



**Technical Excellence.**



Appointment of

# Chief Risk Officer

June 2025 Ref Code: HAAAE

Saxton Bampfylde

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# Introduction

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**Thank you for your interest in this opportunity at TWI (The Welding Institute).**

We are pleased that you are considering joining our organisation—where technical excellence, innovation, and global collaboration drive solutions with real-world impact across diverse industries. This candidate pack offers an overview of who we are, the scope of our work, and the opportunities available to senior leaders within our team.

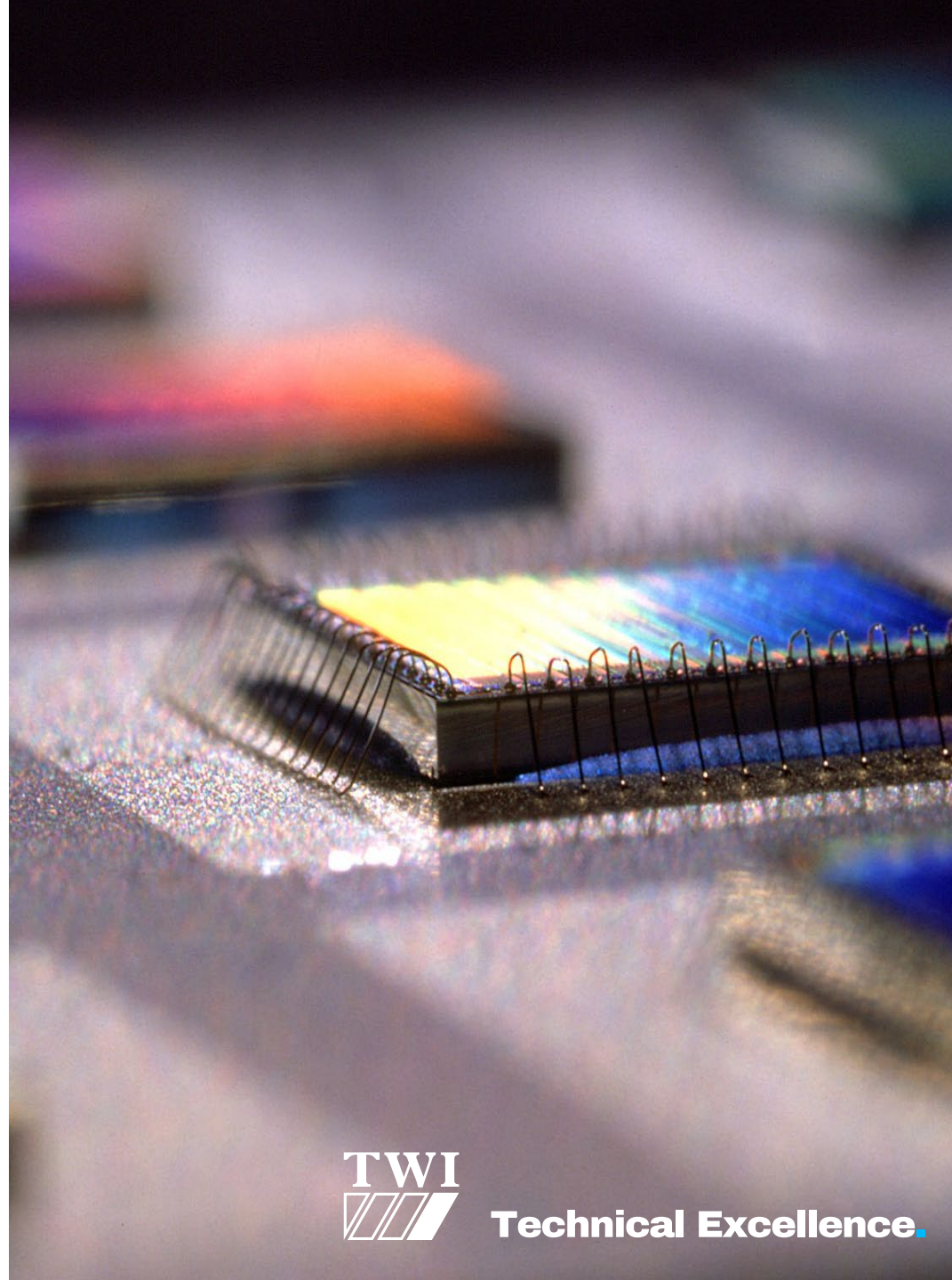
At TWI, we believe our continued success is underpinned by the strength and vision of our people. We are seeking accomplished individuals with the experience, insight, and ambition to shape the future of our organisation—leaders who bring strategic thinking, commercial acumen, and a commitment to delivering value for industry and society

alike.

Our culture is progressive, inclusive, and collaborative. We have created an environment where innovation thrives, leadership is empowered, and individual and collective achievements are recognised.

From world-leading research and technology development to global consultancy and professional membership services, our work spans sectors and geographies—delivering real influence and value.

We hope this opportunity aligns with your aspirations and values. If you share our commitment to excellence and are inspired by the prospect of contributing to TWI's ongoing evolution and success, we would be delighted to hear from you.



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# About

TWI is a world-leading centre for engineering, materials joining, and allied technologies. With a proud history dating back to 1946, TWI has grown to become a globally respected organisation, known for its deep technical expertise, commitment to innovation, and close partnerships with industry.

Headquartered in Cambridge, with additional offices and laboratories throughout the UK and internationally, TWI operates at the forefront of applied research and development. We work collaboratively with over 600 Industrial Member companies worldwide, ranging from SMEs to major multinationals across key sectors including aerospace, automotive, energy, construction, marine, rail, and defence. Our work directly supports their innovation strategies, helping to improve safety, performance, and sustainability through advanced engineering solutions.

TWI provides a broad range of services including consultancy, failure investigations, materials testing, inspection, structural integrity assessment, and bespoke training. Our facilities are home to some of the most

advanced equipment and laboratories in the world, enabling us to deliver high-quality research and technology services that bridge the gap between science and real-world application.

Beyond our technical work, we are also home to the Professional Membership body of The Welding Institute – one of the UK's leading institutions for engineers and technicians. The Institute supports individual professionals in their career development through membership, qualifications, and access to a vibrant technical community. We are a licensed body of the Engineering Council, offering routes to professional registration (CEng, IEng, EngTech), and we promote continuous professional development across all stages of a member's career.

TWI is a place where curiosity meets expertise, and where individuals are empowered to make a genuine impact. Whether supporting ground-breaking research or enabling industry to meet tomorrow's challenges, our people play a crucial role in shaping the future of engineering.



# TWI At a Glance

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- Established in Cambridge, UK, in 1946
- Cambridge-based headquarters operates from 54,000 square metres (581,000 square feet) of manufacturing, testing and training space
- 5 UK and 13 overseas facilities
- Over 800 consultants, scientists, engineers and support staff
- Around 550 Industrial Member companies in over 70 countries
- Innovation Network undertaking joint research programmes and developing next generation of engineers/scientists
- Professional institution, The Welding Institute, with a separate membership of 6000 individuals

**Our six values provide a point of reference for the way we expect our people to operate and behave.**

- **Inclusion:** Valuing the contribution from every individual, creating value for our customers
- **Teamwork:** Building effective working relationships, we accomplish more together
- **Adaptability:** Engaging positively with change to meet the needs of the business
- **Taking Responsibility:** Achieving our objectives and personal development
- **Innovation & Expertise:** Championing new ideas and sharing knowledge to solve industry problems
- **Customer Focus:** Building trusting relationships with our customers

# Leadership and Governance

TWI is governed by a Council consisting of elected and co-opted representatives from Member companies and Professional Members. This council and its committees represent the interests of TWI stakeholders, appointing and delegating authority to the Chief Executive, Boards and Committees.

## Current leadership structure:



**DAVID WRATHMALL**  
INTERIM CHIEF EXECUTIVE OFFICER



**JOHN HILL**  
DIRECTOR  
OF TECHNOLOGY



**LEONIE STEWART**  
DIRECTOR  
OF FINANCE & LEGAL



**PAUL WOOLLIN**  
DIRECTOR OF RESEARCH  
& QUALITY ASSURANCE



**ELIZABETH ANDREWS**  
ASSOCIATE DIRECTOR  
OF PEOPLE & CULTURE

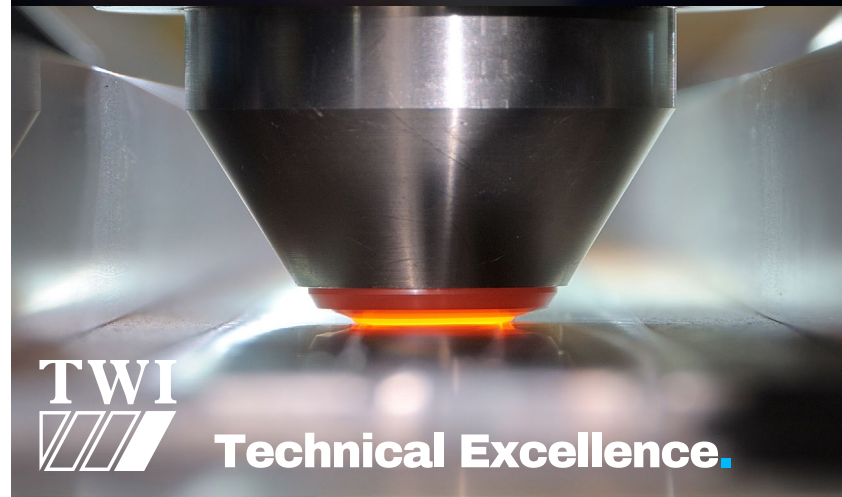
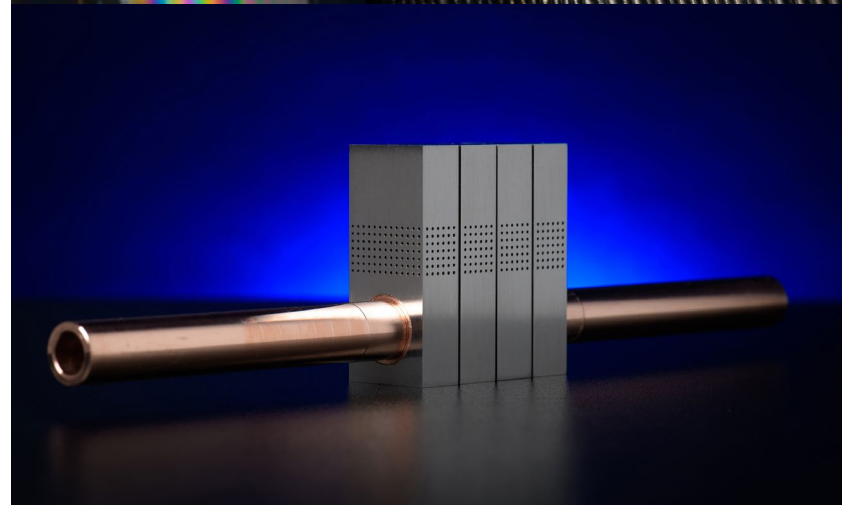


**WARREN BATH**  
ASSOCIATE DIRECTOR  
OF OPERATIONS



**STEPHEN WISNIEWSKI**  
ASSOCIATE DIRECTOR  
OF TRAINING & EXAMINATIONS

In 2024, TWI appointed Caroline Gumble as CEO. Caroline will join the team in July 2025.



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# Context to the Role

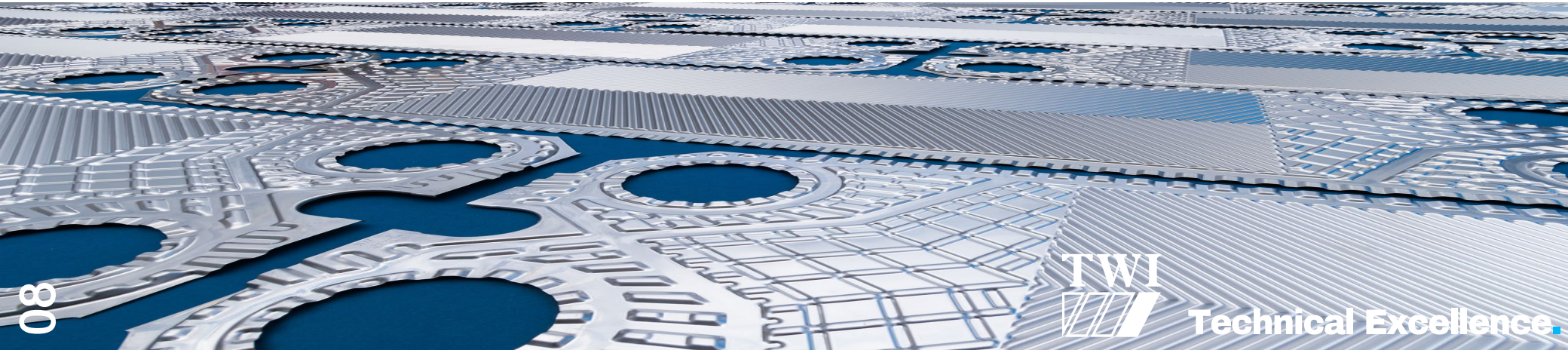
In 2024, TWI began a bold and ambitious transformation under the leadership of newly appointed Chief Executive Officer, Caroline Gumble. With a distinguished background in engineering, manufacturing, and professional development—including her tenure as CEO of the Chartered Institute of Building—Caroline brings a dynamic vision for growth, innovation, and collaboration. Her appointment reflects TWI's renewed commitment to technical excellence, strategic leadership, and global impact.

As TWI strengthens its organisational resilience and prepares for sustainable growth, the role of governance, transparency, and ethical practice has never been more critical. To support this evolving strategic direction, TWI is appointing a Chief Risk Officer—a senior leadership role focused on safeguarding the organisation's integrity while enabling bold, future-facing innovation. This appointment is integral to TWI's transformation, ensuring the business remains aligned with regulatory obligations, emerging risks, and the expectations of its global Industrial Membership.

Reporting directly to the Chief Executive Officer and working closely with

the Audit Committee, the Chief Risk Officer will lead the development of a strong, enterprise-wide approach to risk management and compliance, including the implementation of a strong risk management system. This role goes beyond regulatory oversight—it is about embedding a culture of accountability and informed decision-making, supporting TWI's ambition to operate with confidence in a complex and shifting global landscape. From data protection and legal compliance to operational resilience and corporate ethics, the Chief Risk Officer will ensure that every aspect of TWI's activity reflects the highest standards of governance.

This is a pivotal moment for the organisation, with significant opportunity for the Chief Risk Officer to influence both strategy and culture. Working closely with technical and commercial leaders, the role will bridge innovation and assurance—supporting responsible growth while protecting TWI's reputation as a trusted authority in applied engineering. The successful candidate will bring insight, independence, and a proactive mindset, helping to shape a future in which risk-aware leadership and organisational integrity are foundational to TWI's long-term success.









# The Role

The Chief Risk Officer plays a crucial role in ensuring that TWI adheres to legal standards, compliance requirements and internal policies. They oversee TWI's compliance programs, ethical standards, and key policies to maintain regulatory alignment within the company. Collaborating with senior executives, directors, and system owners is essential for the CRO to effectively implement controls that align with business goals.

## **Governance, Risk & Compliance Leadership**

- Design, implement, and maintain robust risk and compliance frameworks that ensure adherence to applicable laws, regulations, and internal policies across all TWI activities.
- Lead risk assessments and compliance audits to proactively identify vulnerabilities, threats, and areas for improvement across TWI's operations.
- Oversee the development, monitoring, and continuous improvement of comprehensive compliance programmes that align with best practice and evolving regulatory standards.
- Provide strategic direction on risk mitigation strategies to safeguard TWI's assets, operations, and reputation.

## **Operational Risk & Assurance**

- Evaluate third-party relationships, suppliers, and partners to ensure risk exposure is managed and minimised in line with TWI's governance standards.
- Ensure business continuity plans are developed, tested, and maintained to support operational resilience and organisational sustainability.
- Monitor, report, and escalate compliance breaches or emerging risks to senior management and the Board, providing data-driven insights and recommendations.

## **Stakeholder Engagement & Influence**

- Collaborate with directors, business unit leaders, and external stakeholders to embed a risk-aware and compliance-focused culture across the organisation.
- Engage with regulatory bodies and industry forums to ensure TWI remains informed of legal and compliance developments relevant to its operations.
- Support internal teams through guidance, training, and policy development to enhance compliance capabilities and understanding across functions.

## **Compliance Monitoring & Reporting**

- Maintain accurate, up-to-date records of risk management and compliance activities, ensuring timely reporting to the Board and executive leadership.
- Stay abreast of changes to UK and international regulations, standards, and sector guidance, adapting TWI's compliance frameworks as necessary to remain fit-for-purpose.



# Person Specification

The ideal candidate will be a qualified and experienced compliance professional with strong technical accounting knowledge and a demonstrable track record of operating at a senior level in risk and assurance. They will combine analytical rigour with practical judgement and possess the communication skills needed to influence and advise stakeholders across all levels of the organisation. With a proactive mindset and a commitment to upholding the highest standards of integrity, the successful candidate will play a key role in safeguarding TWI's reputation and operational resilience.

## Experience & Track Record

- Qualified accountant (ACA, CIMA, or ACCA) with a minimum of five years' senior experience in compliance, risk management, or audit within a complex organisational setting.
- Strong technical accounting expertise, with a demonstrable track record of interpreting and applying financial regulations and standards accurately.
- Experience in designing and implementing effective compliance frameworks and risk mitigation strategies across diverse business units.
- Proven ability to manage and report on organisational risk in alignment with strategic goals and regulatory requirements.
- Comfortable operating in both UK and international contexts, with a strong awareness of jurisdictional regulatory environments.
- Demonstrated resilience and ability to perform effectively under pressure, delivering results in fast-paced, evolving environments.

## Leadership & Personal Attributes

- A proactive and detail-oriented professional with a structured and analytical approach to problem-solving and decision-making.
- High levels of integrity, discretion, and professionalism, with a strong personal commitment to upholding ethical and regulatory standards.
- Excellent interpersonal and influencing skills, with the ability to build trusted relationships across all levels of the organisation, including Board-level stakeholders.
- Able to prioritise work effectively, meet tight deadlines, and maintain

accuracy and quality under pressure.

- Self-motivated with a strong sense of ownership, demonstrating initiative in identifying issues and driving resolution.
- Aligned with TWI's values and purpose, bringing a collaborative spirit and commitment to continuous improvement.

## Skills & Capabilities

- Comprehensive understanding of corporate governance, risk management principles, and compliance requirements across regulated sectors.
- Skilled in developing and maintaining risk registers, control frameworks, and compliance reporting systems.
- Able to translate complex regulatory information into clear, actionable guidance for diverse stakeholder groups.
- Strong written and verbal communication skills, with experience preparing detailed reports, board papers, and regulatory submissions.
- Confident managing sensitive information and exercising sound judgement in high-stakes environments.
- Willingness and ability to travel within the UK and overseas, supporting cross-site operations and international compliance needs.

## Qualifications

- Additional certification in risk, audit, or compliance (e.g. IRM, IIA, ICA) would be advantageous.





# Terms of Appointment

This role will be based at the Cambridge site.

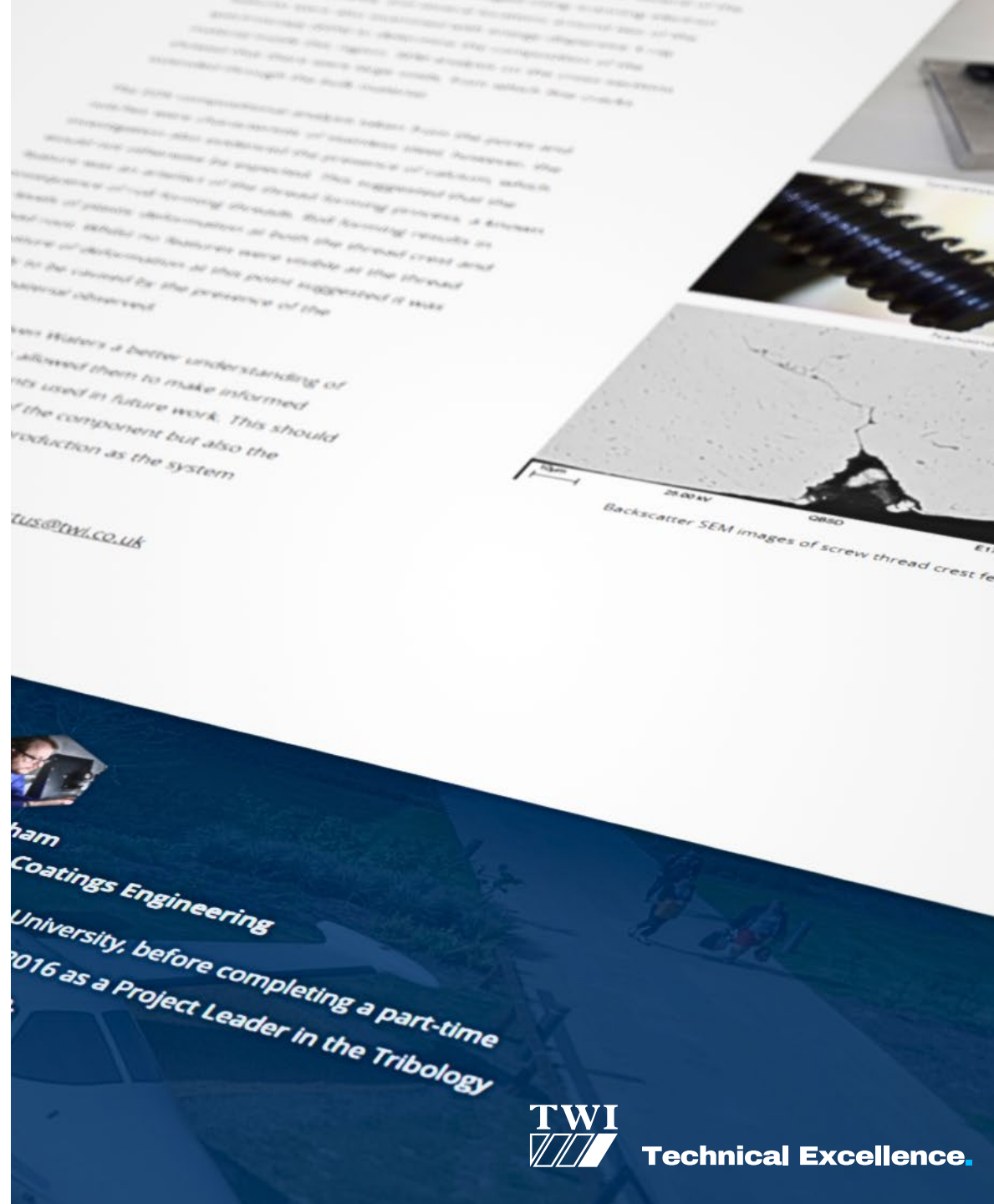
Competitive salary, to be negotiated with the successful candidate, with additional bonus and benefits package.

## Security requirements

This role will require a BPSS check.

## 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

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

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

Click on the 'apply' button and follow the instructions to upload a CV and cover letter.

The closing date for applications is noon on **Monday 30<sup>th</sup> June**.

## **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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# Saxton Bampfylde

## **LONDON**

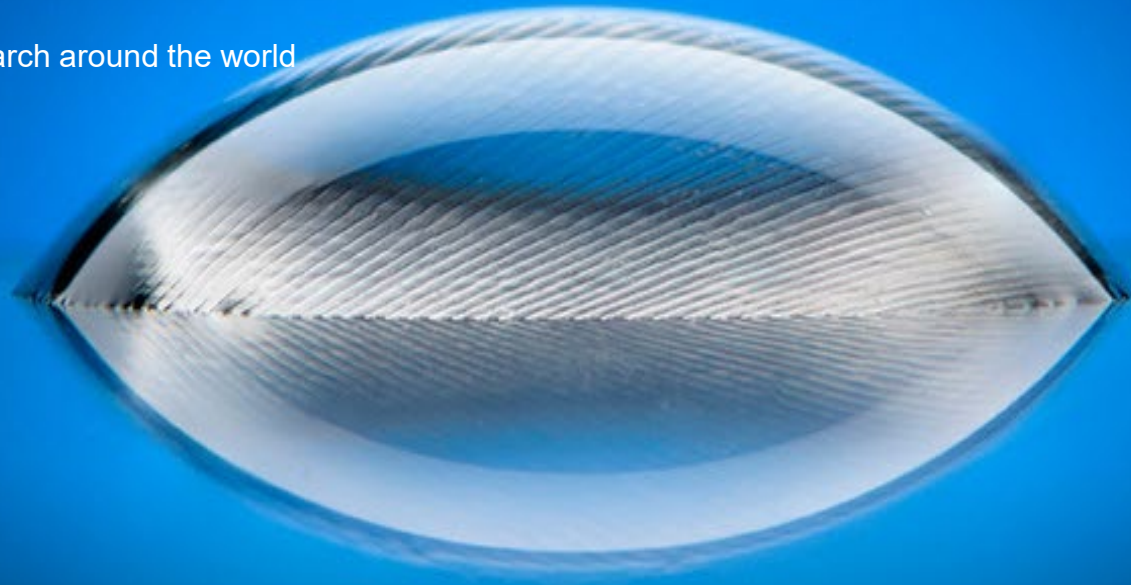
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London SE1 1DN

## **EDINBURGH**

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