



**Appointment of**  
**Executive Director of Investigations**  
**and Enforcement**  
**Financial Reporting Council**

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# An introduction

The Financial Reporting Council (FRC) has a significant breadth of scope amongst UK regulators.

We have an important public interest role to enhance the quality of audit and corporate reporting and governance, while supporting the UK's economic growth and competitiveness. Through engagement with our extensive stakeholder ecosystem, we are focused on using our regulatory tool kit to its best effect. This includes setting proportionate standards, fostering a culture of continuous improvement and holding individuals and companies to account. This is important for stakeholders, large and small, across the country, from workers and pension holders to institutional managers and large corporate organisations. Examples of this include a revision to the UK Corporate Governance Code, and the launch of a fundamental review of the Stewardship Code

Our remit is underpinned by the four faces of our regulatory model. As a system partner, we focus on educating, collaborating, and supporting continuous improvement across the system. We facilitate and encourage good practice and behaviours from our stakeholder community, and we supervise the resultant performance, culture and behaviours. Finally, we have an important investigator and enforcement role for conduct and apply proportionate financial and non-financial sanctions.

The FRC has experienced a significant period of growth over the past five years and it is an effective organisation that is restless to continually improve and learn so it can carry on delivering its core public: supporting public trust and confidence in audit, corporate reporting and governance, whilst contributing to UK economic growth and competitiveness.

# Strategy on a page



Financial Reporting Council

The purpose of the FRC is to serve the public interest and support UK economic growth by upholding high standards of corporate governance, corporate reporting, audit and actuarial work



## Objective 1

The **standards and expectations** we set will enhance corporate governance, corporate reporting and investor stewardship in a manner that supports UK economic growth and investment.



## Objective 2

Our **proportionate** regulation of accounting, audit, **assurance** and actuarial work will expect and encourage high quality by those responsible, **acting as an improvement regulator** and dealing effectively and fairly with cases where there are significant or serious shortcomings.



## Objective 3

We will build on our deep understanding of corporate reporting and the audit and actuarial markets we oversee, and by being **agile**, we will identify and prepare for opportunities and challenges on the horizon.



## Objective 4

We will be a **modern organisation**, – **continuously learning**, improving, and considered by others as a respected, effective and highly engaged regulator and by our colleagues as an inclusive and great place to work.

## System Partner

Educating, collaborating and supporting continuous improvement

## Facilitator

Encouraging good practice through structured engagement

## The Four Faces

## Supervisor

Supervision and monitoring of requirements, culture and behaviours

## Investigator and enforcer

Investigating and enforcing conduct and applying proportionate sanctions and directions

## Influential

Through technical expertise and thought leadership, our people innovate to drive change. They develop themselves and others, speak up, value diversity and support others to do the right thing.



## Fair

Our people act in a professional, proportionate, consistent manner to ensure robust standards of decision-making and delivery, both internally and externally.



## Independent

Our people challenge ideas, make evidence-based decisions and always act with integrity.



## Effective

Our people are decisive, accountable and collaborative when working with others to share information and experiences to improve outcomes.



# Our five divisions

The FRC has five divisions, each of which contributes to our strategic objectives and core purpose.

## Regulatory Standards

- Lead the development of public and technical policy.
- Set codes, standards and guidance that support high quality corporate reporting, corporate governance and stewardship, audit and actuarial work.
- Drive innovation in the public interest for our stakeholders.
- Influence international standard setting and collaborate with other regulators.

## Supervision

- Deliver our statutory responsibilities for corporate reporting review and act as the competent authority in respect of statutory auditors and their professional bodies and the audit market.
- Monitor the application of corporate reporting and audit standards and hold to account those that fail to meet these standards.
- Promote improvements and innovation in corporate reporting and audit.
- Promote a more resilient audit market.

## Enforcement

Drive the application of high standards in corporate reporting, audit and actuarial work through proportionate and risk-focused enforcement action where it is in the public interest.

- Promote improvements and innovation in these areas by communicating clear and impactful messages through enforcement cases and publications, and through the setting and monitoring of effective non-financial sanctions.

## Corporate Services

- Support the regulatory divisions by providing a robust and resilient framework and expert support for the delivery of FRC’s wider objectives.
- Support the FRC’s ongoing work as an improvement regulator by acting as a trusted partner and adviser to the business, and through our ongoing partnership with the Department for Business and Trade (DBT).

## Strategy, Governance and Stakeholder Engagement

Supporting Exco and the Board to optimise our work and output.

Inform the development of public and technical policy through influential stakeholder engagement.

Support the FRC’s governance framework with a high-quality company secretariat.

Embed enhanced leadership capabilities and more mature project management discipline across the FRC.

**The FRC has five divisions, each of which contributes to our strategic objectives and core purpose.**

The primary responsibilities of each division are explained in the table on the previous page.

**Our Purpose and Values**

The purpose of the FRC is to serve the public interest and support UK economic growth by upholding high standards of corporate governance, corporate reporting, audit and actuarial work

Our Values are to be Independent, Fair, Effective, and Influential and to demonstrate these by our supporting behaviors.



# The organisation and its people

People are at the heart of our organisation, and for the FRC to demonstrate its role as a modern regulator, it requires a workforce of experts and professionals to guide and develop the evolution of the sectors we regulate and oversee.

Last year we opened a second office in central Birmingham. With some colleagues relocating and recruitment we are approaching 10% of employees being already Birmingham-based.

In early 2025, we moved our London office to Harbour Exchange, Canary Wharf. Our two new office spaces will see us located closer to other regulators, government departments and arm's length bodies as part of the 'Places for Growth' programme. Moving to a dual location model presents us with an opportunity to look at what we value most about the FRC's culture and seek to learn how we can best replicate or improve on those things so that all colleagues are able to thrive, regardless of where they work. We will monitor the impact of these moves carefully over the coming years until we reach our intended 50/50 split between London and Birmingham.

We will continue our focus on offering high-quality employment and professional development opportunities to all FRC employees. In particular, we will retain focus on growing our leadership capabilities, which will be an essential component for achieving our objective of being a best-in-class regulator.

## Find out more

To find out more about the FRC, see our Plan and Budget 2025 – 2026 [here](#)

Our latest Annual Report can be seen here:  
[FRC Annual Report and Financial Statements 23-24](#)

Please see [www.frc.org.uk](http://www.frc.org.uk) for more information.

**“The FRC has a key role to play in supporting UK businesses to grow and thrive while delivering on our core public interest responsibilities”**

# Purpose Statement

**The role is a key member of the Executive Committee, responsible for overseeing all aspects of the FRC's investigations and enforcement activities.**

**This role holder will:**

- lead investigations and enforcement proceedings into matters in remit, currently potential breaches of audit, accountancy and actuarial standards, and misconduct by members of the professional bodies the FRC oversees.
- act as a decision maker for the FRC on key decisions in investigations and enforcement actions.
- ensure the FRC has a well led and governed system for timely, fair, robust, and transparent investigations and enforcement actions to maintain public confidence in the UK's financial reporting and governance frameworks.
- as a member of ExCo, develop and deliver the FRC's overall purpose, strategy and priorities and provide vision and clarity as to the role played by the FRC's investigation and enforcement functions.

**In doing so, the role holder will:**

- set strategic direction and provide operational and professional leadership to a multi-disciplinary team of about 64 people, mainly comprising lawyers, and forensic accountants .
- ensure the team has effective internal controls for efficient and effective case handling, resource deployment, risk and financial management.
- apply sound judgement to ensure the work of the team serves the public interest well, by holding those responsible to account and learning relevant lessons from cases that can be used to encourage improvement in the sectors the FRC oversees.
- inspire and challenge the team to continually improve its effectiveness and contribution, including by keeping abreast of best practice in analogous authorities.
- represent the FRC with its stakeholders and publicly, both within the UK and internationally.
- be flexible at the ExCo level to take on new roles/tasks in an agile way as required.
- engage with the Conduct Committee and provide regular reporting updates.

**Accountabilities:**

- Lead the FRC's investigations and enforcement actions into the UK's most complex and high-profile audit, accounting and actuarial failings.
- Report directly to the Chief Executive.
- Member of ExCo. Responsible for an annual budget of around £4 million.
- Act as the executive's most senior adviser to the FRC Board and its Conduct Committee on investigations and enforcement related matters.

# Skills, Knowledge & Expertise

## Knowledge & Expertise

- Proven relevant senior leadership experience in a regulatory, legal or audit environment that will equip the role holder well to lead the FRC's investigations and enforcement activities.
- Demonstrable experience managing complex investigations or enforcement proceedings, ideally in a high-profile or sensitive regulatory context.
- Strong appreciation for public interest regulation and administrative law principles.
- Experience of engaging with senior stakeholders and representing an organisation publicly.
- Proven ability to drive change both in relation to devising and embedding new procedures and to inspire performance and continual improvement in teams.
- A legally qualified professional comfortable with complex and contentious cases and proven ability in this field.

## Business Interaction-Relationships & Influencing

- High degree of credibility with senior stakeholders such as ExCo/Board colleagues, government officials and senior representatives from the professional bodies, audit firms, their advisors, and other regulators.
- Strong influencing and communication skills. Highly persuasive in making points and arguments, yet sufficiently confident and open to seek, and be receptive to, the views of others.
- Energetic and flexible in accommodating new challenges with personal resilience to deal with the inevitable pressure that comes with the role.

## Problem Solving/Decision Making

- Strategic thinker with the ability to manage risk and assess public interest outcomes
- Analytical and evidence-led approach to complex problems and ability to use sound judgement and be decisive.
- Delivery grip and grit that get things done in a timely way.
- An appetite for detail and adherence to procedural principles familiar to a public sector regulatory authority.
- As a member of ExCo the ability to think strategically and holistically about the whole organisation and develop proposals accordingly.

## Management of Resources/Leadership Behaviours

- High personal integrity, sound judgement, and commitment to transparency and accountability.
- Effective leadership, change and communication skills to develop the team's performance and capabilities in delivery of its public interest responsibilities.
- Experience of effectively managing diverse teams and encouraging cross-team working to ensure a holistic view is achieved.
- A team player, flexible and non-territorial.
- Commitment to the FRC's values: independence, professionalism, transparency, and fairness.

## Business Impact

- A strong understanding of measuring, monitoring and managing business outputs and risk and be able to prioritise within resource or time constraints.



# Terms of Appointment

## Remuneration: Competitive

The role is based at one of FRC's offices in London or Birmingham. Travel will be expected to both offices.

The post holder should be able to work flexibly to support the team's activities and provide cover within the FRC, as necessary. FRC policy currently permits 40% office attendance.

The FRC believes that equality of opportunity and diversity is important in the work that we do and we are strongly committed to being an inclusive employer. Our values of being fair and independent supports this commitment. We are a signatory to the Government's Disability Confident scheme, which means that we guarantee an interview to any disabled candidates entering under the scheme, should they meet the minimum criteria for a role.

## Process

Interviews will take place in person, over the following days:

- **First stage interviews:** 29 or 30 July 2025
- **Final stage interviews:** 4 August 2025

## Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.

# How to apply

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

Candidates should apply for this role through our website at [www.saxbam.com/appointments](http://www.saxbam.com/appointments) using code **QAMAZG**

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 **Thursday 26 June 2025**.

- 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.

## **Due diligence**

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.



