

Role Profile and Person Specification

Role Profile

Job Title: **Independent Governance Committee Chairperson**

Hours of work: **Various, dependent upon need**

Summary

Hargreaves Lansdown is a leading pensions and corporate benefits specialist and asset management company. Our success is based on making employees smarter with their money so they can make better financial decisions and appreciate the benefits they are offered.

Launched in 2010, our award-winning workplace savings platform - Corporate Vantage - offers a modern alternative to traditional company pensions. Having recently exceeded £1 billion in assets this is a rapidly growing and exciting proposition within the workplace pensions market.

From April 2015 there is a requirement for Hargreaves Lansdown, and specifically the Group Self Invested Personal Pension, to have an Independent Governance Committee (IGC). The IGC will have a duty to act in the interests of scheme members and will operate independently of the firm. Its duty will broadly be to assess the value for money of the workplace personal pension scheme and to act in the interests of relevant members as stated in the committee's Terms of Reference.

The IGC Chairperson will be required to provide robust leadership and direction to the other committee members to ensure that the entire committee is fulfilling its duty to scheme members as stated in the Terms of Reference.

The right individual for the role will be a level headed, natural leader with strong communication skills. They must have a strong background in the workplace pension market with sufficient experience and expertise to really add value to the IGC and its assessment of the value for scheme members. They will have held, or be holding, a role of similar responsibility.

Key Duties & Responsibilities

- Represent the Independent Governance Committee at the HL Board meetings as required
- To represent the interests of pension scheme members and to challenge constructively any senior management decisions which may affect the Group Self Invested Personal Pension's value for money or which may lead to scheme member detriment
- To uphold high standards of integrity
- Make sufficient time to discharge responsibilities effectively
- To escalate any identified concerns to HL's Board and if necessary to the FCA, scheme members and employers
- To produce an annual publically available report on the work of the Independent Governance Committee which will include the value for money of the Group Self Invested Personal Pension and how the Independent Governance Committee has complied with its duty to act in members' interests.

Person Specification

	Essential	Desirable
Knowledge	<ul style="list-style-type: none"> • In depth knowledge of the workplace pensions marketplace to include pension accumulation and decumulation • Knowledge of the pensions and investment market as a whole 	<ul style="list-style-type: none"> • Knowledge of HL products and services
Skills/Experience	<ul style="list-style-type: none"> • Excellent communication skills • Excellent data analysis skills with the ability to present complex data in an understandable format • Excellent listening and questioning skills • Outstanding spoken English and presentation skills • A high level of attention to detail 	<ul style="list-style-type: none"> • Previous experience as Chairperson or Non-Executive Director in the Financial Services industry • Knowledge and experience of working in a regulated environment
Attributes	<ul style="list-style-type: none"> • A natural leader and someone to whom others look for direction • Hardworking and confident • Excellent communication skills • Highly professional and a strong empathy with scheme members • Creative and innovative with an ability to “think outside of the box” 	