applications from women, those from Black, Asian, and Minority Ethnic (BAME) backgrounds, and candidates with disabilities as they are underrepresented on the board.

We ask that all applicants complete an anonymised diversity monitoring form used for data gathering information in order to ensure departments are recruiting from the widest possible pool.



How to Apply

The closing date for applications is 08 April 2022 at 10am

Information on the timetable for this campaign, selection process, requisite security clearance, and the Advisory Assessment Panel can be found on the Centre for Public Appointments website:

<https://publicappointments.cabinetoffice.gov.uk/>

Please submit the following documents by email to:

PublicAppointments.APPLICATIONS@education.gov.uk

1. Candidate evidence template.
2. A CV.
3. Candidate application form.
4. Diversity form.

Please include the vacancy title in the subject box and submit each application document as a separate attachment.

We are happy to accept applications in alternative formats from applicants who, for reasons of disability, may find it difficult to fill in our standard form. If you would like to have a chat with us about reasonable adjustments please contact us at:

PublicAppointments.APPLICATIONS@education.gov.uk

Please note the following:

- we cannot accept applications submitted after the closing date.
- applications will be assessed solely on the documentation provided; please refer to the advert and checklist above to ensure you have provided everything requested.
- applications will be acknowledged upon receipt.
- feedback will only be given to candidates unsuccessful following interview; and
- due to current government guidelines regarding COVID-19, we may be conducting interviews via video conferencing. If you wish to apply for the role but will have an issue conducting the interview over video conference, please contact the DfE Public Appointments Team.



Terms of appointment

Location

Meetings are currently held virtually and in person in keeping with SLC's approach to blended working. In person meetings will be held in Glasgow, Darlington and Llandudno. Non-executive directors will be expected to travel to these locations as necessary whilst following current guidelines relating to COVID-19

Time requirement

Approximately 2 days per month which includes Board and Committee commitments. The board meets formally 8 times a year but may also convene outside of the scheduled cycle of meetings.

Term

3 Years

Remuneration

£12,000 per annum, rising to a maximum of £17,000 depending on participation in board sub-committees or other additional duties as agreed with SLC Chair. There is an expectation that all Board members will join one or more sub-committees.

Expenses

All expense claims for travel and subsistence to be made in line with SLC's expense policy at that time.

Pension

The post is not pensionable. (Public Appointees do not generally receive a pension as they are Office Holders, rather than employees).

Conduct and standards in public life

Members are expected to demonstrate high standards of corporate and personal conduct and are required to adhere to the code of conduct for board members and demonstrate a sound understanding of and commitment to the principles of public life, both of which can be found here: <https://www.gov.uk/government/publications/code-of-conduct-for-board-members-of-public-bodies>, <https://www.gov.uk/government/publications/the-7-principles-of-public-life>.



Complaints

Please contact the Department for Education’s Public Appointments Team if you would like to make a complaint regarding your application at:

PublicAppointments.DFE@education.gov.uk

We will acknowledge your complaint upon receipt and respond within 15 working days.

If you are not content with our response please contact the Commissioner for Public Appointments at:

publicappointments@csc.gov.uk

Further information on complaints can be found on the Commissioner for Public Appointment’s website:

<https://publicappointmentscommissioner.independent.gov.uk/>



THE COMMISSIONER
FOR PUBLIC APPOINTMENTS

