

Saxton Bampfylde



Candidate information pack

Director of Analysis

January 2023

Reference: ACCCD

Introduction from the Chief Executive

Dear candidate,

Thank you for your interest in joining the Climate Change Committee (CCC), as our Director of Analysis.

This is one of the most influential analytical roles in the UK. It is a chance to shape and direct the programme of the CCC, the UK's statutory climate adviser. We are at the heart of the UK's climate response, acting as a trusted, independent authority on the UK's climate goals and their achievement.

The CCC operates at the boundary between analysis and policy, drawing insights from science, modelling and the real-world. The Director of Analysis leads an analytical team of extraordinary quality, encompassing a range of backgrounds, expertise and analytical skills. Working with the CCC's two expert Committees, our Director of Analysis will lead the analytical programme as we prepare for the next landmark CCC reports: the UK's Seventh Carbon Budget and the Fourth Climate Change Risk Assessment, both due shortly after the next UK General Election. These will be of fundamental importance in steering the UK's climate response at a critical period in tackling the climate crisis.

We are looking for someone with a wide span of interest on climate and a passion for one or more aspects of the climate response. We aim to produce advice with impact. This is an opportunity to bring your knowledge and specialist expertise into the CCC and shape our priorities around it.

At the CCC, we are fiercely proud of our reputation for the highest standards of analytical rigour. This is your chance to help us raise the bar even further. We look forward to hearing from you.

Chris Stark

Chief Executive at the Climate Change Committee



About the Climate Change Committee

The Climate Change Committee is the independent expert statutory adviser to Parliament and the UK Government on climate change policy. It was created as a key part of the long-term legal framework set out in the Climate Change Act (2008). The Act sets a long-term target for 2050 (Net Zero, a 100% reduction in net emissions from 1990) and requires that carbon budgets (five-year caps on emissions) are set on a path towards the long-term target. The Act also requires that the UK assesses and responds to the risks that it faces as the climate changes.

Our purpose is to advise the UK and devolved governments on emissions targets and to report to Parliament on progress made in reducing greenhouse gas emissions and preparing for and adapting to the impacts of climate change.

In fulfilling this role our focus is to:

- Provide independent advice on setting and meeting carbon budgets and preparing for climate change.
- Monitor progress in reducing emissions and achieving carbon budgets and targets.
- Conduct independent analysis into climate change science, economics and policy.
- Engage with a wide range of organisations and individuals to share evidence and analysis.

The Government and national authorities may also request specific advice from the Committee on an ad-hoc basis. At an international level, we are often asked to provide advice to governments, NGOs and academics seeking to understand the role of an independent body like the CCC. The CCC has established itself as a high-profile, high-impact expert body in the analysis of climate change mitigation and adaptation. Its reports can be accessed from the CCC's website: www.theccc.org.uk.

The CCC is comprised of two Boards ('the Committee' and 'the Adaptation Committee') and an analytical secretariat. The Committees have a distinguished membership of leading experts from the fields of climate change, science, engineering and economics: www.theccc.org.uk/about-the-ccc/the-committee. The Committees are supported by a secretariat of around 40 economists, operational researchers, scientists and other analysts.

The CCC was the first body of its kind in the world and brings together different strands of expertise from its members, from government, the research community and business. It draws on existing information and undertakes its own analysis to provide expert advice to Ministers and to Parliament. It is required to give advice to Ministers on climate change matters covered by the Climate Change Act and on an ad-hoc basis as and when requested.

More information on the CCC can be found through the links provided below:

- [Corporate and Business Plan 2020 – 2023](#) – This document sets out the CCC's strategic objectives, priorities and work programme.
- [Framework Document](#) – This document describes the broad framework within which the organisation operates and covers the role of both the CCC and Adaptation Committee (AC), their governance and accountability, management and financial responsibilities.
- [Diversity and Inclusion](#) – The strategy aims to build a positive, constructive equality, diversity and inclusion (EDI) culture within the CCC and to ensure that EDI informs delivery of our statutory obligations.



The role of Director of Analysis

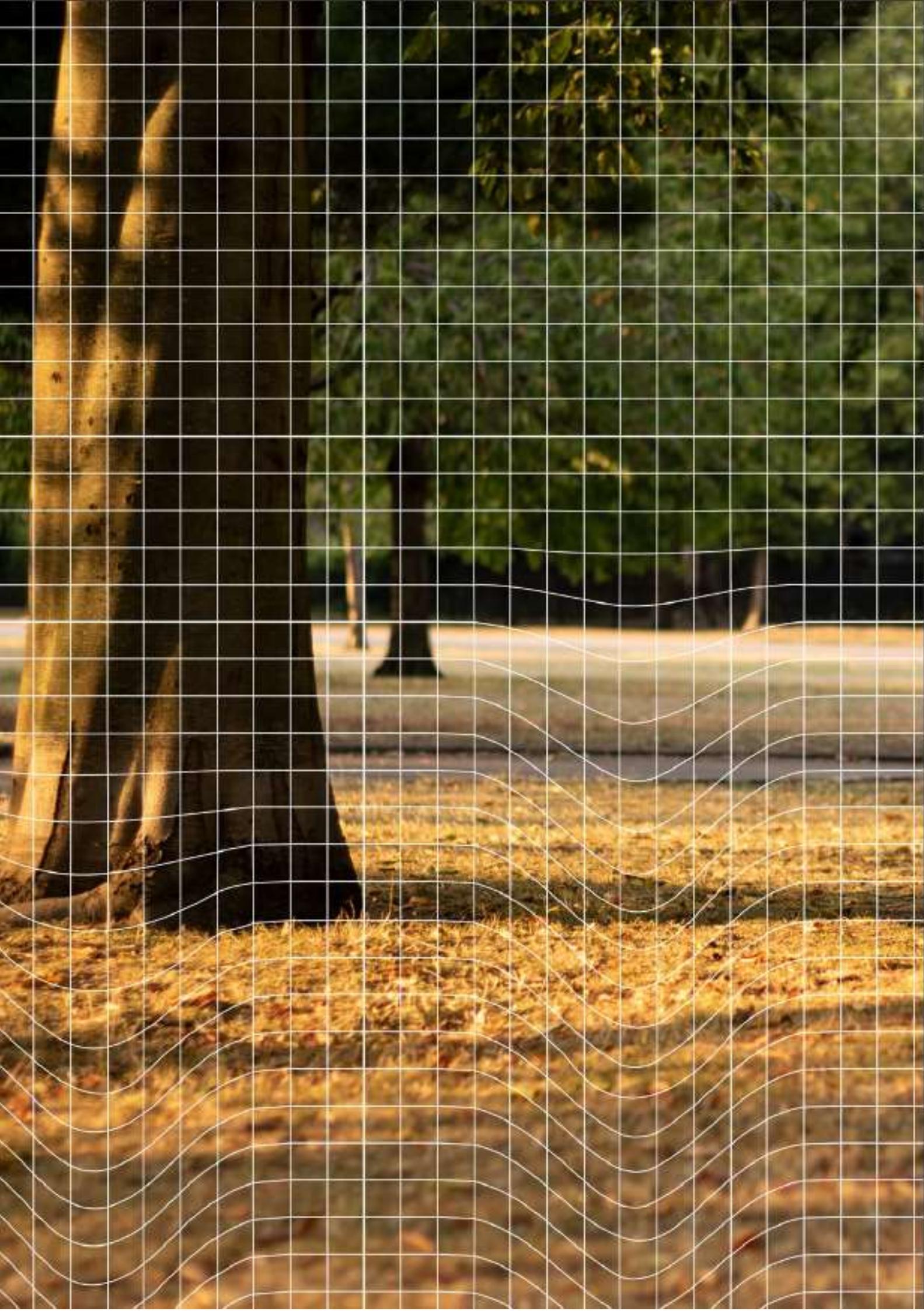
In the field of climate change, this is one of the most important roles in the UK. It is a chance to shape the analytical programme of the CCC, a high-profile, highly-influential organisation, with a statutory role to advise Government and Parliament on tackling climate change. The post-holder will lead a high-quality secretariat of economists, scientists and other analysts with deep sectoral knowledge. There is a need to build an integrated view of the dual challenges of emissions reduction and adaptation – and to engage with a diverse set of analytical groups in government and the UK's research community on climate. The reputation of the CCC rests, ultimately, on the quality of its analysis – this post will take responsibility for driving its ongoing improvement.

The Director of Analysis role will provide analytical oversight, leadership and professional development across the two teams in the secretariat that cover mitigation and adaptation. The post-holder will have a wide span and the responsibility to direct resources flexibly to meet priorities as they change over time. The primary role is to lead the CCC's analytical programme and provide assurance on it to the Chief Executive. The CCC sits at the centre of a network of relationships which will also require the Director of Analysis to engage with and influence those at the most senior levels in government, including Cabinet Ministers, along with a range of local and national representatives. The role therefore requires a candidate with the gravitas and resilience required to develop a high profile presence to represent the CCC effectively.

The Director of Analysis will deputise for the Chief Executive as required and will also take responsibility for ensuring the development of staff who are members of analytical professions, such as the Government Economics Service and the Government Operational Researchers Service.

Key objectives and responsibilities:

- Provide analytical leadership across the secretariat, designing an analytical work programme with the Head of Adaptation and the Head of Decarbonisation Pathways, that delivers the strategic needs of the CCC.
- Take responsibility for the ongoing improvement of the CCC's analysis, working with the Chief Assurance Officer to ensure the CCC offers the highest quality analysis to underpin its advice.
- Lead the CCC's central team, building an integrated view of the whole-economy challenges, drawing on the work of the sectoral teams.
- Lead the development of relationships with the academic sector to ensure the Committee has access to the latest research and findings which are available.
- Develop the international profile of the Committee by engaging with organisations such as the European Union, United Nations and Intergovernmental Panel on Climate Change.
- Take responsibility for ensuring staff working within recognised analytical professions have the opportunities needed to consolidate and develop their skills.



Person specification

The ideal candidate will bring all or most of the following:

Knowledge and experience

- Knowledge of the economic and social impacts of climate change – and appropriate mitigation and adaptation strategies.
- A track record of leadership and impact in public policy; based on the use of evidence and analysis in a high profile and politically challenging context, preferably in a relevant area.

Skills, abilities and personal qualities

- Very strong analytical skills with experience of leading high performing analytical teams. A strong background in applied economics or a related analytical discipline is highly desirable.
- Expert ability to process and interpret complex information and to explain complex information in clear succinct messages; a track record in public speaking is important, and experience of dealing with the media desirable.
- A proven ability to develop strong relationships and exert strategic influence at all levels (e.g. ministers, board members, employees at all levels) and a wide range of organisations (public sector, private sector, NGOs, academia).
- An ability to lead discussions at a strategic level and to think creatively whilst working at pace and under pressure.
- An ability to understand the differences across the UK and the Devolved Administrations in climate change mitigation policy and responsibilities, as well as variations within the UK such as: their capacity to take further effective action; the relationship between reserved and devolved functions; and the need for tailored advice for the different countries.

Equality, diversity and inclusion

Climate change is an issue that affects everyone, but inequalities in society mean that not everyone is affected in the same way. The Global South and world's poorest people will increasingly experience the worst impacts of climate change despite being the least responsible – African, Asian, South American, and indigenous and minority populations are disproportionately affected, particularly women as primary caregivers and providers of fuel and food.

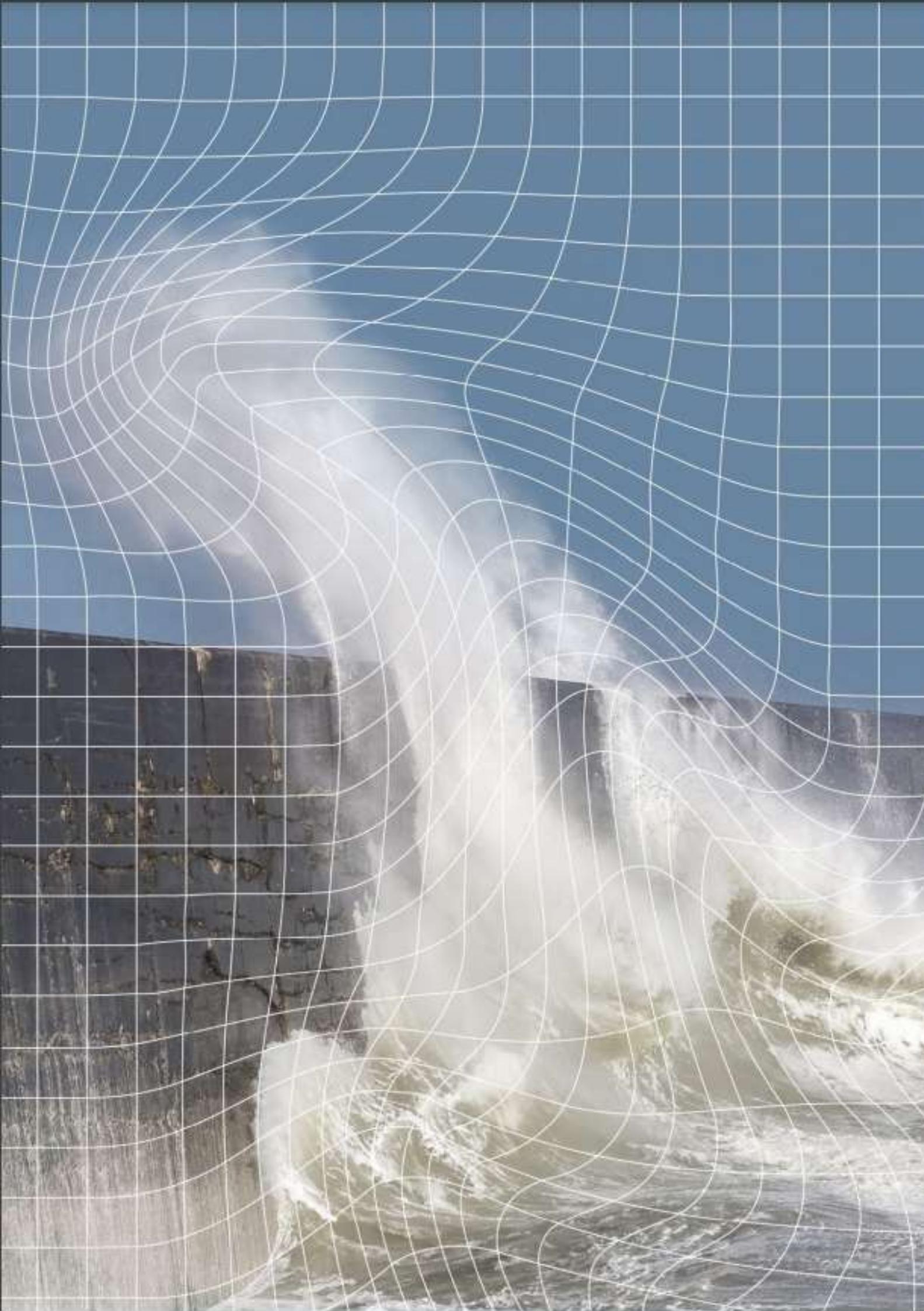
Adapting to a changing climate while transitioning to Net Zero emissions by 2050 will impact people and groups in complex ways. On a national level, evidence points to minorities and older people being most at risk from climate-related effects, including from exposure to air pollution, overheating and flooding. Mitigation policies have many distributional effects, such as who benefits from new low carbon technologies and who pays for low carbon policies.

The CCC is committed to providing services which embrace diversity and which promote equality of opportunity, the CCC is a disability confident employer. As an employer, it is also committed to equality and valuing diversity within the workforce. Its goal is to ensure that these commitments, reinforced by its values, are embedded in its day-to-day working practices with all its customers, colleagues and partners.

The CCC is a diversity friendly employer and welcomes applications from all sections of the community. It does not discriminate on the basis of age, disability, gender, marital status, sexual orientation, religion or belief, race, colour, nationality, ethnic or national origin, working pattern, employment status, gender identity (transgender), caring responsibility or trade union membership.

The CCC is committed to providing equal opportunities for all candidates during the selection process, to enable us to select staff from a diverse pool of talent. Part of that commitment is that we guarantee an interview to any candidate who has a disability, as defined by the Equality Act 2010, and declares their disability in their application, provided that they meet the minimum criteria for the post in question, as set out in the job advertisement and this document.

The Equality Act 2010 defines a person as being disabled if they have a physical or mental impairment which has a substantial and long-term effect on their ability to carry out normal day to day activities.



Terms of appointment

This post is offered as a permanent appointment, and is set within the SCS Pay Band 2 salary range. Starting salary is expected to be c.£95,000, with some flexibility for exceptional candidates. No allowances will be payable.

Please note: Standard Cabinet Office rules on pay will apply to civil servants appointed on level transfer or promotion. Their salary will increase to the minimum of the SCS PB2 range or by a promotion award of up to 10% more than their current salary (whichever is the greater). Individuals appointed on level transfer will retain their existing salary.

Civil Service Pension Scheme

CCC employees are entitled to join the Civil Service Pension scheme which offers a range of benefits that will provide financial security both in the time up to retirement and beyond. It will provide an income for you in retirement and benefits for your dependants after your death. It will also provide protection in the event of serious ill health and a range of options if you leave the Civil Service before retirement. The pension scheme arrangements applicable to you will be dependent on your employment status and the date you joined the Civil Service. Comprehensive information on all aspects of your Civil Service pension can be accessed through my Civil Service pensions - www.mycsp.co.uk.

Nationality Eligibility

Appointments will be made in accordance with the Civil Service nationality rules. These can be found at <https://www.gov.uk/government/publications/nationality-rules>.

In addition, you must be eligible to work in the UK under current UK legislation which is detailed at www.ukba.homeoffice.gov.uk.

Where a role is designated a reserved post only UK Nationals are eligible to apply. This will be clearly outlined in the job profile.

How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to Climate Change Committee on this appointment. Candidates should apply for this role through our website at www.saxbam.com/appointments using code ACCCD.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter, and complete the online equal opportunities monitoring* form. The closing date for applications is noon on **30 January 2023**.

** The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.*

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

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