



## TWO NON-EXECUTIVE DIRECTOR ROLES

### UNIVERSITIES SUPERANNUATION SCHEME (USS) BOARD



**Fee: Available on request. London based (with occasional travel to USS's Liverpool office and other locations in the UK)**

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 c.550,000 members and their families. We are one of the largest pension schemes in the UK, with total assets of around £78bn (at 31 March 2024). 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 The Universities & Colleges Employers Association (UCEA), 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

**UCU invites applications for a director to join the Board of USSL as one of the three directors appointed to the Board by UCU.**

Full information on the requirements for the role are set out in the role profile, available on request. The requirements include experience in the areas below (the examples alongside each requirement are illustrative, and candidates should refer to the role profile for full details):

- **Stakeholder engagement and experience in industrial relations**, e.g. experience managing complex stakeholder relationships and building buy-in on difficult topics; understanding of industrial relations and collective bargaining arrangements; understanding of the role of UCU in representing the views of members in relation to USS; understanding the perspectives of scheme members and presenting those views coherently.
- **Pension industry experience**, e.g. as a pension trustee, member of the management team of a DB/DC pension fund or a member of Company/University committee responsible for pensions matters.
- **Pensions Administration oversight and scheme member engagement**, e.g. experience of scheme member and employer engagement; education and communication strategies for DB and DC services, experience working with outsourced providers of pensions administration services.
- **Corporate Governance expertise/board management knowledge**, e.g. experience as a board and/or committee member or individual operating at board level (preferably within a large, complex business or regulated firm); knowledge/understanding of corporate governance best practice and the Pension Regulator's codes of practice and guidance in relation to effective trusteeship of pension funds.

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

*Duration:* A four-year term of office, with the possibility of the term being extended by one year (i.e. max. five-year term). At the end of the term of office there may be an opportunity to apply for reappointment (we permit directors to have a maximum tenure of nine years, formed of two or more terms of office).

For more information, and to request the role profile and an application form, please contact D Harte at [trusteeappointments@ucu.org.uk](mailto:trusteeappointments@ucu.org.uk). CVS WILL NOT BE ACCEPTED. Interested candidates should COMPLETE THEIR APPLICATION AND SEND THESE DETAILS BY EMAIL to [trusteeappointments@ucu.org.uk](mailto:trusteeappointments@ucu.org.uk). The closing date for applications is 15 September 2024.

#### Non-Executive Director – Independent Deputy Chair role

**The Board of USSL invites applications for the role of Independent Deputy Chair to join the Board of USSL as one of the five independent directors appointed to the Board by USSL.**

Full information on the requirements for the role are set out in the role profile, available on request. The requirements include experience in the areas below (the examples alongside each requirement are illustrative, and candidates should refer to the role profile for full details):

- **Investment**, e.g. significant experience as a senior manager, non-executive director or consultant of an investment or fund management firm or consultancy; member or chair of a pension scheme investment committee; deep understanding of investments in a pensions context (DB and DC).
- **Responsible Asset Ownership**, e.g. Knowledge/understanding of global sustainability and ESG Standards and the risks and opportunities with different ESG factors including climate change; Experience in overseeing and driving responsible investment through engagement activities and of overseeing responsible, long term value creation.
- **Senior Management Experience in a Financial Services context**, e.g. experience as a senior manager of a large, financial services organisation.
- **Corporate Governance expertise/board management knowledge**, e.g. experience as a board and/or committee member or individual operating at board level (preferably within a large, complex business or regulated firm); knowledge/understanding of corporate governance best practice and the Pension Regulator's codes of practice and guidance in relation to effective trusteeship of pension funds.

*Time Commitment:* At least 55 days per annum.

*Duration:* A four-year term of office, with the possibility of the term being extended by one year (i.e. max. five-year term). At the end of the term of office there may be an opportunity to apply for reappointment (we permit directors to have a maximum tenure of nine years, formed of two or more terms of office).

For more information please contact Jane Paton at [jpaton@uss.co.uk](mailto:jpaton@uss.co.uk). Interested candidates should SUBMIT A LETTER OF APPLICATION – ACCOMPANIED BY THEIR CV – and send these details by email to [jpaton@uss.co.uk](mailto:jpaton@uss.co.uk). The closing date for applications is 15 September 2024.