



Brief for the position of

Chief Executive Officer (CEO)

Great British Energy

March 2025



ODGERS BERNDTSON

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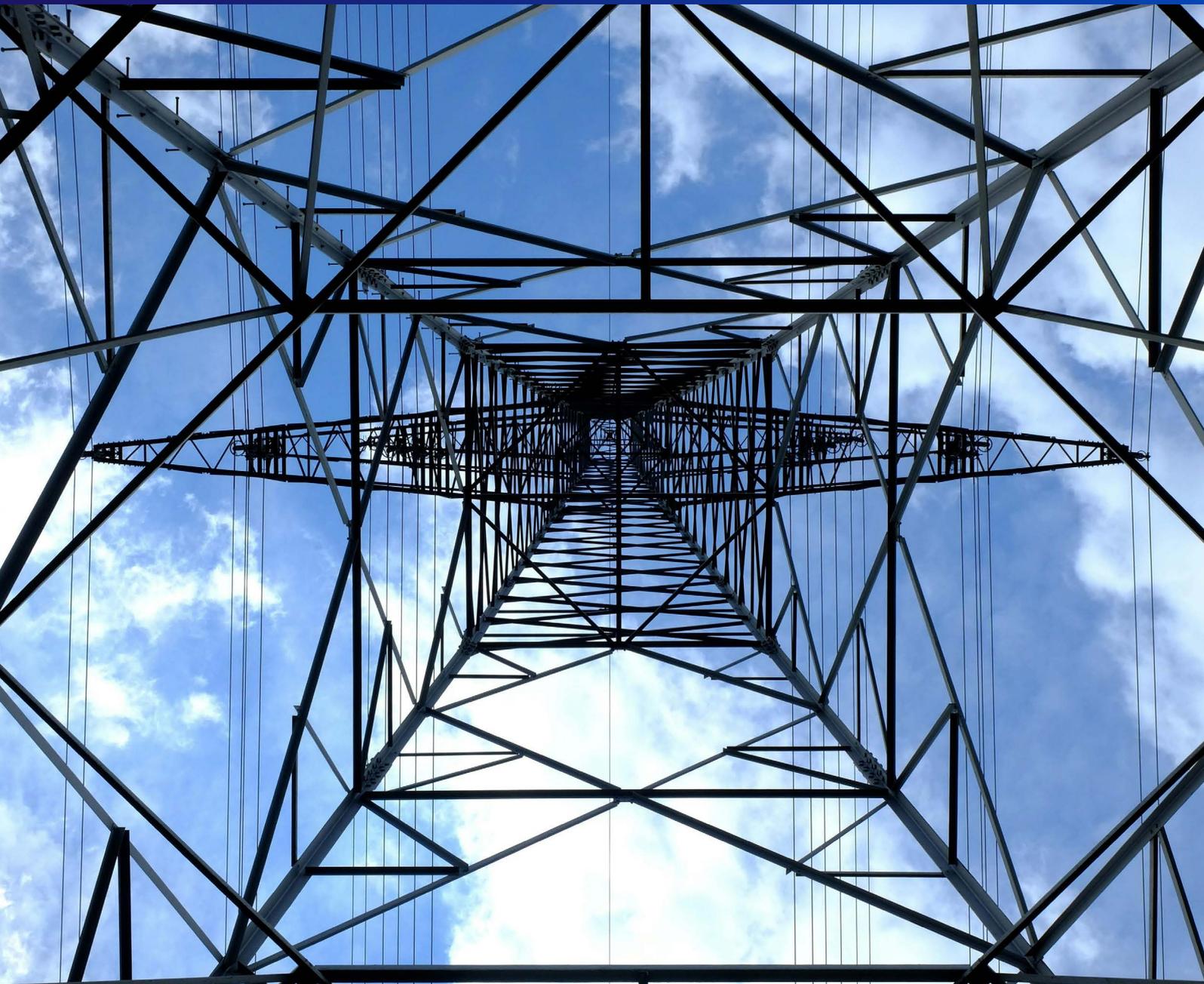
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Introduction

Thank you for your interest in the role of Chief Executive Officer at Great British Energy (GBE). This is a truly extraordinary opportunity to lead a pioneering new publicly owned company that will sit at the very heart of the UK's clean energy transformation.

The UK is at a pivotal moment. Our energy system is undergoing its most significant shift in generations – away from fossil fuels, towards a future powered by clean, homegrown energy. This transformation is about more than just technology and infrastructure; it is about economic security, environmental responsibility, and ensuring that the benefits of this transition are felt by people and businesses in every corner of the country.

Great British Energy is being established to play a central role in this effort. Our mission is to drive forward the transition to secure, affordable, and sustainable energy by accelerating the deployment of renewables, investing in cutting-edge emerging technologies, and ensuring that the wealth and opportunities generated by clean energy stay within the UK.

Aberdeen, with its proud heritage as an energy capital, will be a critical HQ for GBE's operations. As the industry evolves, this city must remain at the forefront—not just of the UK's energy sector, but of the global shift to clean power. GBE will be instrumental in ensuring that Aberdeen's world-class expertise, infrastructure, and workforce are at the centre of Britain's energy future for decades to come.

As CEO, you will be responsible for shaping and delivering the strategy that will turn this vision into reality. This means leading an agile, ambitious, and high-performing organisation that will work in close collaboration with industry, government, and communities. It means spearheading investment into new energy projects, scaling up technologies like floating offshore wind, hydrogen, and energy storage, and ensuring that we are always pushing the boundaries of innovation.





Beyond infrastructure and investment, this role is about impact and delivery. GBE will help create thousands of high-quality jobs across the energy sector and its supply chains, driving economic growth and ensuring that communities across the UK share in the benefits of clean energy. Your leadership will be instrumental in making Great British Energy a powerhouse of green innovation and economic opportunity.

Reporting to the Chair of GBE Juergen Maier CBE, you will be accountable for driving the strategic direction and overall performance of the organisation. Your responsibilities will include shaping and implementing the company's vision, leveraging our strategic partnerships with The Crown Estate, fostering a high-performing leadership team, and maintaining strong relationships with the Board of Directors to ensure effective governance and alignment with GBE's

goals, and with the expectations of the Department for Energy Security and Net Zero as our sponsor department and shareholder.

We are seeking an outstanding leader – someone with deep experience in the energy sector, a proven track record of delivery, and the strategic acumen to navigate both commercial and public sector landscapes. This role demands vision, boldness, and the ability to unite stakeholders behind a shared mission. The right candidate will not just run an organisation but will lead a national effort to make the UK a clean energy superpower.

This is a once-in-a-generation opportunity to shape the future of British energy and leave a lasting impact on the country's prosperity, security, and sustainability. If you have the ambition, expertise, and passion to take on this challenge, we encourage you to apply and be part of this transformative journey.

About the Organisation

Great British Energy will be a publicly owned, operationally independent energy company, designed to drive clean energy deployment, boost energy independence, create jobs and ensure UK taxpayers, billpayers and communities reap the benefits of clean, secure, homegrown energy.

Setting up Great British Energy is one of government's first steps for change and we will do this in a way that means it will have both an early impact and long-term success.

Great British Energy's mission will be to responsibly accelerate the energy transition – enable and accelerate clean energy deployment, boost energy independence, create jobs and ensure UK taxpayers, billpayers and communities reap the benefits of clean, secure, home-grown energy. Great British Energy is intended to benefit all four corners of our nation and will help ensure every part of the UK has a role to play in delivering energy independence for our country.

Through its five functions (project development, project investment and ownership, local power plan, supply chains and working with Great British Nuclear), Great British Energy will speed up the deployment of mature and new technologies, as well as local energy projects, to support the government's aim of decarbonising our electricity system by 2030 whilst also ensuring we can meet future demand as we further decarbonise the economy.

To this end and as an example of what it can achieve, we have already agreed a major partnership between Great British Energy and The Crown Estate to accelerate deployment and support UK supply chains. Great British Energy will work collaboratively with industry, local authorities and communities, and other public sector organisations such as the National Wealth Fund, to spread skilled jobs and investment across the country. Great British Energy will be backed by a capitalisation of £8.3 billion of new money over this Parliament.

Roles in what will become Great British Energy will initially be undertaken in shadow form within the Department for Energy Security and Net Zero. Therefore, for an initial temporary period, the appointment will be to the civil service. They will then be transferred to Great British Energy when the Great British Energy Bill becomes law, and the company has the necessary procedures and systems in place to employ people directly.

In recognition of Scotland's leading role in the UK's clean energy revolution, Great British Energy will be headquartered and run from Aberdeen.

More details can be found in the [Great British Energy founding statement](#).



The Role

Role overview

Great British Energy (GBE) is seeking a permanent Chief Executive Officer (CEO). The CEO will work closely with the Chair, who will chair the Board of Directors and will be responsible for holding you accountable to the expectations of the role.

What success looks like

- Establishing GBE with a reputation of a credible player in UK's energy sector for enabling, investing in and owning renewable energy generating assets.
- Building upon the interim CEO's work to establish an organisation capable of scaling up and delivering the envisaged strategy and objectives for GBE.
- Establishing effective relationships with key Ministers and DESNZ officials including on GBE longer term strategy and business plan, that has buy in from all key market stakeholders.
- Having a permanent team to deliver on the longer-term goals set for GBE and representing the positive social and inclusive values and culture of the organisation.
- Driving high performance and ensuring GBE meets the key metrics set by DESNZ and the Board.



What you will do

You will work with the Chair, other Board members, and the GBE Leadership team in supporting GBE in pursuit of its objectives. A positive and collaborative relationship with DESNZ as shareholder will be essential. You will also work closely with DESNZ across all GBE policy development.

Setting and executing vision

- Agree and deliver the longer-term vision and values for multi-years of operation.
- Deliver against the key strategic objectives.

Continue to build a strong foundation for the organisation

- Oversee the development of a credible market player that adds value to the UK energy market by driving deployment and delivers returns for taxpayers, billpayers and communities.
- Build an inclusive and diverse culture upon which to develop and grow GBE.
- Oversee all aspects of GBE's operations, ensuring alignment with mission and values, and fostering a culture of excellence and innovation.

- Build an effective and collaborative relationship with DESNZ as the company's shareholder.

Stakeholder engagement

- Lead industry engagement on behalf of GBE, across the energy market.
- Foster strong relationships with senior local decision makers and local communities, as well as building strategic networks across regulatory bodies.
- Build positive relationships and potential partnerships with key business organisations operating in the energy sector.
- Engage with national and local level government stakeholders, as well as the Scottish, Welsh and Northern Irish Governments on decisions linked to specific projects and the overall programme.
- Work closely with colleagues and Sponsorship Team in DESNZ.
- Develop a long-term strategy for GBE, as the organisation grows.



The Person

Person specification

Essential criteria

- An inspirational leader with extensive Board level experience who is adept at shaping and delivering strategic vision.
- A demonstrable vision for and commitment to making Great British Energy an integral part of the Aberdeen & UK Energy Sector community.
- Ability to engage credibly and build trust with senior stakeholders in the public and private sectors in the UK and globally, e.g. CEOs, investors, Ministers, the Devolved Administrations, and senior Government officials as well as explain technical detail to generalist audiences.
- Broad and extensive knowledge of the UK energy market with experience in areas such as project development, construction, and operations e.g.in the energy generation sector.
- Excellent communication and influencing skills with the ability to present with clarity and confidence and adapt to varied audiences.
- High personal resilience to operate in a highly scrutinised and high-profile environment.
- Track record of having led complex organisations with a strong focus on values, inclusion, social impact and worker participation.



Recruitment process

How to apply for this post

Application Process

This recruitment campaign is being led by **Odgers Berndtson Executive Search** and the closing date for applications is **23:55 on Sunday 20th April**.

The preferred method of application is online at www.odgers.com/93005

If you are unable to apply online please email your application to: karen.younie@odgersberndtson.com

All applications will receive an automated response.

As part of the application process you are asked to complete the following:

- A CV setting out your career history, highlighting specific responsibilities and achievements that are relevant for this role, relevant achievements in recent posts, together with reasons for any gaps within the last two years.
- A **Statement of Suitability** (no more than 1,250 words) explaining how you consider your personal skills, qualities and experience provide evidence of your suitability for the role, with particular reference to the essential criteria in the person specification.

As part of the application process, you will be asked a number of diversity-related questions. If you do not wish to provide a declaration on any of the particular characteristics, you will have the option to select 'prefer not to say'. The information you provide when submitting your application will help us monitor our progress towards the Civil Service becoming an inclusive employer.

Disabled applicants who meet the minimum selection criteria in the person specification are guaranteed an interview. Selection will be on merit. If you wish to claim a guaranteed interview under the DCS, you should contact peter.henry@odgersberndtson.com. It is not necessary to state the nature of your disability.

Selection process

Elizabeth Hambley CB – a Civil Service Commissioner will chair the process. The Civil Service Commission has two primary functions:

- Providing assurance that selection for appointment to the Civil Service is on merit on the basis of fair and open competition. For the most senior posts in the Civil Service the Commission discharges its responsibilities directly by overseeing the recruitment process and by a Commissioner chairing the selection panel.
- Hearing the determining appeals made by civil servants under the Civil Service Code which sets out the Civil Service Values – Impartiality, Objectivity, Integrity and Honesty – and forms part of the relationship between civil servants and their employer.

More detailed information can be found on the Civil Service Commission website:

www.civilservicecommission.independent.gov.uk

Other panel members will include:

Juergen Maier, GBE Chair

Valerie Todd, GBE Non-Executive Director

Frank Mitchell, GBE Non-Executive Director

Emma Floyd, Director, Department for Energy Security and Net Zero



Longlisting and Shortlisting

The panel will conduct a longlisting of candidates whose applications best demonstrate suitability for the role, by considering the evidence provided against the essential criteria set out in the 'Person Specification'. Failure to address any or all of these may affect your application. Longlisted candidates will be invited for a preliminary discussion with Odgers to further explore their skills and experience.

The panel will review reports on those longlisted and will select a shortlist of candidates whose applications best demonstrate suitability for the role, by considering the evidence provided against the criteria set out in the Person Specification.

Shortlisted candidates will be invited to meet with Juergen Maier to provide an opportunity to gain greater insight into this role. Shortlisted candidates may also be invited to an informal discussion with the Secretary of State, the Minister for Energy or the Permanent Secretary for the Department for Energy Security and Net Zero prior to the panel interviews, at which a Civil Service Commission representative will also be present.

These informal meetings are not part of the assessment process and are designed to provide candidates with more information about the role and provide an opportunity for senior stakeholders to identify areas for the panel to explore further at interview.

Assessment

Shortlisted candidates will be invited to undertake the following assessments as part of this recruitment prior to a final interview panel.

- **A staff engagement exercise:** a structured exercise which involves shortlisted candidates facilitating a discussion with a selection of staff on a given topic

- **An Individual Leadership Assessment:** this is an assessment of personality traits, behaviours and verbal and numerical abilities and includes a facilitated discussion designed to gauge an idea of your comparative strengths and weaknesses against the requirements of the role. You will be asked to provide specific examples of situations to best understand your style and approach. This will help the assessor put your assessments results into context in terms of your experience and achievements in and out of work.

- **A media interview** designed to assess how you perform in front of the camera.

GatenbySanderson will conduct these assessments on our behalf. These assessments will not result in a "pass" or "fail" decision. Rather, they are designed to support the panel's decision making and highlight areas for the panel to explore further at interview.

More information on assessments can be found by visiting <https://scs-assessments.co.uk/>

Interview

Short-listed candidates will be asked to attend a panel interview to discuss your previous experience and professional competence in relation to the essential criteria set out in the Person Specification earlier in this pack. You will be asked to consider a written scenario issued 30 minutes ahead of the panel interview and prepare to discuss the scenario with the panel. Full details will be provided prior to interview.

Contact point for applicants

For information on the role itself and working in GBE please contact peter.henry@odgersberndtson.com.



Remuneration and Timeline

We will try and offer as much flexibility as we can, but it may not be possible to offer alternative dates for assessments and interviews. Depending on numbers there may be a second shortlist meeting.

You are therefore asked to note the below timetable, exercising flexibility through the recruitment and selection process, in order to meet the dates given. Please note that these dates are subject to change. If you are unable to meet these timeframes, please let us know by contacting:

karen.younie@odgersberndtson.com

Indicative Sift/Interview Dates

Advert closing: 23:55 on Sunday 20th April

Longlist: Week beginning Monday 21st April

Shortlist: Week beginning Monday 5th May

**Second Shortlist Meeting (if required):
Monday 12th May**

Assessments: From 14th May

Panel Interviews: 2nd and 3rd June

Please note the final selection panel interviews will be held in our Aberdeen Office. Expenses incurred by candidates during the recruitment process will not be reimbursed by GBE or the Department except in exceptional circumstances and only when agreed in advance. Feedback will be provided if you attend an interview with the panel or undertake the assessments.

Disability Confident Scheme

We offer a Disability confident Scheme for all disabled applicants. We are committed to interviewing all applicants with a disability who provide evidence of meeting the minimum essential requirements necessary for this role, as set out in the person specification. To be eligible, your disability must be within the definition in the Equality Act 2010. A disabled person is defined by the Quality Act 2010 as someone who has a physical or mental impairment which has a substantial and long-term adverse effect on their ability to perform normal day-to-day activities.

For the purposes of this scheme these words have the following meaning:

- ‘Substantial’ means more than minor or trivial.
- ‘Long-term’ means that the effect of the impairment has lasted, or is likely to last, 12 months (there are special rules covering recurring or fluctuating conditions).
- ‘Normal day-to-day activities’ include everyday things like eating, washing, walking and going shopping.

Under the terms of the Equality Act 2010, we are legally required to consider making reasonable adjustments to ensure that disabled people are not disadvantaged in the recruitment and selection process. We are therefore committed to meeting, wherever possible, any needs you specify in your application. We will also consider any reasonable adjustments under the terms of the Act to enable any applicant with a disability (as defined under the Act) to meet the requirements of the post.

Terms, Conditions and Benefits

Terms of Appointment

- Length of Employment: Permanent.
- Time Commitment: Full time.
- Role to commence from Autumn 25, taking over from interim CEO.
- Location: Aberdeen.

The information offered in this document is supplied in good faith but does not in itself form any part of the contract of employment.

Salary

Base salary up to £350,000 p.a.

PRP is up to a maximum of 50% of salary per annum.

Benefits

These include:

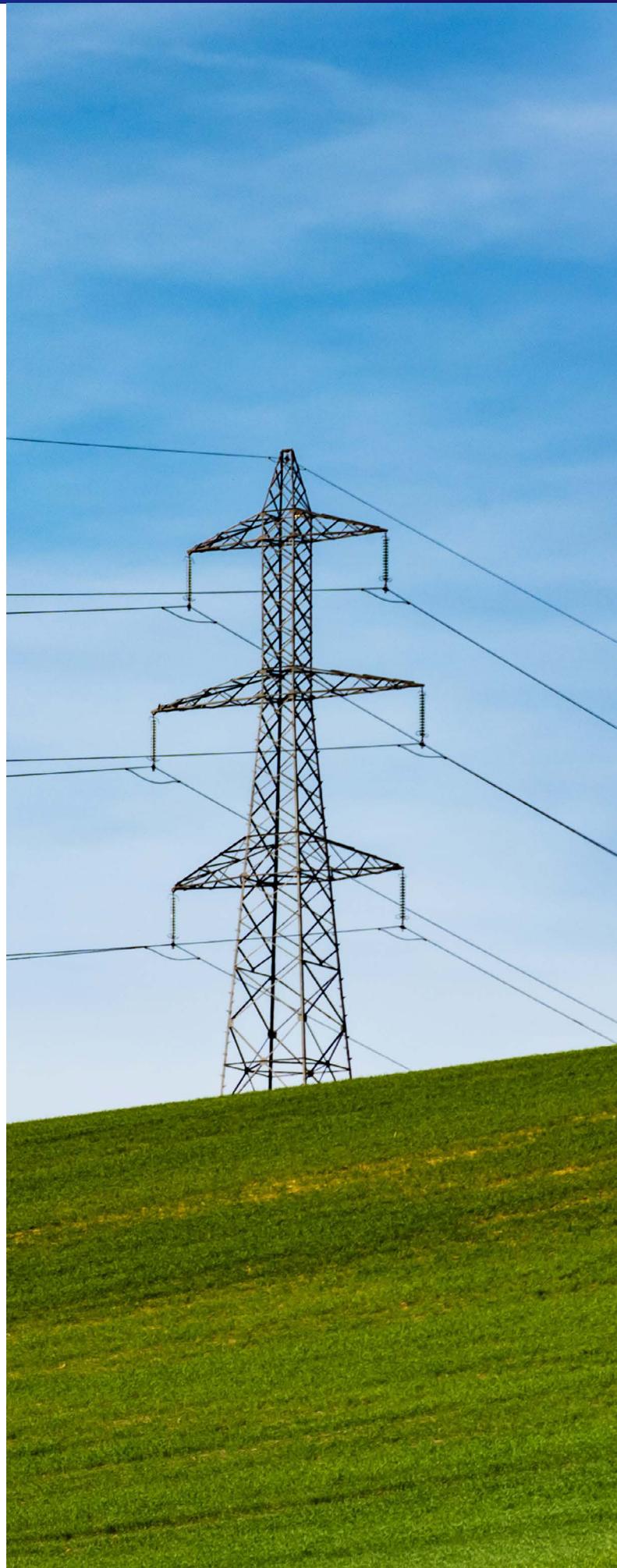
- 25 days annual leave on entry, increasing on a sliding scale to 30 days after 5 years' service. This is in addition to 8 public holidays and one days leave for the King's birthday.
- Flexible working patterns.
- Generous paid maternity and paternity leave.

Pension

A pension will be included as part of this package.

Great British Energy intends to operate a discretionary Hybrid Working policy, which will provide for a combination of working hours from your place of work and from your home in the UK. The expectation for the Chief Executive is to attend the office or non-home-based location for at least 60% of the time.

Some travel to other GBE locations around the UK will be required depending on business activities.



Appendix

Diversity and Inclusion

At GBE, we believe that diversity is our strength and inclusion is our foundation. We are committed to creating a workplace where everyone feels valued, respected, and empowered. Our mission is to foster an environment where diverse perspectives drive innovation, collaboration, and growth.

At GBE we will celebrate the unique backgrounds, experiences, and talents of our team members and through intentional action, continuous learning, and meaningful dialogue, we aim to build a culture that reflects the communities we serve and supports everyone in reaching their fullest potential.

By joining us on this journey you will play a pivotal role in making GBE a place where diversity, equity and inclusion are embedded in our company DNA.

Security clearance

Before the appointment of the successful candidate can be confirmed, Great British Energy will undertake background security checks. The successful candidate will be required to undertake **SC** Level security check.

More information about the vetting process can be found [here](#)

Nationality

This job is broadly open to the following groups:

- UK nationals.
- Nationals of the Republic of Ireland.
- Nationals of Commonwealth countries.
- European Economic Area (EEA) nationals with (or eligible for) status under the European Union Settlement Scheme (EUSS).
- Relevant EEA or Turkish nationals working in the Civil Service.
- Relevant EEA or Turkish nationals who have built up the right to work in the Civil Service.

- Certain family members of the relevant (European Union) EU and Turkish nationals.

Further information on Nationality Requirements can be found [here](#)

Conflicts of interest

Candidates must note the requirement to declare any interests they may have that might cause questions to be raised about their approach to the business of the Great British Energy. They are required to declare any relevant business interests, shareholdings, positions of authority, retainers, consultancy arrangements or other connections with commercial, public or voluntary bodies, both for themselves and for their spouses/partners. The successful candidate will be required to give up any conflicting interests and his/her other business and financial interests may be published.

Complaints

The Civil Service Commission selects individuals for appointment to the Civil Service based on merit. It ensures fair and open competition, as specified in the Commission's Recruitment Principles.

In accordance with the Civil Service Commissioners' Recruitment Principles, our recruitment and selection processes are underpinned by the requirement of appointment on the basis of merit by fair and open competition. If you feel your application has not been treated in accordance with the Recruitment Principles and you wish to make a complaint, in the first instance you should contact: peter.henry@odgersberndtson.com

If you are not satisfied with the response you receive you can contact the Civil Service Commission at info@csc.gov.uk and more information can be found at www.civilservicecommission.independent.gov.uk

