

# **Low Carbon Contracts Company and Electricity Settlements Company Candidate Pack**

## **Closing date: 25<sup>th</sup> April 2025**

If you have any questions, require further information, or would like this candidate pack in alternative format, please contact [Ellie.Dugdale@saxbam.com](mailto:Ellie.Dugdale@saxbam.com)

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# Ministerial Foreword

Dear Candidate,

Thank you for your interest in the role of Chair for the Low Carbon Contracts Company (LCCC) and the Electricity Settlements Company (ESC).

LCCC and ESC are sister companies (wholly-owned by the Secretary of State for Energy Security and Net Zero) that play key roles in supporting delivery of secure and low-carbon electricity for the UK. LCCC was established in 2014 to be the counterparty for the Contracts for Difference (CfD) scheme, which incentivises investment in low-carbon electricity generation. ESC is responsible for all financial transactions and associated assurances for the Capacity Market scheme, which maintains a healthy surplus of electricity capacity.

ESC's role, and LCCC's role in particular, are growing significantly. To help deliver the Government's clean energy superpower mission, we are supporting more low carbon capacity than ever before under the Contracts for Difference and Capacity Market. LCCC is also delivering new schemes incentivising the deployment of Carbon Capture and Storage, hydrogen and new nuclear projects, all of which are vital to delivery of the clean energy superpower mission.

As the Chair of LCCC and ESC, you will bring strong leadership to the Boards and ensure that they engage with the key issues and priorities facing the companies, particularly legal and technical issues relating to the schemes administered by the companies. You will also utilise your communication and interpersonal skills to build consensus within the Boards, promote high standards of corporate governance and engage with senior stakeholders, in particular with regards to facilitating the resolution of difficult issues when required.

My Ministerial colleagues and I are committed to fair and open recruitment processes across all public appointments that we make. We proactively welcome applications from individuals of all backgrounds, including those from under-represented groups.

Should you need any further assistance, my officials would be happy to talk to you about this and other senior roles in the public sector.

If you believe you have the experience and qualities we are seeking for this important organisation, we very much look forward to hearing from you.

**Michael Shanks MP**

**Parliamentary Under-Secretary of State, Department for Energy Security and Net Zero**

# The LCCC and ESC

The LCCC was established in 2014 to deliver key elements of the Contracts for Difference (CfDs) scheme, which incentivises investment in low carbon electricity generation. In all its operations as the counterparty to CfDs, the LCCC is led by its principles of maintaining investor confidence in the scheme and to minimise costs to consumers. More recently, LCCC has been asked to deliver new schemes for government, incentivising the delivery of new nuclear generation, carbon capture and storage projects and hydrogen production.

The role of the ESC is to maintain a healthy surplus of electricity capacity. It oversees settlement of the Capacity Market to ensure regular payments are made to capacity providers who have agreed to provide capacity at times of system stress. In carrying out its activities ESC seeks to maintain participants confidence in the Capacity Market whilst minimising costs to consumers.

LCCC and ESC are private limited companies wholly-owned by the Secretary of State for Energy Security and Net Zero as sole Shareholder. The companies have day-to-day operational independence, subject to certain limited exceptions which require shareholder consent. The Boards of LCCC and ESC comprise the same members so we are seeking to appoint an individual to be Chair of both companies.

LCCC currently employs c.250FTE, with the majority of staff based in London at 10 South Colonnade, Canary Wharf. However, the company also has employees based in Leeds and a new office is being opened in Birmingham. Headcount is expected to grow rapidly as LCCC takes on new schemes and existing schemes grow in scale.

Further information about the companies can be found here: <https://www.lowcarboncontracts.uk/>

# The Role

The non-executive Chair of the LCCC and the ESC is a demanding and influential role. The successful candidate will be expected to bring strong leadership to the Board and deliver confidence to the wide range of commercial stakeholders who partner with the businesses to deliver on the UK's vision of a decarbonised economy.

As a private law company wholly owned by Government, LCCC currently manages almost 400 Contracts for Difference (CfDs) with low carbon energy producers worth over £80bn and the number of contracts continues to grow each year through annual auction rounds held by government. The business is also working closely with industry and government to bring the success of the CfD to other sectors of the economy including power and industrial carbon capture use and storage and hydrogen production, transport, storage and use.

To meet government ambition to decarbonise the wider economy the business is also taking on new roles for example in hydrogen certification and is discussing potential future roles including developing a CfD tool to support the development of sustainable aviation fuel.

In a rapidly growing business with many commercial touchpoints, as well as key relationships with government and other delivery bodies, the Chair will need excellent communications and interpersonal skills, commercial credibility especially with private sector investors, and an ability to influence a wide range of stakeholders.

He or she will also bring these skills to the board table. The Chair is responsible for maintaining a high performing Board by encouraging participation and challenge, building consensus and ensuring the Board has the skills and competencies to lead this fast moving critical business. The Chair will build a strong relationship with the Chief Executive, promote the highest standards of corporate governance and play a crucial and high-profile role in managing relationships with interested parties at the highest levels in Government and in the energy sector.

# Diversity

We are committed to increasing the diversity of our boards and bringing in talent, regardless of its origins. We encourage applications from all candidates regardless of ethnicity, religion or belief, gender, sexual orientation, age, disability characteristics currently underrepresented on our Boards.

**Arrangements for candidates with a disability:** As a Disability Confident leader, we guarantee to interview anyone with a disability whose application meets the essential criteria for the post. More details on the criteria can be found in this pack. If you wish to apply through the Disability Confident scheme, you will need to tick that option on the Diversity Monitoring form you will submit alongside your application.

**Adjustments:** All candidates are entitled to request reasonable adjustments at any stage of the application process. If you would like to discuss reasonable adjustments prior to submitting your application, please contact [partnerships@energysecurity.gov.uk](mailto:partnerships@energysecurity.gov.uk)

# Criteria

We are seeking candidates who have tailored their application to demonstrate, and have provided specific examples of, the following:

- Experience of working within the private sector, preferably in an area that involves significant capital investment;
- Ability to lead a high-performing Board (lead criteria);
- Experience of major infrastructure projects, noting that LCCC manages a CFD for Hinkley Point C nuclear power station, one of the largest infrastructure construction projects in Europe;
- Ability to work at the interface of the public and private sectors;
- Ability to quickly understand the economic and commercial issues that shape the electricity, carbon capture and storage, hydrogen and nuclear sectors; and
- Excellent communication and interpersonal skills, including the ability to engage stakeholders proactively.

**In the event of a large number of applications being received, we will sift on the lead criteria indicated above.**

# Terms of Appointment

- **Appointment Term:** 4 years
- **Remuneration:** £102,500 per annum (£256,250 FTE)
- **Time Commitment:** 2 days per week
- **Location:** London, Canary Wharf
- **Nature of Appointment:** e.g. This is a Ministerial Appointment by the Secretary of State for Energy Security and Net Zero. The post holder would be an officeholder and not be an employee of the Department.
- **Availability:** Successful candidate/s will be encouraged to take up their appointments as soon as possible. Following the successful completion of pre-appointment checks and security clearance (at BPSS).



# How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to DESNZ on this appointment.

Your application contains two parts.

Both parts must be submitted by **midday 25<sup>th</sup> April 2025** for your application to be considered complete. Applications received after this date will not be considered.

- Part one: A two-page statement of suitability and two-page CV
- Part two: Diversity Monitoring and Conflict of Interest Form.

Candidates should apply for this role through Saxton Bampfylde's website at [www.saxbam.com/appointments](http://www.saxbam.com/appointments) using code QBGGC. Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online diversity monitoring\* form and the Conflict-of-Interest Form.

For queries about your application or the recruitment process, please email [Ellie.Dugdale@saxbam.com](mailto:Ellie.Dugdale@saxbam.com).

\*The diversity 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.

# Assessment Panel, Process and Timing

## The members of the Advisory Assessment Panel are:

Panel Chair and DESNZ Representative: Ashley Ibbett (Director General, DESNZ)

Representatives of the Partner Organisation: Regina Finn (Current Chair LCCC and ESC)

Independent Panel Member: Liz Ditchburn (Chair, North Sea Transition Authority)

The timelines for this campaign is indicative and subject to change. Please check the advert, for any updates.

Advert Closes	25/04/2025
Panel Sift	w/c 05/05/2025
Panel Interview	w/c 19/05/2025
Candidates notified of the outcome	June
Appointment confirmed	June

# Annex A: Conflicts of Interest and Due Diligence

Public Appointments require the highest standard of propriety, involving impartiality, integrity and objectivity, in relation to stewardship of public funds and the oversight and management of all related activities. This means that any private, voluntary, charitable or political interest that might be material and relevant to the work of the body concerned should be declared.

It is important that those appointed as members of public bodies maintain the confidence of Parliament and the public. If there are any issues in your personal or professional history that could, if you were appointed, be misconstrued, cause embarrassment, or cause public confidence in the appointment to be jeopardised, it is important that you bring them to the attention of the Assessment Panel and provide details of the issue(s) in your application. In considering whether you wish to declare any issues, you should also reflect on any public statement you have made, including through social media. The Panel may explore issues with you before they make a recommendation on the appointment.

As part of our due diligence checks we will consider anything in the public domain related to your conduct or professional capacity. This will include us undertaking searches of previous public statements and social media, blogs or any other publicly available information. This information may be made available to the Panel, and they may wish to explore issues with you, should you be invited to interview.

If you have any queries or would like to discuss further, please contact [ben.springhall@energysecurity.gov.uk](mailto:ben.springhall@energysecurity.gov.uk)

# Annex B: The Seven Principles Underpinning Public Life

In 1995 the Committee on Standard in Public Life defined seven principles for public life. All candidates for are expected to demonstrate a commitment to, and an understanding of, the value and importance of the principles of public service which are:

1. Selflessness
2. Integrity
3. Objectivity
4. Accountability
5. Openness
6. Honesty
7. Leadership

Further information on the principles of public life can be found [here](#).

# Annex C: Complaints Procedure

If you feel you have reason to complain you should direct your concerns in the first instance to the Public Appointments team ([partnerships@energysecurity.gov.uk](mailto:partnerships@energysecurity.gov.uk)) who will make every effort to deal with these and respond to you within 48 hours.

If your complaint is not dealt with satisfactorily, you can find information about the steps you can take under the Department for Energy Security and Net Zero's Complaints Procedure [here](#).

The Commissioner for Public Appointments is the independent regulator of public appointments. The Commissioner's primary role is to provide independent assurance that public appointments are made in accordance with the [Governance Code on Public Appointments](#). The Commissioner also investigates complaints and may conduct an inquiry into the policies and practices followed in relation to appointments processes which he regulates. The Commissioner will not investigate complaints relating to non-selection unless it appears that the appointments process has breached the Governance Code on Public Appointments.

You can contact the Commissioner by email at [publicappointments@csc.gov.uk](mailto:publicappointments@csc.gov.uk) or by post, as follows:

The Commissioner for Public Appointments  
Room G/8, 1 Horse Guards Road  
London, SW1A 2HQ

Further information on the role of the Commissioner or the appointments process is available at:  
[publicappointmentscommissioner.independent.gov.uk](http://publicappointmentscommissioner.independent.gov.uk).