



2026 Senior Vice President

May 2025

Project code: QAPAQG

Welcome

Thank you for your interest in becoming our next Senior Vice President and the opportunity to be part of a globally recognised professional body that is committed to effecting positive change in the built and natural environments.

We are seeking applications from chartered members (FRICS/MRICS) of the profession, based anywhere globally. As part of the Presidential Team acting as leading ambassadors for RICS, the Senior Vice President will help shape RICS' thought leadership agenda and inspire the next generation of surveyors. The ideal candidate will have the leadership capability and experience to engage with the profession at all levels, including internal and external stakeholders, support the delivery of the Institution's strategic priorities and help elevate its global influence.

About RICS

We are the Royal Institution of Chartered Surveyors (RICS), a leading professional body working in the public interest to advance knowledge, uphold standards, and inspire current and future professionals. Our members help to create and protect built and natural environments that are sustainable, resilient and inclusive for all.

At RICS our people work inclusively with our members, collaborating to support them in their practice and build connections. We set qualifications and independently regulate chartered professionals and firms, building trust and confidence with clients and consumers. With a heritage of over 150 years, RICS sets the standard for over 130,000 members and candidates operating in the development and management of land, real estate, construction and infrastructure across more than 140 countries globally.

Our trusted data and insight guides decision makers and governments helping to shape public policy, deliver positive societal change and provide a foundation for confident markets. Our members influence the quality of lives, underpin societies and drive economies. Everything we do supports our current and

future membership to uphold, advance and inspire professionalism for the benefit of society.

Our values are key to how we work and what we stand for:

Professional

We place the highest standards at the heart of what we do and work honestly and transparently to build trust and confidence.

Collaborative

We believe in building partnerships and finding opportunities to achieve shared goals wherever possible.

Inclusive

We are respectful, consider the impact of our actions and seek to build a diverse community where difference is valued.

Ambitious

We are passionate and ambitious, seek innovative and sustainable solutions, and lead the debate on issues that matter now and for the future.



Senior Vice President role description

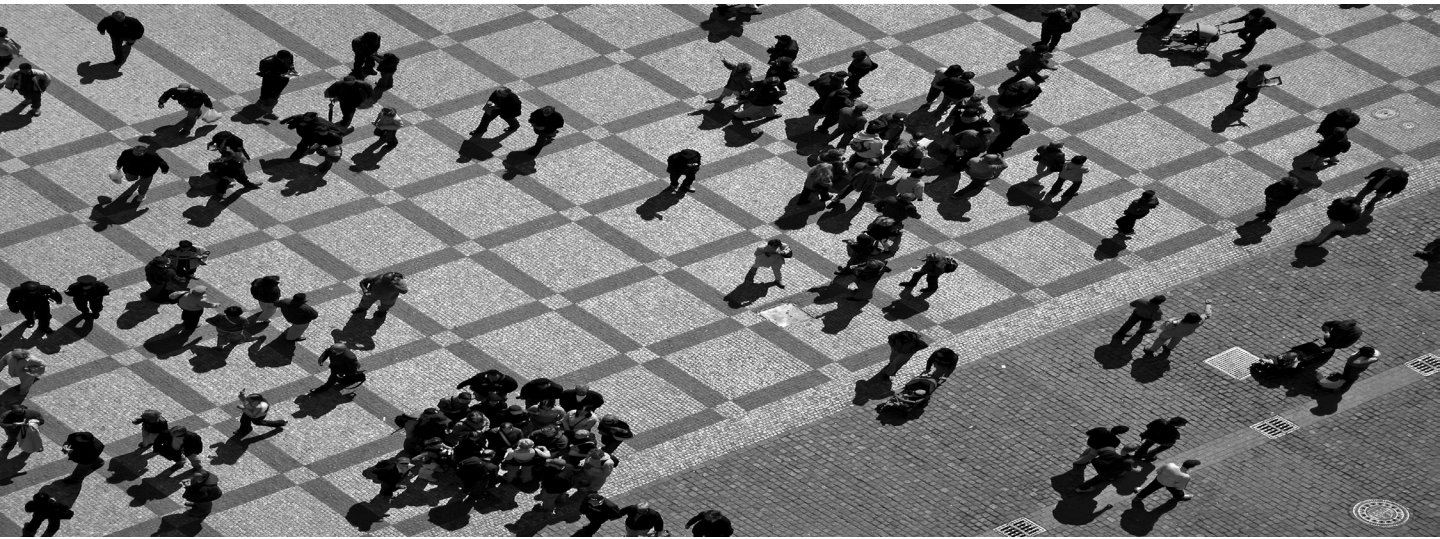
Role Overview:

As the Senior Vice President of RICS, you will play a key leadership role in guiding the Institution's strategic direction, upholding professional standards, and driving engagement across the surveying profession. You will support the President, the President Elect, and Governing Council in setting our global strategy and ensuring RICS fulfils its Royal Charter obligations.

Key Responsibilities:

- **Strategic leadership.** Proactively contribute to setting, reviewing and leading the strategic direction of RICS ensuring that it aligns with the Institution's vision, mission, and core values, and meets the evolving needs of our membership.
- **Governance and compliance.** Both personally, and as a member of Governing Council, provide robust oversight to ensure that professional and ethical standards are continuously enhanced, and upheld.
- **Strategic Risk Oversight.** Provide strategic oversight of risk identification, assessment, and mitigation strategies, focusing on operational and reputational risks to RICS and its members.
- **Stakeholder engagement.** Proactively and effectively, cultivate relationships with industry leaders, policymakers, regulatory bodies and key member groups to enhance the Institution's global reputation and influence, and to ensure members' voices are heard.
- **Advocacy and representation.** With thorough preparation, and adapting personal style as needed, represent RICS at global conferences, industry events, and public forums ensuring that attendees' memories of your attendance are positive, informative, and engaging.
- **Membership.** Through thought leadership help membership grow, member experience improve and promote professional development initiatives that are relevant and valuable to our diverse membership.
- **Innovation.** Support innovative thinking across the Institution to ensure that it remains relevant in an evolving built environment sector.
- **Financial Governance.** Contribute to the financial governance of RICS by providing strategic guidance and oversight of financial planning, budgeting, and resource allocation, ensuring alignment with the Institution's strategic goals and member value.





Person specification

Key qualifications and skills

- Chartered RICS member (FRICS/MRICS) with senior surveying, real estate, construction, and/or infrastructure experience.
- Strategic thinker, and problem solver, with experience of contributing to corporate strategies and managing performance against business plans.
- International perspective, which may have been gained through cross-cultural experiences working with diverse teams and a strong understanding of global membership trends.
- Understanding of RICS governance, standards, regulations, and ethical frameworks plus proven ability to address both actual and perceived conflicts of interests.
- Collaborative, trusted, and respected leadership and governance experience at a senior level, with a focus on building consensus among diverse member groups.
- Expertise in strategically leading and guiding discussions to build consensus and deliver evidence based, aligned outcomes across diverse perspectives.
- A chairing style that enables constructive debate, collaboration and consensus decision making especially when diverse views exist.
- Ability to adapt to challenges, and emotional awareness to navigate demanding situations, coupled with a willingness to listen and learn from others.
- Able to delegate effectively whilst also retaining accountability for matters that are solely the responsibility of the Senior Vice President.
- Experience of managing multiple internal and external stakeholders to inform, influence, collaborate and achieve common goals.
- Intellectually agile, capable of quickly grasping policy positions and applying them to diverse contexts
- Fluent written and spoken English.

The President's role

The 2026 Senior Vice President will become President Elect in January 2027 and President in January 2028 (subject to satisfactory performance). The journey to President is a developmental one allowing the Senior Vice President the opportunity to hone their skills and expertise and deepen their knowledge of RICS as they progress to President. The role of President carries with it additional responsibilities not only as the most senior ambassador for the profession but also as Chair of Governing Council.

As Chair of Governing Council, the President will:

- Work with colleagues to set meeting agendas and schedules for the Governing Council, in consultation with the Chair of the RICS Board and the Chief Executive. Chair meetings held both in person and online.
- Guide Governing Council in developing RICS' strategy and monitoring progress against business plans, budgets, and goals.
- Encourage collaboration and shared decision-making while respecting different viewpoints within the Council.
- Act as a link between Governing Council and its sub-boards (RICS Board and Standards & Regulation Board), supporting open communication and clear delegation of responsibilities.
- Oversee the performance of Governing Council and effectiveness of its members, including leading annual reviews of the Presidential team, Independent Member, and Board Chairs.
- Make sure the Council gets the information it needs to focus on its main responsibilities.
- Support the training and development of Governing Council members to help them contribute effectively.
- Ensure RICS' governance stays effective and suitable for a global organisation, with strong, independent regulation.
- Seek assurance through delegation to the

SRB, that arbitration and dispute resolution appointments are working properly.

It is important to note that the President, as Chair of Governing Council, does not have any day-to-day operational responsibilities for RICS, as accountability for these and the delivery of the business plan sits with the CEO and RICS Board.

The President also undertakes certain specific duties under the current Regulations, including, but not limited to:

- presenting diplomas either in person or virtually
- seeking assurance of the effective functioning of arbitration and dispute resolution appointments.

The Presidential Team

The Senior Vice President is a member of the Presidential team along with the President, and President Elect, who together act as leading ambassadors for RICS. They work in partnership with the CEO to shape the RICS' thought leadership agenda to address critical issues in the built and natural environment, from urbanisation to technology and climate change

They also work closely with the Chair of RICS Board and the Chair of the Standards and Regulation Board (SRB) in furthering RICS' strategic objectives and engaging with the profession about these.

They sit as members of Governing Council throughout their terms, where they participate in setting RICS' strategy and providing oversight.



Governing Council

Governing Council is the governing body of RICS. Ultimate responsibility for RICS rests with Governing Council, which has power to act in all matters in the name of RICS. Governing Council sets the vision for RICS and is responsible for articulating the strategy to achieve this vision.

Governing Council's powers are set out in RICS Bye-Laws, which are approved by the Privy Council and the membership. The primary duties and functions of Governing Council are:

- Agreeing the Institution's strategy and vision
- Overseeing the delivery of that strategy via annual business plans
- Overseeing the effective delivery of standards and regulations
- Agreeing changes to Byelaws and Regulations In order to discharge their duties effectively

Governing Council members have six meetings each year – two in person (usually one in January, to coincide with the President's inauguration, and one in the July) one focusing on strategy and the other on oversight, and four virtual meetings. Each meeting is held over 2-days (8-days in total). The in-person meetings will be held in London at RICS HQ and therefore some international travel may be required.

There may also be the requirement for Governing Council members to attend special meetings (held remotely). These are called in addition to the usual meeting schedule to deal with specific topics requiring decision or

discussion by Governing Council, and in the event of urgent matters.

Given that members of Council come from across the globe, it is not possible to hold meetings that work in all members time-zones, and therefore some meetings may be held at unsociable hours for some members.

Governing Council also conducts business between meetings through an online forum, which provides a secure online facility for issues to be discussed amongst Governing Council members. Where decisions are required between meetings, members use the online forum to vote on these certain matters.

Governing Council members need to be familiar with the range of matters which fall directly under Governing Council's collective responsibility, and the processes governing the ways in which Governing Council is required to discharge these responsibilities.

Given the role of Governing Council, its members need to exercise independent thought, and to be able to contribute to a vision and a strategy to secure the future of the profession and for the wider public interest. In turn, RICS operates a structure and processes to ensure transparency and the timely provision of information so that Governing Council members can fulfil these duties – including effective oversight of functions delegated by Governing Council to other parts of the organisation.

Terms of appointment

Time commitment

The duration of the role for the candidate elected as Senior Vice President will be for three years. Their term as Senior Vice President will run for twelve months from 1 January 2026 and, provided their performance is satisfactory, they will become President Elect on 1 January 2027, before serving as President from 1 January 2028.

Senior Vice Presidents typically allocate 25 days a year (half a day per week) to RICS, and the President Elect approximately 50 days a year (1 day per week). It is important to note, however, that there is flexibility around this. What is most important is the ability to commit the required time during the presidential tenure, which is around 120-days a year (approximately 2-3 days per week).

Remuneration

The role of Senior Vice President is not remunerated, although all reasonable expenses will be reimbursed in line with the RICS Expenses Policy. The roles of President Elect and President are remunerated.

Appointment process and key dates

Saxton Bampfylde Ltd is handling the appointment process on behalf of RICS. The RICS Appointment Panel will interview all shortlisted candidates and will put forward to Governing Council candidates whom the Appointment Panel deem appointable to the role of Senior Vice President.

Appointment Panel

- Harriet Kemp (Chair), Chair, RICS Nominations and Remuneration Committee
- Tina Paillet FRICS, Immediate past President, RICS
- Liz Peace CBE, Senior Independent Governor, RICS Governing Council
- Neil A'Bear FRICS, Chair, RICS Matrics UK
- Ahmed Ashraf Anwar MRICS, Chair, RICS Egypt Regional Advisory Board

Key dates

Opening date for applications	7 May 2025
Closing date for applications	Midday BST, 16 June 2025
Due diligence (membership and regulatory checks on both candidates and supporters)	10-11 June 2025
Longlisting of candidates	23 June 2025
Notification to longlisted candidates	By 27 June 2025
Preliminary interviews with Saxton Bampfylde	30 June – 11 July 2025
Shortlisting of candidates	24 July 2025
Notification to shortlisted candidates	By 25 July 2025
Executive assessments and enhanced due diligence (background screening)	28 July – 15 August 2025
Meetings with RICS CEO	30 July / 1 August 2025
Interviews (remote) with Appointment Panel	20 / 26 / 28 August 2025
Notify candidates of outcome of interviews	By 29 August 2025
Recommended candidates appear before Governing Council (remote), presentation followed by Q&A, followed by election	25 September 2025
Attend (remote) Governing Council meeting (as an observer)	26 and 28 November 2025
Appointment start date	1 January 2026

How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to RICS on these appointments.

Candidates should apply for these roles through our website at www.saxbam.com/appointments using code QAPAQG.

Eligibility criteria

To apply for the role of Senior Vice President you must be a member of the Institution, either a Fellow (FRICS) or a Member (MRICS). The Senior Vice President must be a Fellow at the time of assuming office. If a Member is elected to the role who is currently not an FRICS, they will automatically become a Fellow upon election as Senior Vice President.

Please note, however, that the following members may not apply for the role of Senior Vice President:

- Any current RICS employee. Former employees can apply; however, 3-years must have elapsed before an application is made.
- Any member who has unsuccessfully applied for the role of Senior Vice President twice in the previous two years – any such member is not permitted to apply for a further clear two-year period.
- Any member who is **not** “a member in good standing” or a “fit and proper person” – please refer to the [guide to membership and regulatory checks and background screening](#).

Application requirements

Candidates are requested to submit:

- a CV (maximum 3 pages)
- a personal statement explaining where you feel you best meet the requirements set out in the person specification and where you feel you would need support in enhancing or developing the necessary skills (maximum 3 pages)
- details of three RICS members (FRICS/MRICS) who are in support of your application. The details required are membership number and contact information. **Important** - Please refer to the [‘Guidance regarding supporters’](#) for supporter eligibility requirements.
- a signed declarations and disclosures form
- the online diversity monitoring* form

The closing date for applications is **noon on Monday 16 June 2025**.

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

How to apply

Diversity RICS pursues its appointments processes according to equal opportunities principles. RICS is committed to valuing diversity and promoting equality. We welcome applications from suitably qualified candidates from all backgrounds regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation, and we particularly welcome applications from groups which are currently under-represented.

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

Due diligence

Appointments to any RICS governance body is subject to satisfactory due diligence checks. These include membership and regulatory checks conducted at application stage and background screening which will be carried out prior to interview with the Appointment Panel and only with your consent. Whilst you are free to withdraw your consent at any time prior to being appointed, you should understand that if consent is not given, your application will not progress any further. Further information about the due diligence checks carried out can be found in the **[guide to membership and regulatory checks and background screening provided](#)**.



Saxton Bampfylde